



## LACERA Tentative Agreement Summary - 2026

Our bargaining team has worked hard to reach a timely Tentative Agreement with LACERA that strengthens Union rights, clarifies rights of employees, and secured the largest COLA increases seen in over ten years at LACERA.

**Our bargaining team strongly recommends a 'YES' vote on this Tentative Agreement!**

### **Wages:**

- Effective January 1, 2026: an across-the-board increase of 4.5%
- Effective January 1, 2027: an across-the-board increase of 4%
- Effective January 1, 2028: an across-the-board increase of 4%

*Compounded percentage increase to wages over 3 years: 13%*

### **Class/Comp Studies:**

If a class/comp study is to be conducted for any Union-represented job class, the Union shall be notified and can meet with LACERA to discuss the terms and conditions of the study, helping to ensure that such studies are done fairly.

### **Additional Responsibilities Language:**

Language added to MOU that assignments shall be confirmed in writing.

### **Out-of-Class Language:**

- Clarifying language added so employees are notified of assignments, their duration, and amount of the bonus to be paid, as well as any extensions should they occur.
- Option added to allow employees to refuse or depart from an out-of-class assignment and be relieved promptly (within 10 business days).
- Employees' out-of-class experience can be recognized for promotional exams, so long as they are identified by the employee.

### **Telecommuting:**

New language that if telecommuting is to be changed or modified, LACERA shall notify the Union at least 45 days prior to the changes, and the Union can meet with LACERA to discuss the changes.

### **Strengthening Union Rights:**

New language for Union Bulletin boards, clarifying rights for Union access for New Employee Orientations.



*For questions, contact the  
Member Connection at (877) 721-4968.*

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