

2021-2026 Tentative Agreement Summary

Los Angeles LGBT Center

Average 6% Annual Wage Increase, Hikes to Premium Pay, Important Contract Language Improvements Regarding Overtime, Recruitment, & Leave

We did it! After months of contract negotiations with management at the Los Angeles LGBT Center, we've reached a Tentative Agreement on a historic 5-year contract that includes an average 30% wage increase over the contract, boosts premium pay, contract language improvements & more. This TA is proof of what can happen when we stand together in solidarity!

Your LA LGBT Center bargaining team recommends a YES vote.



Tentative Agreement Overview

Term - Five (5) Year agreement expiring June 30, 2026

Wage Increases - On average more than 6% per year

The wage increases are based on a combination of factors including:

- Market Adjustments to the base pay for several classifications to improve recruitment and retention
- New Longevity Pay benefit
- Minimum employee pay levels – \$17.00/hour in **Year 1** & \$18.00/hour in **Year 2** (even if the base pay is lower)
- Partial Step System application in Years 1 & 2
- Standard Table of annual increases based on seniority

In the **first year**, retroactive to July 1, 2021 employees will receive the higher of:

1. The Annual Increase Table (see below), or
2. Their Step Placement in Exhibit A, the step corresponding with your years of seniority at the Center (i.e. if you've been here 2 years, you would be at Step 2 – 6 years would be at Step 6, etc.). This table includes the market adjustments (see right) for the first year.

In the **second year**, effective July 1, 2022 employees will receive the higher of:

1. The Annual Increase Table (see below), or
2. Their Step Placement in Exhibit B, the step corresponding with your years of seniority at the Center (i.e. if you've been here 3 years you would be at Step 3, 7 years would be at Step 7, etc.). This table includes the market adjustments (see right) for the second year.

Market Adjustments – distributed over two-year period

Classification	Current Base Pay	Year 1	Year 2	Total % Increase
Clinic Liaison	\$ 16.00	\$ 16.78	\$ 17.55	10%
Clinic LVN	\$ 27.72	\$ 30.41	\$ 33.10	19%
Clinic LVN SHEP	\$ 27.72	\$ 30.41	\$ 33.10	19%
Clinical Pharmacist	\$ 59.00	\$ 64.50	\$ 70.00	19%
Community Liaison Program Specialist	\$ 18.00	\$ 19.00	\$ 20.00	11%
Department Assistant	\$ 16.00	\$ 17.98	\$ 19.95	25%
Education & Employment Specialist	\$ 16.00	\$ 18.00	\$ 18.00	13%
Health Education Specialist II	\$ 16.00	\$ 18.00	\$ 18.00	13%
Information and Engagement Coordinator	\$ 18.00	\$ 19.93	\$ 21.85	21%
Laboratory Technician	\$ 16.00	\$ 18.00	\$ 20.00	25%
LVN Care Coordinator	\$ 27.72	\$ 30.41	\$ 33.10	19%
LVN Case Manager	\$ 27.72	\$ 30.41	\$ 33.10	19%
LVN-PrEP WeHo	\$ 27.72	\$ 30.41	\$ 33.10	19%
LVN-SHP	\$ 27.72	\$ 30.41	\$ 33.10	19%
Medical Assistant	\$ 16.00	\$ 18.00	\$ 20.00	25%
Mental Health Clinician I	\$ 20.50	\$ 22.55	\$ 24.60	20%
Mental Health Clinician II	\$ 23.08	\$ 25.39	\$ 27.70	20%
Mental Health Clinician III	\$ 40.87	\$ 44.47	\$ 48.08	18%
Mental Health Clinician IV	\$ 40.87	\$ 44.47	\$ 48.08	18%
Mental Health Clinician V	\$ 40.87	\$ 44.47	\$ 48.08	18%
Mental Health Clinician VI	\$ 43.27	\$ 46.88	\$ 50.48	17%
Outreach Specialist III	\$ 16.00	\$ 20.00	\$ 20.00	25%
Outreach Specialist IV	\$ 16.00	\$ 20.00	\$ 20.00	25%
Patient Account Biller	\$ 16.00	\$ 18.73	\$ 21.47	34%
Patient Compliance Coordinator	\$ 16.00	\$ 19.94	\$ 23.89	49%
Peer Support Specialist	\$ 16.00	\$ 16.50	\$ 17.00	6%
Pharmacist	\$ 58.00	\$ 61.50	\$ 65.00	12%
Pharmacy Technician II	\$ 16.25	\$ 19.63	\$ 23.00	42%
Prep Cook/Dishwasher	\$ 16.50	\$ 16.75	\$ 17.00	3%
Psychosocial Case Manager III	\$ 17.50	\$ 20.15	\$ 22.80	30%
Referral Coordinator	\$ 16.00	\$ 19.16	\$ 22.33	40%
Resident Assistant	\$ 16.00	\$ 16.50	\$ 17.00	6%
Senior Care Specialist I	\$ 19.00	\$ 21.85	\$ 24.70	30%
SHP Medical Coordinator	\$ 16.00	\$ 19.16	\$ 22.33	40%
Youth Advocate	\$ 16.00	\$ 16.50	\$ 17.00	6%
Youth Care Specialist I	\$ 18.00	\$ 20.00	\$ 20.00	11%
Youth Care Specialist III	\$ 22.00	\$ 24.00	\$ 24.00	9%
Youth Employment Specialist II	\$ 17.00	\$ 18.00	\$ 18.00	6%

