



## SEIU 721 Members Win Historic General Salary Increases in the County of Ventura

**The three-year agreement includes 13% general salary increases over the term of the TA, significant increases in flex credit contribution, a one-time bonus of \$2,000, and a new paid Juneteenth holiday!**

**We did it!** Our SEIU 721 bargaining team delivered on a strong tentative agreement that uplifts members, our families, and our communities!

Our bargaining team had the momentum to win this agreement thanks to the organizing and action of more than 360 Contract Action Team (CAT) members who have been the lifeblood and backbone of this campaign. Together, members submitted more than 1,400 bargaining surveys that guided us on setting top priorities.

**The team heard you loud and clear, and our team brought home an agreement with historic General Salary Increases.**

See the other side of this flyer for the full Tentative Agreement (TA) Summary. ➡

**Our SEIU 721 bargaining team unanimously recommends a YES vote on the agreement.**

During ratification, we'll provide updates via email and text message, and you can also get the latest information on our SEIU 721 website's County of Ventura HQ page at: <https://www.seiu721.org/county-of-ventura-contract-campaign-headquarters-2022.php>

Or, you can use your smartphone's camera to scan the code below, then click on the link to go to the HQ page.



SCAN ME



*For questions, contact a bargaining team member, Chief Negotiator Aram Agdaian at [aram.agdaian@seiu721.org](mailto:aram.agdaian@seiu721.org) or your worksite organizer.*

[www.seiu721.org](http://www.seiu721.org)

 [seiu721](https://www.facebook.com/seiu721)

 [@seiu721](https://twitter.com/seiu721)

# SEIU 721 County of Ventura Tentative Agreement Summary

**TERM:** December 18, 2022 to December 17, 2025

**PAY/SALARY INCREASES:**

- A. GSI – 5.5% - 4% - 3.5%
- B. Market Adjustments (for classifications that are below the market after GSI)
- C. One-time bonus (\$2,000) - \$1,000 for first two years
- D. 2.5% increase for those classifications, where the top of the range is below \$50,000 (This adjustment will be 2.5% or up to the \$50,000 mark)

**BILINGUAL PREMIUM PAY:** Level I – from \$.65 to \$.69 Level II – from \$.80 to \$1.00 Level III – from \$1.10 to \$1.32

**STANDBY/CALLBACK OVERTIME PREMIUM RATE – RADIOLOGIC TECHNOLOGIST AND RADIOLOGIC SPECIALISTS:** Diagnostic Tech. Positions - \$3.00/hour

**UNIFORM ALLOWANCE:**

- A. Ventura County Fire Protection District (Uniforms)
- B. HCA Housekeepers I, II - 5 sets pants/shirts

**CERTIFICATION PAY:** from \$.625 to \$.80

**PUBLIC SAFETY DISPATCHER TRAINING OFFICER PREMIUM:** from \$1.50 to \$2.00

**DEFERRED COMPENSATION:** (added) 6% and more employee contribution - 3% county match

**SAFETY SHOE REIMBURSEMENT:** from \$200 to \$250

**LICENSE/REGISTRATION REIMBURSEMENT-NURSING CARE COORDINATORS, CLINICAL COORDINATORS, AND SPECIFIED TECHNICIAN CLASSES:** Behavioral Health Clinician I, II (added)

**IN-HOUSE REGISTRY (IHR) GUIDELINES FOR SEIU NON-EXEMPT CLASSIFICATIONS – HEALTH CARE AGENCY :** (new benefit)

**PRINCIPAL RESPIRATORY THERAPIST CHARGE DIFFERENTIAL:** \$2.00 (new benefit)

**COURSES ELIGIBLE:** (added) conferences, and conventions in Tuition Reimbursement Article

**OTHER REQUIREMENTS AND LIMITATIONS:** Conventions and conferences not related to the employee's occupational field are not covered by this reimbursement program. (added) in Tuition Reimbursement Article

**TELEWORK:** Integration of the County telework guidelines

**VACATION REDEMPTION:** Change the qualification from 10 years to 7 years

**COUNTY CONTRIBUTION:**

Medical Plan Enrollment	Effective Date		
	12/11/2022	12/10/2023	12/15/2024
Tier I - Employee Only	\$497	\$502	\$509
Tier II - Employee +1	\$622 \$678	\$730	\$779
Tier III - Employee + Family	\$737 \$825	\$905	\$983
Opt-out	\$145	\$147	\$150

Part-time employees will receive 70% contribution from the full-time employee's coverage.

Medical Plan Enrollment	Effective Date		
	12/11/2022	12/10/2023	12/15/2024
Tier I - Employee Only	\$348	\$351	\$356
Tier II - Employee +1	\$475	\$511	\$545
Tier III - Employee + Family	\$578	\$634	\$688

**PAID ASSIGNED HOLIDAYS:** Juneteenth Day (new benefit)

**BEREAVEMENT LEAVE:** up to three (3) days of accrued sick leave to supplement the bereavement leave days

**UNION BUSINESS AND TIME:** 100 additional Steward Bank hours, from 400 to 500

**NEGOTIATING COMMITTEE:** from 16 members to 18 members

**EMPLOYEE INCENTIVE PROGRAMS** (new benefit)

**JOINT LABOR MANAGEMENT COMMITTEE** (new language)

**Add the following amendments/side letters to the successor MOA:**

1. Exhibit B. "Disaster/extreme Emergency Overtime Pay Program"
2. Sec. 403. "Safe Harbor Retirement Plan"
3. Sec. 527, Pay Adjustments Within the Existing Pay/Salary Range
4. Sec. 629 "Deferred Compensation"
5. Sec. 622 "Market Based Premium Pay"
6. Sec. 1202 "Vacation Accrual"
7. Assignment Differential of 5% for certain employees working in the Sheriff's Office Records Division.
8. Military Leave (Add as appendix)
9. Removal of all reference to the Child Welfare Social Workers Supervisors classification.
10. Updated Arbitration Panel List



For questions, contact a bargaining team member, Chief Negotiator Aram Agdaian at [aram.agdaian@seiu721.org](mailto:aram.agdaian@seiu721.org) or your worksite organizer.

[www.seiu721.org](http://www.seiu721.org)



seiu721



@seiu721