

# SEIU 721 Members Win Largest General Salary Increases in the History of L.A. County

..... 12% General Salary Increase, with 5.5% in first year, + \$1,375 Bonus! .....

In February, Los Angeles County unions established a "Solidarity Pact," making a commitment to accept no less than a 5.5% salary increase in 2022 as historically high inflation reduced members' purchasing power. Your elected SEIU Local 721 bargaining teams won just that and more – with the help of thousands of members like you who joined the March 31 *Fight for the Frontline* march and rally and countless worksite actions. Members also voted overwhelmingly to authorize an unfair labor practice strike after County negotiators acted in bad faith at the bargaining table.



The 2022-2025 Tentative Agreement contains the highest general salary increase and the highest general bonus in Los Angeles County history. The TA also provides for additional salary adjustments (inequities and bonuses) for many classifications along with annual County contribution increases for the *Options* flexible benefit program, significant improvements in family benefits, and stronger protections against contracting out County jobs. **Your elected Bargaining Policy Committee urges you to vote YES to seal the victories of our bargaining campaign.**

## General Salary Movement

Effective Date	Salary Increase
October 1, 2022	5.5%
October 1, 2023	3.25%
October 1, 2024	3.25%

**Bonus \$1,375** (Part-Time and Temporary employees = \$700) Must be employed and in-service on date of Board adoption and at time of payment.

**Term** Three years, April 1, 2022 - March 31, 2025

**Renegotiation** Renegotiation will begin by December 15, 2024. County may re-open in case of financial emergency.

**Full Understanding, Modification, Waiver** New Disaster Service Worker section requires the County to notify the Union regarding DSW assignments and consult over the communications.

## Fringe Benefits Agreement

### ARTICLE 8 Options

Up to \$195/month additional *Options* contribution from County to offset projected premium increases.

### Monthly *Options* Contribution:

	2023	2024	2025
<b>Emp</b>	\$1,078.58	\$1,105.54	\$1,127.65
<b>Emp + 1</b>	\$1,967.91	\$2,017.11	\$2,057.45
<b>Emp + 2+</b>	\$2,324.72	\$2,382.84	\$2,430.50

The negotiated increase means that *Options* participants will continue to have access to affordable and quality HMO health plans, with maximum "cash back" and \$ for supplemental benefits for the vast majority of members.

*Continued on next page*

## **Contracting Out and Transfer of Functions**

County will develop a 3-year phased-in plan, tied to the budget process, to bring some contracted jobs back in house. County will prohibit contractors from using resources to combat efforts of their employees to unionize. County will provide more notice to union and offer to meet and confer on Proposition A contracts.

---

**Personnel Practices** The Personnel Practices Committee will discuss discipline retention in personnel files.

---

**New Article – Telework** New article commits the County to expanding telework in all Departments, establishes selection criteria guidelines, affirms County responsibilities for providing and maintaining materials and equipment, and provides for reimbursement to employees for required expenses incurred.

---

## **New Article – County Employee Election Worker Pilot Program**

Creates pilot program to help determine a possible permanent program. Pilot will include payment of overtime, eligibility for mileage, and a \$100 stipend on top of regular pay. The County and the Union will negotiate regarding a permanent program.

---

## **New Appendix – Sustainability**

New appendix demonstrating joint support for transit commits the County to jointly prepare a report on a shorter workweek, explore electric vehicle purchase programs and commit the County to meeting on charging station locations.

---

## **Side Letter – Performance Evaluations**

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

---

## **Side Letter – Employee Paycheck Errors**

The County commits to providing regular updates on the implementation of marginal tax rate withholding for supplemental payments.

*All other articles are “No Change” except to amend dates to reflect the term of the contract or make administrative corrections.*

**Health Care Spending Account** Beginning with Plan Year 2023, each Participant’s monthly contribution may be up to the IRS limit.

Spending Account amounts from the prior Plan Year, will now be carried over to the next Plan Year up to the IRS carryover limit.