* Some titles will be adjusted to remove references to location, irrelevant levels, etc.

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Cafe Barista	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Cafe Cook	19.00	19.38	19.77	20.16	20.57	20.98	21.40	21.83	22.26	22.71	23.16	23.62	24.10	24.58	25.07
Cook	19.00	19.38	19.77	20.16	20.57	20.98	21.40	21.83	22.26	22.71	23.16	23.62	24.10	24.58	25.07
Clinic Liaison	16.78	17.11	17.45	17.80	18.16	18.52	18.89	19.27	19.65	20.05	20.45	20.86	21.27	21.70	22.13
Clinical Pharmacist	64.50	65.79	67.11	68.45	69.82	71.21	72.64	74.09	75.57	77.08	78.63	80.20	81.80	83.44	85.11
Pharmacist	61.50	62.73	63.98	65.26	66.57	67.90	69.26	70.64	72.06	73.50	74.97	76.47	78.00	79.56	81.15
Community Liaison Program Specialist	19.00	19.38	19.77	20.16	20.57	20.98	21.40	21.83	22.26	22.71	23.16	23.62	24.10	24.58	25.07
Data Management Clerk II	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Department Assistant	17.98	18.33	18.70	19.08	19.46	19.85	20.24	20.65	21.06	21.48	21.91	22.35	22.80	23.25	23.72
Education & Employment Specialist	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
Epidemiology Assistant	24.00	24.48	24.97	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.26	29.84	30.44	31.05	31.67
Health Education Specialist II	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
Information and Engagement Coordinator	19.93	20.32	20.73	21.14	21.57	22.00	22.44	22.89	23.35	23.81	24.29	24.77	25.27	25.78	26.29
Information Specialist	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Laboratory Technician	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
Lead Barista	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
Linkage to Care Specialist	23.00	23.46	23.93	24.41	24.90	25.39	25.90	26.42	26.95	27.49	28.04	28.60	29.17	29.75	30.35
LVN Care Coordinator	30.41	31.02	31.64	32.27	32.92	33.58	34.25	34.93	35.63	36.34	37.07	37.81	38.57	39.34	40.13
LVN Case Manager	30.41	31.02	31.64	32.27	32.92	33.58	34.25	34.93	35.63	36.34	37.07	37.81	38.57	39.34	40.13
LVN-SHP	30.41	31.02	31.64	32.27	32.92	33.58	34.25	34.93	35.63	36.34	37.07	37.81	38.57	39.34	40.13
Maintenance	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Medical Assistant	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
Mental Health Clinician I	22.55	23.00	23.46	23.93	24.41	24.90	25.39	25.90	26.42	26.95	27.49	28.04	28.60	29.17	29.75
Mental Health Clinician II	25.39	25.90	26.42	26.94	27.48	28.03	28.59	29.17	29.75	30.34	30.95	31.57	32.20	32.84	33.50
Mental Health Clinician III	44.47	45.36	46.27	47.20	48.14	49.10	50.08	51.09	52.11	53.15	54.21	55.30	56.40	57.53	58.68
Mental Health Clinician VI	46.88	47.81	48.77	49.74	50.74	51.75	52.79	53.84	54.92	56.02	57.14	58.28	59.45	60.64	61.85
Outreach Specialist III	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39
Outreach Specialist IV	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39
Patient Account Biller	18.73	19.11	19.49	19.88	20.28	20.68	21.10	21.52	21.95	22.39	22.84	23.29	23.76	24.23	24.72
Patient Compliance Coordinator	19.94	20.34	20.75	21.16	21.59	22.02	22.46	22.91	23.37	23.83	24.31	24.80	25.29	25.80	26.32
Patient Services Specialist	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Peer Support Specialist	16.50	16.83	17.17	17.51	17.86	18.22	18.58	18.95	19.33	19.72	20.11	20.52	20.93	21.34	21.77
