

# St. John's Well Child and Family Center Tentative Agreement Summary • 2020 - 2023 Union Contract



## 12% Raise in Wages, New Classifications Added to Unit, Increased Funds for Education & Training, Additional Sick Day

**U**nited on the Frontlines & Stronger Together! We've reached a Tentative Agreement (TA) with St. John's Well Child and Family Center for a strong 3-year contract that raises employee wages, adds new classifications to our unit, increases funds for education & training, strengthens contract language and more!

This TA was reached after just two days of negotiations and represents what can be accomplished when employers work in partnership with our Union and value the work that SEIU 721 members do! Your bargaining team recommends a **YES VOTE**.



### Tentative Agreement Overview

#### Wages:

- 5% retroactive to March 1, 2020;
- 4% effective March 1, 2021
- 3% effective March 1, 2022
- Establishment of Step System: We have agreed to meet in the JLM to discuss implementation of a step system effective on or before March 1, 2021. A step system provides increased wages based on years of service, while also providing a COLA increase for all rates in the contract, including for new hires. In the event we are unable to reach agreement on a Step System, the above percentage increases will apply to all rates in years 2 and 3 of the contract.
- Substance Abuse Counselors, LCSWs, ACSWs and MFTs have been accreted into the unit. Will negotiate the starting salaries as part of the JLM process. Current employees in all positions except for Substance Abuse Counselors will receive 5% wage increase retroactive to March 1, 2020.
- To address wages below market rates, Substance Abuse Counselors on staff will receive increase to \$54,000 annually retro to March 1, 2020. (Currently earning @ \$49,000)

#### Union Security:

Added Standard language re: Maintenance of Membership and New Employee Orientations

#### Non-Discrimination:

Added Gender identity and Expression, and Union Activity as protected

#### Grievance & Arbitration:

Fixed language in agreement that had limited

grievances to: transfers, layoffs, discipline and termination

#### Education and Training:

- Increased Annual funds for training from \$20,000 to \$50,000.
- Employer will reimburse LCSWs, ACSWs and Substance Abuse Counselors for full cost of license and continuing education course requirements, and will reimburse MAs and RAs for costs associated with obtaining and remaining registered and/or licensed.

#### Temporary Employees:

- Temporary employees can only be employed for 6-months;
- Time worked as Temporary employee will count towards leave accruals

#### Job Posting and Bidding:

Added provision that employer must hire qualified internal candidates before hiring from outside agency. If two equally qualified internal candidates, will be by seniority.

#### Layoffs:

Employer must lay off temps and per diems before employees; laid off employees must be placed in open positions for which they qualify

#### Sick Leave:

Increased annual Sick Leave from 6 to 7 days

#### Bereavement Leave:

Provide for 5 days of Bereavement (up from 3) even if no travel out of state required.

#### Jury Duty:

Increased from 5 to 10 days

**For questions contact Robert Mejia, Worksite Organizer, at [robert.mejia@seiu721.org](mailto:robert.mejia@seiu721.org) or 213-276-8386**