

2021-2023 Union Contract Tentative Agreement Summary Los Angeles Homeless Services Authority

Across-the-Board 6% Raises, A \$1,300 Lump Sum Bonus, and Two New Paid Holidays!

We did it! After months of contract negotiations with LAHSA management, we've reached a Tentative Agreement on an excellent three-year contract with 6% raises, a one-time \$1,300 bonus, additional service bonuses, and two new paid holidays!

The 2021-2023 contract tentative agreement also establishes a Joint Labor Management Mental Health Committee, new language regarding overtime, and strengthened union protections on the job. **Your Los Angeles Homeless Services Authority bargaining team strongly recommends a YES vote.**



Tentative Agreement Overview

Term

Date of ratification and adoption - expiring on June 30, 2023.

Wages

<u>Effective Date</u>	<u>Salary Increase</u>
July 1, 2021	3%
July 1, 2022	3%

Additional Compensation

\$1,300 Lump Sum Bonus by October 30, 2022

This bonus will also be paid to any employee involuntarily laid off between ratification of the contract and September 30, 2022

Continuation of Service Bonus

Continuation of the Service Bonus of \$500 for each 5 years of service.

Compensation Protections

New language protecting pay and benefits and requiring negotiations with the Union over the compensation study results.

Holidays

- **New Holiday -- Juneteenth (June 19th)**
- **Additional Floating Holiday (Total of Two)**

Overtime

New language creating an overtime volunteer list and use of seniority for overtime assignments.

Establishment of a Joint Labor Management Mental Health Committee

JLM Committee to meet regularly to address mental health issues and resources for employees.

New Uniforms and Boots

New language requiring annual and replacement uniforms and boots (where required). \$120 reimbursement if replacement boots are not timely provided.

Data and Dues Deduction

Improved language requiring LAHSA to provide necessary and legally required data and the dues/COPE deductions to the Union.

Grievance and Arbitration

Improvements to the existing grievance language for a streamlined grievance process and arbitration procedure clarifications.

Work Schedules

Clarification that regular schedules include five consecutive work days and two consecutive days off.

Continued on other side

New Articles

New Discipline and Discharge Article

Provides a just cause requirement, progressive discipline and right to Union representation.

New Job Postings and Promotions Article

Notice of vacancy requirements and requires LAHSA to select the most senior qualified internal applicant.

New Professional Development and Training Article

Requests to utilize departmental professional development funds shall not be unreasonably denied, reimbursement for getting/maintaining required competency training, required in-service training protections.

New Performance Evaluations Article

Establishment of a new performance coaching/evaluation system requiring twice per year reviews and employee rebuttals for any disagreements of the evaluations.

New Acting Pay Article

10% payment above current pay rate for working in an "acting role" for more than ten consecutive days (going back to the first day) and capping acting assignments at six months.

New Assignments Article

Allows for a mandatory meeting to discuss "special or extraordinary operations or activities."

New Layoffs Article

Provides notice requirements and the process for layoffs (volunteers first then by inverse seniority), transfer rights and reemployment rights for one year including restoration of accrued benefits.

**For online and in-person
voting information, please
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