

2026-2029 Tentative Agreement Summary

Los Angeles LGBT Center

New Step Scale Retro to July 1, Compounded Increase No Less Than 18% Over Contract Term, Increase to Differentials, New Vacation Cash Out Option

Your Union Bargaining Team has been working diligently to address winning better working conditions and wages during a time of economic uncertainty, and have come out with a tentative agreement for a three-year contract that secures strong wages and other economic benefits. There are important wins and changes, so please review! Your bargaining team strongly recommends a "YES" vote on this Tentative Agreement, outlined below.



Tentative Agreement Overview

TERM OF AGREEMENT:

JULY 1, 2026 – JUNE 30, 2029

ECONOMIC WINS:

• New Step Scale Implemented Retro to July 1 – Higher Pay Rates and COLAS

- o Effective and retroactive to July 1, 2026, a new step scale shall be introduced with a minimum starting rate wage of \$23.50.

- o The step scale shall be 15 steps with each step representing a 1.5% increase from the previous step.

- o Employees shall be placed on this new step scale that guarantees them **no less than a 5% increase from their current rate of pay.**

- o Employees above the scale (that is, above Step 15) shall receive a 5% increase to their current rate of pay.

- o *Mental Health Clinicians II, III, IV shall move to salary instead of hourly as of this new Agreement.*

• Cost-of-Living Adjustments (COLAs) & Retroactivity

July 1, 2027 Increase:

- o Effective July 1, 2027, the Year 1 Scale shall be increased by 5.5% across all Steps to produce the "Year 2 Scale," and the minimum wage shall be \$25.00 per hour.

- o Following this scale-wide adjustment, each employee shall then move one Step on the Year 2 Scale (e.g., an employee at Step 4 on the Year 1 Scale moves to Step 5 on the Year 2 Scale). For employees on the scale, the combined effect of these two adjustments shall result in an increase of no less than 7% to each employee's base rate of pay. shall result in an increase of no less than 7% to each employee's base rate of pay.

- o Employees above the top Step (as described above) shall receive a flat 6% increase to their base rate of pay in effect on June 30, 2027.

July 1, 2028 Increase:

- o Effective July 1, 2028, the Year 2 Scale shall be increased by 5.5% across all Steps to produce the "Year 3 Scale." Following that scale-wide adjustment, each employee shall then move one Step on the Year 3 Scale, consistent with the methodology set forth above for July 1, 2027, resulting in an increase of no less than 7% to each employee's base rate of pay.

- o Employees above the top Step (as described above) shall receive a flat 6% increase to their base rate of pay in effect on June 30, 2028.

COMPOUNDED INCREASE IN THREE YEARS: No less than 18%

• Increase to Differentials:

- o **Shift Differential:** Increased to \$2.00/hour

- o **Working in Higher Classification:** Employees now assigned to work two (2) or more hours in a workday in a higher-paying classification shall be paid the greater of the minimum rate of the higher classification or 5% above their regular rate, for all time actually worked in that classification.

- o **Promotions/Transfers:** Employees who promote / transfer to a higher job class shall be placed on the step that grants no less than a 5% increase (up from 3%).

- o **NEW Training Pay:** New differential - Training Pay \$1.50/hour for all hours designated and spent training.

• 20 Year Longevity Pay:

- o Employees who reach 20 years of service shall receive a one-time 4% increase to their base rate of pay.

- **Holidays – New and More Flexible Use of:**

- o Indigenous Peoples' Day holiday in October now a recognized holiday by the Center.
- o 2 Floating Holidays and Birthday now branded as "Personal Days" which may be taken at any time during the year.

- **NEW Vacation Cash Out Option (Replacing Vacation Pay):**

- o All employees shall now have the option one time per calendar year to cash out up to fifty (50) hours of accrued vacation time.

- **Higher Vacation Bank Accrual:**

- o Vacation Bank maximum accrual increased to 220 hours.

- **Education Fund Benefits:**

- o Employer agrees to contribute \$30,000 to the Joint Education Fund.

- o Center agrees to increase education leave to 56 hours (7 days) per year.

- **Increased Life Insurance:** The Center shall provide \$50,000 life insurance for employees (up from \$20,000 per last contract).

- **Increased Bereavement Leave Benefit:** The Center now recognizes the close personal friend option for bereavement to include one non-human companions (i.e., a pet).

HEALTHCARE CHANGES:

There have been a lot of concerns with the rising costs of healthcare, and LGBT Center proposed a new way to pay for our current healthcare plan (Kaiser) through a MERP (Medical Expense Reimbursement Plan). The plan itself with Kaiser shall not be changing and we the Union retain the right to bargain changes to healthcare in the future. The result of accepting this new way of paying for the Kaiser plan allowed our bargaining team to negotiate higher wages.

1. Effective calendar year 2027, the Kaiser plan will now be paid for through via the term of the MERP. Employees shall receive a card pre-loaded with money that can be used for Kaiser doctors' visits, scans, pharmaceuticals – anything that employees currently have covered via their Kaiser Plan. Any money left on the card goes back to the Center at the end of the year. The amount on the card and the maximum out-of-pocket per the Kaiser plan shall be no more than \$500 for employee only, or \$1,000 for those with dependents. (For example, if the out-of-pocket maximum for Employee Only on the Kaiser plan is \$7,500, the amount provided on the card shall be no less than \$7,000).

2. LGBT Center agrees to memorialize that employee only coverage premiums shall be covered at 100%, employee + dependent coverage premiums shall be at

50% (previously were at lower rates and not spelled out in the contract).

3. In order to address potential better healthcare plan options, the Center and the Union agree to establish a Healthcare Committee with members released on paid time for meetings. The purpose of the committee is to gain feedback and advocate for options for healthcare that will be beneficial for Union members ahead of open enrollment. At the end of the day, if better options are found, the Union retains the right to bargain changes, or may elect to retain the current healthcare option.

NON-ECONOMIC WINS:

Language Improvements – Strengthening Our Rights:

- o Clarifying language for alternative work schedules and overtime.

- o Bilingual: Language added for new employees who are eligible to be tested in a timely manner.

- o Clarifying language for assignment of overtime to allow more employees to be eligible, given equal skill set.

- o Clarifying vacation scheduling and process if management does not respond in a timely manner to vacations.

- o New language added under Working Conditions to allow for unutilized spaces with natural light to be utilized for the betterment of staff and clients.

- o Shortened the length of time that an employee can gain access to their personnel files from thirty (30) down to fourteen (14) calendar days.

- o For any investigatory or disciplinary meeting, employees shall now be notified of right to a Union steward by the Center and provided a list to contact them.

- o Center shall provide at least 24 hours' notice to employees for disciplinary/investigatory meetings now, except in extreme circumstances requiring immediate responses.

Language Improvements - Strengthening Our Union:

- o Language added to allow for more stewards.

- o Clarifying language to allow for paid release of bargaining unit members for joint Employer-Union meetings.

- o Employer shall now pay for bargaining team members engaged in negotiations.

- o Length of time for grievances modified from 5 to 7 days to allow more time for proper review and resolution at a lower step.