

LA LAW LIBRARY TENTATIVE AGREEMENT SUMMARY

7-9-2026

1. **Term:** July 1, 2025 – June 30, 2027. Two Years.
2. **Base Salary:**
 - a. Effective July 1, 2025 (RETRO), employees in the unit shall receive a three percent (3%) base salary increase.
 - b. Effective July 1, 2026 (RETRO), employees in the unit shall receive a three percent (3%) base salary increase.
 - c. Retro only applies to current employees
3. **Health Insurance:** The flex contribution increases as follows:

Category	Current Max	1/1/2026 (RETRO)	1/1/2027
Employee Only	\$700	\$756	\$817
Employee +1	\$1,000	\$1,080	\$1167
Family	\$1,200	\$1,296	\$1,400

- a. Clarification that rates change January 1 for medical and August 1 for dental
4. **Sick Leave:** Improved provisions allowing use to care for family and a “designated person”. Increased accrual for Part-time employees – one hour for every 30 hours of work.
5. **Bereavement:** Incorporation of new law (clarifying an employee may use accrued leave for the two additional days) and extending deadline for usage to six months.
6. **Working Out of Classification:** Improved language
 - a. Amount increases to 5% (currently 3%)
 - b. Pay begins after 10 working days (currently 20)
 - c. Limits management’s ability to claim the assignment is training
 - d. Process for employee to request to end the assignment.
 - e. Language triggering bargaining over the starting rate if the employee subsequently fills the position.
7. **Overtime:** Distribution based on seniority amongst qualified employees
8. **Performance Evaluations:** Promoted employees reviewed within 90 days, then annually thereafter.
9. **Training:** Clarifications about access to training, the request process, and reimbursement of costs.
10. **Bilingual Pay:** Link to policy
11. **Safety:** Clarifications about responding to concerns and establishment of a workplace violence policy.
12. **Contracting Out:** Improved language requiring notice and best efforts to retain employees.
13. **Grievances:** Clarification about access to a Union Representative.
14. **New Employee Orientation:** New provision allowing Union to meet with new employee for 30 minutes on paid time.
15. **Renegotiation:** Next negotiation can be triggered at least 90 days prior to expiration (currently month of March) – in this case, before March 2027.
16. Other clean up items (i.e. old effective dates, agency name changes, etc.)