

# 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 37 Safety and Health** Management will process requests for patron suspension in a timely manner and employees can request updates to the status of these requests. For general health and safety concerns, employees should report these issues to their supervisor. If the employee does not receive a response on the steps taken to address the issue, they may escalate the concern up to the next step in the chain of command. Following the adoption of the 2022 MOU, the Department and the Union will hold discussions concerning safe staffing levels in the field libraries as part of their Joint Labor Management and/or Health and Safety Committee meetings.

**ARTICLE 44 WORK SCHEDULES** When emergency assignments are necessary that require a change to a library’s regular operating hours, Management will notify affected staff as soon as practicable. Within 90 days of the adoption of the 2022 MOU, the Department and the Union will meet to discuss establishing a system for providing adequate Sunday staffing in a fair and equitable manner.

**ARTICLE 45 CONSULTATION** After 60 days of the adoption of the MOU, the Department will provide the Union with an accurate list of all vacancies within BU 811 as well as for Library Pages and Library Associates and their locations. The purpose of providing this information is to discuss adequate staffing levels and the committee may make recommendations to Management regarding this staffing. Additionally, representatives from the Department of Education and Engagement programming will meet in the JLM to discuss current and upcoming programs. The committee may make advisory recommendations to Management relating to this programming.

**ARTICLE 47 TRAINING AND TUITION REIMBURSEMENT** Management will prioritize those employees who have expressed interest in particular trainings when selecting participants, however, management may also consider other factors. When an employee submits a request for tuition reimbursement, Management will respond to this request within 45 days.

**ARTICLE 49 ATTENDANCE AT MEETINGS** Management will expand the use of hybrid and/or virtual meetings as much as practicable. When in-person meetings are needed, Management will provide as much notice as practicable and Management will attempt to rotate the location of these meetings so as not to disproportionately impact employees.