Incorporating language tying the contribution and carry over provisions to the IRS limit ensures that the plan rules will always be current with changes in federal law and Participants can take full advantage of benefit improvements without the need to amend the contract.

**Dependent Care Subsidies (Child Care & Elder Care)** The County contribution will increase by 30% to \$19.5 million during the term of the Agreement, and the monthly subsidy will increase to a minimum of \$100/month for SEIU 721 members. (Participants will contribute a reimbursable \$10 monthly minimum, which will discourage non-eligible workers from participating in the family program and encumbering funds that could be used by eligible participants.)

<b>Employee Gross Annual Salary</b>	<b>Employer Contribution per month</b>
Less than \$34,999	\$375
\$35,000-\$39,999	\$300
\$40,000-\$44,999	\$275
\$45,000-\$49,999	\$200
\$50,000-\$54,999	\$125
\$55,000 or more	\$100

## **Life Insurance**

The County-provided life insurance will increase by \$3,000.

---

## **ARTICLE 18 Deferred Compensation and Thrift Plan**

The County commits to establishing an after-tax deferral option for the Horizons deferred compensation plan, while assuring the Union’s right to negotiate changes to the new deferral option.

*Continued on next page*

**ARTICLE 27 Commuting Problems**

The annual County contribution to the Green@Work Committee will increase by 33% to fund programs promoting public transportation and ridesharing programs.

The County’s allocation to the Green@Work committee will now be \$400,000 annually.

**Article 30 Child Care**

The role of the labor-management committee was strengthened to promote accessible and affordable childcare options for children of County employees, including childcare services accessibility for County workers on evening and night shifts and reducing waitlists.



---

**ARTICLE 50 - TRAINING AND CAREER DEVELOPMENT**

**1. Technological Change**

As new technology is introduced in the work environment and is required to be used by specific employees, Management will make reasonable efforts to train the affected employees in the new technology, **up to and including computer training.**

**2. Training Opportunities**

An employee can request to participate in educational programs, symposiums, seminars, conferences and meetings that would lead to an increase in their skills, knowledge and understanding. Employee training requests for County time to attend such programs shall be subject to Management approval. Grievances filed under this section for training funded under Section 4 shall be expedited to the Third Level upon being filed.

**Approval and distribution of training opportunities shall be made on a fair and equitable basis.**

---

**ARTICLE 54 - SPECIAL PAY PRACTICES**

**Section 1. Shift Differential**

Effective, October 1, 2022, weekend shift Department of Health Services (DHS) employees shall receive a premium of one dollar twenty-five cents (\$1.25) per hour.

**Section 5. Freezer Bonus**

The parties agree to recommend to the County’s Board of Supervisors that said Board adopt and implement to the applicable ordinance that any employee covered herein who is employed in the Internal Services Department **and Sheriff’s Department**, and who is assigned to spend the major portion of a regularly established shift work in the freezer of said department, shall be entitled to receive, in addition to their regular compensation, one dollar (\$1.00) per hour for each hour worked during such assignment.

Such bonus does not constitute a base rate and shall not be considered in overtime calculations nor be used in the calculation of any other compensation or benefit.

**New Section - Emergency Room Premium Pay**

Any person employed on a permanent, full-time basis who is permanently assigned to work in an Emergency Department in a hospital licensed to provide emergency medical services (as defined by the Office of Statewide Health Planning & Development) shall receive, in addition to other compensation provided in this article, \$60.00 per pay period for each calendar month in said assignment. The premium pay shall be discontinued if the employee is absent for more than 30 consecutive calendar days, until such time as they return to work.

**INEQUITIES:**

<b>Item</b>	<b>Classification</b>	<b>BU</b>	<b>10/1/24</b>	<b>Total Inequity</b>
0577	ACCOUNT CLERK I	111	2%	2%
0578	ACCOUNT CLERK II	111	2%	2%

