

ATTENTION LA CITY MEMBERS:

What you need to know about voting on the **LA CITY CONTRACT**

Contract Ratification Nov 4th Update

Why is the contract for 1 year only?

We're playing our cards strategically. Given the current political and financial uncertainties, locking in a **guaranteed 3% increase in base wages on January 1, 2023** and a **one-time 5% cash bonus on July 26, 2023**, is our best bet of guaranteeing every member more money in the new year.

What about union and classification-specific bonuses, inequities, and salary notes?

We're still hard at work on that front. Once the 1-year contract has been approved, our elected Bargaining Teams will return to the bargaining table to negotiate unit and classification bonuses, inequities, and salary notes for this 1-year deal.

When will multi-year contract negotiations begin?

We expect to begin negotiations for a multi-year contract in Summer 2023.

Why should we approve our dues alignment?

Dues alignment helps the union help you. By adjusting our dues from the **current rate of 1.25% to 1.5% of base wages**, the standard set by the Executive Board in 2010, we're ensuring the union has the funds necessary to fight and win.

To be clear, the 0.25% change equals pennies on the dollar, for example:

For every \$100.00, the dues alignment equals **25 cents more in dues.**

The dues alignment won't go into effect until 2024 AND only when a raise kicks in that year. Please keep mind that while our union has the authority to set dues alignment, we're encouraging a YES vote. We're in this fight together!

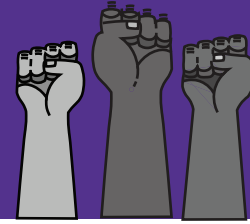
See the reverse side to calculate your dues amount under the alignment.



Your Bargaining Team strongly recommends a YES vote on the 1-year deal and YES vote on dues alignment.



How to Calculate ***DUES ALIGNMENT***



The dues alignment will be a small change per month. Please keep in mind that our 1-year deal brings 3% in across-the-board base wage increases. The dues alignment won't go into effect until after our new raises kick in for 2024.

If you're a Custodian that earns \$48,817 (exclude overtime), this is your dues amount per month:

Current Dues Rate of 1.25%

Base Salary	Dues Per Month
\$48,817.00	\$50.85

With Dues Alignment to 1.5%

Base Salary	Dues Per Month
\$48,817.00	\$61.02

$$\mathbf{\$61.02 - \$50.85 = \$10.17 \text{ more per month}}$$

If you're a Sr. HD Equip. Mech. that earns \$98,470 (exclude overtime), this is your dues amount per month:

Current Dues Rate of 1.25%

Base Salary	Dues Per Month
\$98,470.00	\$102.57

With Dues Alignment to 1.5%

Base Salary	Dues Per Month
\$98,470.00	\$123.09

$$\mathbf{\$123.09 - \$102.57 = \$20.52 \text{ more per month}}$$

If you're an RCTO-II that earns \$81,912 (exclude overtime), this is your dues amount per month:

Current Dues Rate of 1.25%

Base Salary	Dues Per Month
\$81,912.00	\$85.33

With Dues Alignment to 1.5%

Base Salary	Dues Per Month
\$81,912.00	\$102.39

$$\mathbf{\$102.39 - \$85.33 = \$17.06 \text{ more per month}}$$



Learn more! 