Pharmacy Technician II	19.63	20.02	20.42	20.83	21.24	21.67	22.10	22.54	22.99	23.45	23.92	24.40	24.89	25.39	25.89
Prep Cook/Dishwasher	16.75	17.09	17.43	17.78	18.13	18.49	18.86	19.24	19.63	20.02	20.42	20.83	21.24	21.67	22.10
Psychosocial Case Manager III	20.15	20.55	20.96	21.38	21.81	22.25	22.69	23.15	23.61	24.08	24.56	25.05	25.56	26.07	26.59
Referral Coordinator	19.16	19.55	19.94	20.34	20.74	21.16	21.58	22.01	22.45	22.90	23.36	23.83	24.30	24.79	25.28
Resident Assistant	16.50	16.83	17.17	17.51	17.86	18.22	18.58	18.95	19.33	19.72	20.11	20.52	20.93	21.34	21.77
Senior Care Specialist I	21.85	22.29	22.73	23.19	23.65	24.12	24.61	25.10	25.60	26.11	26.64	27.17	27.71	28.27	28.83
SHP Medical Coordinator	19.16	19.55	19.94	20.34	20.74	21.16	21.58	22.01	22.45	22.90	23.36	23.83	24.30	24.79	25.28
Social Networking Coordinator	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
STD HIV Counselor	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Youth Advocate	16.50	16.83	17.17	17.51	17.86	18.22	18.58	18.95	19.33	19.72	20.11	20.52	20.93	21.34	21.77
Youth Care Coordinator	26.00	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31
Youth Care Specialist I	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39
Youth Care Specialist II	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39
Youth Care Specialist III	24.00	24.48	24.97	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.26	29.84	30.44	31.05	31.67
Youth Care Specialist IV	24.00	24.48	24.97	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.26	29.84	30.44	31.05	31.67
Youth Development Specialist I	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
Youth Employment Specialist II	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Cafe Barista	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Cafe Cook	19.00	19.38	19.77	20.16	20.57	20.98	21.40	21.83	22.26	22.71	23.16	23.62	24.10	24.58	25.07
Cook	19.00	19.38	19.77	20.16	20.57	20.98	21.40	21.83	22.26	22.71	23.16	23.62	24.10	24.58	25.07
Clinic Liaison	17.55	17.90	18.26	18.62	19.00	19.38	19.76	20.16	20.56	20.97	21.39	21.82	22.26	22.70	23.16
Clinical Pharmacist	70.00	71.40	72.83	74.28	75.77	77.29	78.83	80.41	82.02	83.66	85.33	87.04	88.78	90.55	92.36
Pharmacist	65.00	66.30	67.63	68.98	70.36	71.77	73.20	74.66	76.16	77.68	79.23	80.82	82.44	84.08	85.77
Community Liaison Program Specialist	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39
Data Management Clerk II	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Department Assistant	19.95	20.35	20.76	21.17	21.59	22.03	22.47	22.92	23.37	23.84	24.32	24.81	25.30	25.81	26.32
Education & Employment Specialist	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
Epidemiology Assistant	24.00	24.48	24.97	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.26	29.84	30.44	31.05	31.67
Health Education Specialist II	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
Information and Engagement Coordinator	21.85	22.29	22.73	23.19	23.65	24.12	24.61	25.10	25.60	26.11	26.64	27.17	27.71	28.27	28.83
Information Specialist	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Laboratory Technician	19.43	19.81	20.21	20.61	21.03	21.45	21.88	22.31	22.76	23.21	23.68	24.15	24.64	25.13	25.63
Lead Barista	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
Linkage to Care Specialist	23.00	23.46	23.93	24.41	24.90	25.39	25.90	26.42	26.95	27.49	28.04	28.60	29.17	29.75	30.35
