

2021-2022 Union Contract Tentative Agreement Summary County of Los Angeles

Heroes Pay for All, Fully-Paid Medical & Dental Coverage, and a New Juneteenth Paid Holiday!

We did it! While other County unions were content to stand pat at the bargaining table, **we fought for what we deserve** and have reached a groundbreaking tentative agreement that rewards our sacrifice during the COVID pandemic and sets us up for even bigger wins in a few short months.



Our tentative agreement includes big victories – including generous Heroes Pay for All, more money for Options health benefits, and a new Juneteenth paid holiday! Our SEIU Local 721 Bargaining Policy Committee (BPC) overwhelmingly recommends a YES vote for this landmark six-month agreement. Together, we win!

Tentative Agreement Overview

Term

Six months. October 1, 2021 to March 31, 2022.

Renegotiation

Request to renegotiate the MOU will be between December 15 and 31, 2021. Negotiations will begin by January 15, 2022.

Payroll Deductions and Dues

Added new language requiring the County to provide necessary data to the Union. Changed article title and deleted obsolete language regarding agency shop.

Salaries

	Non-DHS	DHS
100% Telework	\$1,000	\$1,150
Any Onsite Work	\$1,500	\$2,150

All Employees (full-time permanent) will receive a one-time payment:

Did not work at elevated risk for COVID-19 exposure and employed from July 1, 2021 through payment date: **\$1,000**

Worked at elevated risk for COVID-19 exposure: **\$1,500**

Elevated Risk:

At any time (during the period March 1, 2020 through June 30, 2021), required to be within six feet of coworkers, County clients, or the general public for periods of 15 minutes or more.

Employed as of July 1, 2020 through payment date.

Part-time employees working at least 20 hours per week on average will receive \$500.

DHS Employees (full-time permanent) will receive an additional one-time payment:

Did not work at elevated risk for COVID-19 exposure: **\$150 (Totals \$1,150)**

Worked at elevated risk for COVID-19 exposure: **\$650 (Totals \$2,150)**

Must be employed as of March 1, 2020 through payment date.

Part-time employees working at least 20 hours per week on average will receive \$325 or \$75 depending on assignment.

To claim the bonuses for elevated risk level employees will complete an online self-attestation.

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Tentative Agreement Overview (Cont.)

Side Letters

Telework

The Union and County will meet consider amendments and modifications to the countywide policy on telework. Topics include unnecessary performance standards, accommodations of health conditions, and reimbursements to employees for costs incurred.

Civil Service Rule 9

The Union and County will negotiate required changes to the Medical Standards of Employment rule and new DHR policies.

Performance Evaluations

The Union and County will meet to discuss improvements in the current performance evaluation system and best practices.

Paid Family Leave

The Union and County will create a work group to develop a recommendation for a County Paid Family Leave program. The recommendation will be presented to the CEO for consideration.

All other articles are “no change to current contract” and various contract provisions with a date reference have been changes to reflect the new term of the agreement.

Fringe Benefits Agreement

Article 3 Term

Six months. The new benefits contract is effective October 1, 2021, through March 31, 2021.

Article 4 Renegotiation

December 15, 2021, through December 31, 2021, is the period to submit notice to commence negotiations on the successor agreement. Negotiations are to begin by January 15, 2022.

Article 5 Retirement

Incorporate employee contribution rates based on the June 30, 2019, Actuarial Valuation. These contributions rates had previously been made effective by Amendment No. 1 (May 12, 2020) to the 2018-21 Fringe Benefits Agreement.

Article 8 Options

Level of Benefits Safeguarded – Medical Request for Proposal Process Secured

The Union beat back the County’s attempt to delete the Maintenance of Benefits provision that maintained the current level of benefits. New language was added that allows the County to seek new medical insurance providers, but only with union participation and agreement on the plan designs to be included in the solicitation document. The Bargaining Policy Committee (BPC) is interested in ensuring that Options participants have access to a viable non-HMO option and new medical plans that provide affordable, quality, and innovative plan designs. This new contract provision will ensure that Local 721 is a full participant in the development and issuance of a Request for Proposal (RFP) for medical plans and in the evaluation and selection of medical plan design and insurance carriers.

Options Contribution Increased – Fully Offsets Medical and Dental Premiums

Beginning January 1, 2022, the County monthly Options contribution will increase 2.5% which will more than cover the premiums of the HMO medical plans and dental plans. This means more cash back for UnitedHealthcare Signature Value HMO members and more money to purchase additional benefits for Harmony and Kaiser members.

Options Monthly Contribution

	2021	2022 2.5% Increase
Employee Only	\$1,011.80	\$1,037.10
Employee + 1	\$1,846.07	\$1,892.22
Employee + 2	\$2,180.79	\$2,235.31

Health Insurance for Temporary and Recurrent Employees

The County monthly contribution for health insurance for temporary and recurrent workers meeting the 20-hour eligibility threshold is increased 2.5% on January 1, 2022.

Article 12 Sick Leave

Change the dates in the sick leave buy-back program to reflect the 6-month term of the contract.

Article 17 Holidays

Juneteenth is added as the 13th paid County Holiday.

Article 31 Mileage Reimbursement

The article is amended to incorporate the current mileage reimbursement rate of \$0.52 per mile effective January 1, 2021.

All other articles are “no change to current contract” and the various contract provisions with a date reference have been changed to reflect the six month term of the Benefits Agreement.

Our Los Angeles County Bargaining Policy Committee (BPC) overwhelmingly recommends a YES vote on this Tentative Agreement!

Return your ballot today or vote online at seiu721.org.