

Bargaining Units 311 & 312 - Registered Nurses & Supervising Registered Nurses Tentative Agreement Summary

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

..... 15.25% 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 + BU 311/312 Salary Increases

Effective Date	Salary Increase
October 1, 2022	5.5%
October 1, 2023	3.25% + 2% for 311/312 = 5.25% increase
October 1, 2024	3.25% + 1% for 311/312 = 4.25% increase
March 1, 2025	.25% for 311/312

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 44 Work Schedules:

Section 6. Alternative Work Schedules Employees eligible for the 9/10 item- Added SSN1 and SSN2

SEIU 721/DHS Study and Meet and Confer Over 36-Hour Work Week Model

Beginning August 15, 2022, SEIU 721 members and Department of Health Services (DHS) leadership will meet every other week to study and negotiate all factors to move toward a 36-hour work week for 12-hour shift hospital Registered Nurses.

Article 49 Floating No double floating outside of home unit (floating only one time per shift). No mandatory floating outside an RN’s procedure cluster within procedure areas except in emergencies.

Article 51 Nursing Education

- 60 hours paid time for CEUs renewed MOU 2022 - 2025.
- Management may adjust schedule for pursuit of advanced degrees.
- APRNs take Board Certification Hours plus 60 CEU Hours on paid time.
- DHS, DMH, DPH (NPs Only) National Board Certification Bonus - one-time bonus of one-thousand dollars (\$1000.00) for DHS employees, DMH employees, and DPH (Nurse Practitioners only) who successfully obtain one (1) National Board Certification approved by Management.

Article 57 Special Pay Practices Differential pay increases: Evening - three dollars (\$3) per hour; night four dollars (\$4) per hour; and weekend four dollars (\$4) per hour.

Nurse Anesthetists will receive a seven dollar (\$7) increase per hour for night, weekend, and holiday shifts.

Relief Charge Nurse/Team Leader Hourly Bonus - Expanded bonus to Team Leaders outside of legally mandated charge nurse positions (e.g. Correctional Health Services).

DHS Specialty Care Bonus Increased bonus to one-hundred twenty-five (\$125) per pay period.

Added the following classifications:

Supervising Surgery Nurses
Supervising Clinic Nurses

Added the following units to Specialty Care Unit List:

Labor & Delivery/OBGYN inpatient
Burn Units (Previously only Burn ICU)
Infusion centers

DMH & DPH Vehicle Maintenance Time Four (4) hours of County time for vehicle maintenance.

DHS Pediatric Forensic NP Privileged Bonus Effective April 1, 2023, a 5.5% monthly bonus to any DHS Nurse Practitioner privileged and permanently assigned to provide care in Forensic Pediatrics in a County Medical Hub Clinic.

Article 58 Overtime Double overtime paid after a minimum of and including four (4) overtime hours in DHS 24-hour direct patient care settings (including Correctional Health Services).

Section 3. Accrual and Usage of FLSA Compensatory Time Off (CTO) Compensatory Time Off Overtime Accrual cap raised to one-hundred and twenty-one (121) hours on record at any one time. However, during periods of declared emergencies, up to two-hundred and two (202) hours of compensatory time off accrual may remain on record at any one time for all DPH employees.

Article 59 Salaries

Nurse Salary Grid Study Study to reevaluate the existing Nurse Salary Grid/20 Step System. The purpose of the study is to evaluate the salary scales of Registered Nurses in both the public and private sectors and explore ideas to realign or overhaul the existing Nurse Salary Grid.

OR/PACU One-Time Bonus RNs with 18 months experience and currently assigned to a DHS operating room or PACU will receive a one-time Operating Room/PACU bonus of two-thousand dollars (\$2,000.00) on April 1, 2023.

The Public Health Nurse Classification Study shall be completed by October 1, 2022.

Inequity Adjustments Relief Nurses hourly rates to remain 30% above the RN I hourly rate adjusted for years of service.

Nurse Anesthetist (CRNA) Salary Inequity Adjustment of 6% on October 1, 2022.

DHS Proposal on Professional Advancement Model (PAM) 5.5% Bonus DHS and SEIU 721 to negotiate over including exploring PAM for all APRNs.