LVN Care Coordinator	33.10	33.76	34.44	35.13	35.83	36.55	37.28	38.02	38.78	39.56	40.35	41.16	41.98	42.82	43.67
LVN Case Manager	33.10	33.76	34.44	35.13	35.83	36.55	37.28	38.02	38.78	39.56	40.35	41.16	41.98	42.82	43.67
LVN-SHP	33.10	33.76	34.44	35.13	35.83	36.55	37.28	38.02	38.78	39.56	40.35	41.16	41.98	42.82	43.67
Maintenance	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Medical Assistant	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39
Mental Health Clinician I	24.60	25.09	25.59	26.11	26.63	27.16	27.70	28.26	28.82	29.40	29.99	30.59	31.20	31.82	32.46
Mental Health Clinician II	27.70	28.25	28.82	29.40	29.98	30.58	31.19	31.82	32.45	33.10	33.77	34.44	35.13	35.83	36.55
Mental Health Clinician III	48.08	49.04	50.02	51.02	52.04	53.08	54.14	55.23	56.33	57.46	58.61	59.78	60.97	62.19	63.44
Mental Health Clinician VI	50.48	51.49	52.52	53.57	54.64	55.73	56.85	57.99	59.15	60.33	61.54	62.77	64.02	65.30	66.61
Outreach Specialist III	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39
Outreach Specialist IV	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39
Patient Account Biller	21.47	21.90	22.33	22.78	23.24	23.70	24.17	24.66	25.15	25.65	26.17	26.69	27.22	27.77	28.32
Patient Compliance Coordinator	23.89	24.37	24.85	25.35	25.86	26.37	26.90	27.44	27.99	28.55	29.12	29.70	30.30	30.90	31.52
Patient Services Specialist	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Peer Support Specialist	17.00	17.34	17.69	18.04	18.40	18.77	19.14	19.53	19.92	20.32	20.72	21.14	21.56	21.99	22.43
Pharmacy Technician II	23.00	23.46	23.93	24.41	24.90	25.39	25.90	26.42	26.95	27.49	28.04	28.60	29.17	29.75	30.35
Prep Cook/Dishwasher	17.00	17.34	17.69	18.04	18.40	18.77	19.14	19.53	19.92	20.32	20.72	21.14	21.56	21.99	22.43
Psychosocial Case Manager III	22.80	23.26	23.72	24.20	24.68	25.17	25.68	26.19	26.71	27.25	27.79	28.35	28.92	29.49	30.08
Referral Coordinator	22.33	22.77	23.23	23.69	24.17	24.65	25.14	25.64	26.16	26.68	27.21	27.76	28.31	28.88	29.46
Resident Assistant	17.00	17.34	17.69	18.04	18.40	18.77	19.14	19.53	19.92	20.32	20.72	21.14	21.56	21.99	22.43
Senior Care Specialist I	24.70	25.19	25.70	26.21	26.74	27.27	27.82	28.37	28.94	29.52	30.11	30.71	31.33	31.95	32.59
SHP Medical Coordinator	22.33	22.77	23.23	23.69	24.17	24.65	25.14	25.64	26.16	26.68	27.21	27.76	28.31	28.88	29.46
Social Networking Coordinator	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
STD HIV Counselor	16.00	16.32	16.65	16.98	17.32	17.67	18.02	18.38	18.75	19.12	19.50	19.89	20.29	20.70	21.11
Youth Advocate	17.00	17.34	17.69	18.04	18.40	18.77	19.14	19.53	19.92	20.32	20.72	21.14	21.56	21.99	22.43
Youth Care Coordinator	26.00	26.52	27.05	27.59	28.14	28.71	29.28	29.87	30.46	31.07	31.69	32.33	32.97	33.63	34.31
Youth Care Specialist I	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39
Youth Care Specialist II	20.00	20.40	20.81	21.22	21.65	22.08	22.52	22.97	23.43	23.90	24.38	24.87	25.36	25.87	26.39
Youth Care Specialist III	24.00	24.48	24.97	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.26	29.84	30.44	31.05	31.67
Youth Care Specialist IV	24.00	24.48	24.97	25.47	25.98	26.50	27.03	27.57	28.12	28.68	29.26	29.84	30.44	31.05	31.67
Youth Development Specialist I	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75
Youth Employment Specialist II	18.00	18.36	18.73	19.10	19.48	19.87	20.27	20.68	21.09	21.51	21.94	22.38	22.83	23.28	23.75

