

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
Emp	\$1,078.58	\$1,105.54	\$1,127.65
Emp + 1	\$1,967.91	\$2,017.11	\$2,057.45
Emp + 2+	\$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.

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.)

Employee Gross Annual Salary	Employer Contribution per month
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.

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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.



ARTICLE 37 Safety and Health Management will provide to each bargaining unit member as needed the following personal protective equipment (PPEs): KN95 and surgical mask; alcohol based hand sanitizer that contains 60% and/or above; protective gloves (latex and latex free as needed); face shield; disinfectant wipes.

ARTICLE 51 Vacations The annual vacation schedule shall be posted no more than 20 days after the deadline date for employees to submit their request. The posting shall include the names of all employees whose request was approved and the dates approved.

ARTICLE 59 Overtime Employees who volunteer for pre-approved overtime shall be assigned tasks that support the reason(s) why the overtime work was authorized. Management will only cancel the pre-approved overtime hours prior to the end of the designated hours due to unforeseen circumstances beyond Management’s control.

Under no circumstances will this provision obligate Management to compensate employees for hours not worked.

ARTICLE 60 Special Pay Practices

Section 3. Emergency Room Premium Pay

Any person employed on a permanent, full-time basis ... shall receive, in addition to other compensation provided in this article, \$100 per pay period for each calendar month in said assignment.

Section 4. Weekend Shift Differential

Weekend shift employees shall receive a premium of one dollar and fifty cents (**\$1.50**) per hour. The weekend shift is one in which at least five-eighths of the shift falls between 7:00 p.m. Friday through 7:00 a.m. Monday.

Section 5. Career Development and Training Incentive

Employees in this bargaining unit will receive a one-time bonus based on their time in the payroll title as set forth

below. This payment is intended to support career development and training.

4 years to 8 years as of April 1, 2022 = **\$250**

9 years to 13 years as of April 1, 2022 = **\$300**

14 years or more as of April 1, 2022 = **\$350**

This employment record review and payment will occur one time, based on the date and criteria stated above and will not be conducted on an ongoing or annual basis. This provision will sunset at the end of the 2022-2025 MOU term.

Payment of this bonus will occur after the 2022-2025 MOU has been adopted by the Board of Supervisors and LACERA has completed their review of the payment.

