

# 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.

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## **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.

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

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**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.

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## **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.

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## **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.

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## **Side Letter – Performance Evaluations**

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

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## **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.

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## **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.

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## **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.

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## **ARTICLE 45 Work Schedules Alternative Work Schedules**

### **Section 1 Pilot - 12-hour Shifts (without built-in overtime) - DHS 24-Hour Patient Care Facilities**

Effective January 1, 2023, the parties mutually agree to initiate a pilot study of additional alternative work schedule options for full-time, permanent employees assigned to a DHS 24-hour patient care facility.

## **ARTICLE 47 Posting of Promotional and Employment Opportunities**

### **Section 1 Selection Interviews**

As part of the selection interview process, Management agrees to provide the requesting candidate with the following information:

- 1) Eligible Register being canvassed (Job Title/Item)
- 2) Position Location
- 3) Care Population
- 4) Program Information

## **ARTICLE 49 Overtime**

**Section 6 Accrual and Use of FLSA Compensatory Time Off (CTO)** At the employees' option, an employee may request CTO in lieu of pay, at a rate of one and one-half (1½) hours off for each hour of overtime worked, to a maximum of **80 hours** worked at any one time (**increased from 54 hours to 80 hours**).

To use compensatory time, an employee must submit a request to the immediate supervisor prior to the date requested to be off. Such accumulated compensatory time may be taken off subject to staffing requirements and with prior approval of the immediate supervisor. Unless approved by Management, employees may not accrue CTO that are worked during disaster periods or emergencies declared by the Board of Supervisors, other local governments or the federal government.

**ARTICLE 50 Transfers** Management shall post all transfer opportunities for a reasonable amount of time. Transfer listings are to include, but are not limited to, program information, job location (when available) and essential job functions. Nothing in this language limits Management's right to define a reasonable amount of time, based upon the needs of the unit.

**ARTICLE 52 Special Pay Practices** Two dollars (\$2.00) per hour bonus shall be paid to any employee employed in a classification listed below and one dollar and seventy-five cents (\$1.75) per hour bonus shall be paid to any other employee in the Unit for each hour the employee works on an established evening or night shift as defined in Section 6.10.020 of the County Code, Title 6.

<b>Item No.</b>	<b>Classification</b>
4900	Clinical Laboratory Scientist Instructor
4919	Clinical Microbiologist I
4999	Public Health Microbiologist I
5000	Public Health Microbiologist II

#### Section 4 Sheriff Detention Facilities Assignment

Effective October 1, 2022, any person employed in a full-time permanent position of, Clinical Psychologist I (Item #8695), Clinical Psychologist II (Item #8697), Occupational Therapist I, II (Item #5857 and #5856), Recreation Therapist I, II (Item #5871 and #5872); Physical Therapist I (Item #5837) and who is permanently assigned to work on a full-time basis for the Department of Health Services, Integrated Correctional Health Services, shall receive an additional 5.5% above the compensation provided in Article 53 – Salaries. Compensation pursuant to this Section does not constitute the base rate.

#### Section 5 Probation Detention Facility

Any Department of Mental Health employee, employed in a full-time permanent position of Clinical Psychologist I (Item #8695) or Clinical Psychologist II (Item #8697) and who is permanently assigned to work on a full-time basis in any Los Angeles County Probation Detention Facility shall receive, in addition to any other compensation in Article 52, **\$120 (increase from \$50 to \$120)** per month. Compensation pursuant to this Section does not constitute a base rate.

#### Section 8 Weekend Differential

Bargaining Unit employees who work on a weekend shall receive an additional bonus of two dollars and twenty-five cents (\$2.25) for each hour worked on a weekend.

For the purposes of paying the weekend bonus, a weekend shall be defined as any hours occurring between the hours of 7:00 p.m. Friday, through 7:00 a.m., Monday.

#### ARTICLE 53 Salaries Additional Salary Increases

ITEM	10/1/22	10/1/23	10/1/24	TOTAL	
GRADUATE PHYSICAL THERAPIST	5.5%	0%	0%	5.5%	
GRADUATE PHYSICAL THERAPIST, FOREIGN	5.5%*	0%	0%	5.5%	
PHYSICAL THERAPIST I	5.5%*	0%	0%	5.5%	
PHYSICAL THERAPIST II	5.5%*	0%	0%	5.5%	
PHYSICAL THERAPY INSTRUCTOR	5.5%*	0%	0%	5.5%	
HLTH FACIL CONSULT, PHYSICAL THERAPY	5.5%*	0%	0%	5.5%	* = Additional
GRADUATE OCCUPATIONAL THERAPIST	5.5%*	0%	0%	5.5%	New Salary Step
OCCUPATIONAL THERAPIST I	5.5%*	0%	0%	5.5%	
OCCUPATIONAL THERAPIST II	5.5%*	0%	0%	5.5%	** = Two
OCCUPATIONAL THERAPY INSTRUCTOR	5.5%*	0%	0%	5.5%	Additional New
CLINICAL LAB SCIENTIST TRAINEE	13.5%**	0%	0%	13.5%	Salary Steps,
CLINICAL LABORATORY SCIENTIST I	13.5%**	0%	0%	13.5%	+ 2.5%
CLINICAL LABORATORY SCIENTIST II	13.5%**	0%	0%	13.5%	
CLINICAL LAB SCIENTIST INSTRUCTOR	13.5%**	0%	0%	13.5%	*** = Additional
LABORATORY QUALITY CONTROL COORD	13.5%**	0%	0%	13.5%	New Salary Step
OPTOMETRIST	15.5%***	0%	0%	15.5%	+ 10%

**Side Letter - DMH Clinical Psychologists I and II, Field-Based Bonus** Effective July 1, 2022, Clinical Psychologists I and II permanently assigned to one of the DMH Field Based Programs listed below and holding one of the eligible payroll titles, shall be entitled to a \$180 per month (or \$90 per pay period) FAB. This bonus is limited to these DMH programs and shall not constitute a base rate bonus.

#### ELIGIBLE PROGRAMS

Assisted Outpatient Treatment (AOT)  
Homeless Outreach and Mobile Engagement (HOME)  
Psychiatric Mobile Response Team (PMRT)  
Full Service Partnership Teams (FSP)  
Law Enforcement Teams (LET) Mental Health  
Mental Health Evaluation Teams (MET)  
School Assessment and Response Team (START)  
Therapeutic Transportation  
Men's and Women's Community Integration Programs  
Veteran's Peer Access Network  
GENESIS Older Adult Program