In the **third, fourth, and fifth year**, effective July 1st of each year employees will receive the amount in the Annual Increase Table (see below)

ANNUAL INCREASE TABLE – Note: referred to as Table C in the contract

Years of Service	Increase
0 to 2 Years	3.00%
3 to 6 Years	3.25%
7 to 9 Years	3.50%
10 or more Years	3.50%

LONGEVITY PAY

In addition to the pay increases described above, employees will also receive a new Longevity Premium. In the first year, everyone will receive an additional increase based on their level of seniority:

Years of Service	Increase
5 to 9 Years	2%
10 to 14 Years	3%
15 to 19 Years	4%
20 or more Years	4%

In addition, employees will receive the same amount of increase on their 5, 10, 15, and 20 year anniversary date.

Increases in Premium Pay

- Shift Differential increases to \$1.75/hour from \$1.50/hour
- Bilingual Pay increases to \$200/month from \$150/month

Language Improvement regarding Recruitment/Promotion

- Internal qualified candidates will be promoted before hiring an external candidate
- The Union will get notice when there is a problem filling a vacancy within 21 days
- New employees will be trained by supervisory or a Management level employee (or a designated knowledgeable senior staff/trainer)

Language Improvement regarding Overtime and Scheduling

- Fair and equitable assignment of Overtime by seniority
- More advance notice when the Center wants to alter work schedules (including the residential facilities)

Language Improvement regarding Leave

- Defining accrual rates for vacation
- Deadline to respond to vacation requests or they're deemed approved (3-7 days depending on length of request and how far in advance request is made)
- Clarification of family members for bereavement, sick leave, etc.
- Online access to leave balances

Otherwise, the terms remain the same or are cleaned up to incorporate recent legal changes.

Your Negotiating Team Recommends a Yes Vote!

Tentative Agreement Review Meetings:
English: Nov. 9 at 7:30 pm via Zoom
Spanish: Nov. 10 at 7:30 pm via Zoom
English: Nov. 17 at 7:30 pm via Zoom

Ratification Vote Schedule:

Online voting:

Tue. 11/30 @ 10 am - Fri. 12/3 @ 10 am

In-person voting at various locations:

Dec. 1, 2, 3

Contact for more information:

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