

SEIU 721 Members Win Largest General Salary Increases in the History of L.A. County

..... 12% General Salary Increase, with 5.5% in first year, + \$1,375 Bonus!

In February, Los Angeles County unions established a "Solidarity Pact," making a commitment to accept no less than a 5.5% salary increase in 2022 as historically high inflation reduced members' purchasing power. Your elected SEIU Local 721 bargaining teams won just that and more – with the help of thousands of members like you who joined the March 31 *Fight for the Frontline* march and rally and countless worksite actions. Members also voted overwhelmingly to authorize an unfair labor practice strike after County negotiators acted in bad faith at the bargaining table.



The 2022-2025 Tentative Agreement contains the highest general salary increase and the highest general bonus in Los Angeles County history. The TA also provides for additional salary adjustments (inequities and bonuses) for many classifications along with annual County contribution increases for the *Options* flexible benefit program, significant improvements in family benefits, and stronger protections against contracting out County jobs. **Your elected Bargaining Policy Committee urges you to vote YES to seal the victories of our bargaining campaign.**

General Salary Movement

Effective Date	Salary Increase
October 1, 2022	5.5%
October 1, 2023	3.25%
October 1, 2024	3.25%

Bonus \$1,375 (Part-Time and Temporary employees = \$700) Must be employed and in-service on date of Board adoption and at time of payment.

Term Three years, April 1, 2022 - March 31, 2025

Renegotiation Renegotiation will begin by December 15, 2024. County may re-open in case of financial emergency.

Full Understanding, Modification, Waiver New Disaster Service Worker section requires the County to notify the Union regarding DSW assignments and consult over the communications.

Fringe Benefits Agreement

ARTICLE 8 Options

Up to \$195/month additional *Options* contribution from County to offset projected premium increases.

Monthly *Options* Contribution:

	2023	2024	2025
Emp	\$1,078.58	\$1,105.54	\$1,127.65
Emp + 1	\$1,967.91	\$2,017.11	\$2,057.45
Emp + 2+	\$2,324.72	\$2,382.84	\$2,430.50

The negotiated increase means that *Options* participants will continue to have access to affordable and quality HMO health plans, with maximum "cash back" and \$ for supplemental benefits for the vast majority of members.

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Contracting Out and Transfer of Functions

County will develop a 3-year phased-in plan, tied to the budget process, to bring some contracted jobs back in house. County will prohibit contractors from using resources to combat efforts of their employees to unionize. County will provide more notice to union and offer to meet and confer on Proposition A contracts.

Personnel Practices The Personnel Practices Committee will discuss discipline retention in personnel files.

New Article – Telework New article commits the County to expanding telework in all Departments, establishes selection criteria guidelines, affirms County responsibilities for providing and maintaining materials and equipment, and provides for reimbursement to employees for required expenses incurred.

New Article – County Employee Election Worker Pilot Program

Creates pilot program to help determine a possible permanent program. Pilot will include payment of overtime, eligibility for mileage, and a \$100 stipend on top of regular pay. The County and the Union will negotiate regarding a permanent program.

New Appendix – Sustainability

New appendix demonstrating joint support for transit commits the County to jointly prepare a report on a shorter workweek, explore electric vehicle purchase programs and commit the County to meeting on charging station locations.

Side Letter – Performance Evaluations

The Union and County will meet to discuss improvements in the current performance evaluation system and best practices.

Side Letter – Employee Paycheck Errors

The County commits to providing regular updates on the implementation of marginal tax rate withholding for supplemental payments.

All other articles are “No Change” except to amend dates to reflect the term of the contract or make administrative corrections.

Health Care Spending Account Beginning with Plan Year 2023, each Participant’s monthly contribution may be up to the IRS limit.

Spending Account amounts from the prior Plan Year, will now be carried over to the next Plan Year up to the IRS carryover limit.

Incorporating language tying the contribution and carry over provisions to the IRS limit ensures that the plan rules will always be current with changes in federal law and Participants can take full advantage of benefit improvements without the need to amend the contract.

Dependent Care Subsidies (Child Care & Elder Care) The County contribution will increase by 30% to \$19.5 million during the term of the Agreement, and the monthly subsidy will increase to a minimum of \$100/month for SEIU 721 members. (Participants will contribute a reimbursable \$10 monthly minimum, which will discourage non-eligible workers from participating in the family program and encumbering funds that could be used by eligible participants.)

Employee Gross Annual Salary	Employer Contribution per month
Less than \$34,999	\$375
\$35,000-\$39,999	\$300
\$40,000-\$44,999	\$275
\$45,000-\$49,999	\$200
\$50,000-\$54,999	\$125
\$55,000 or more	\$100

Life Insurance

The County-provided life insurance will increase by \$3,000.

ARTICLE 18 Deferred Compensation and Thrift Plan

The County commits to establishing an after-tax deferral option for the Horizons deferred compensation plan, while assuring the Union’s right to negotiate changes to the new deferral option.

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ARTICLE 27 Commuting Problems

The annual County contribution to the Green@Work Committee will increase by 33% to fund programs promoting public transportation and ridesharing programs.

The County’s allocation to the Green@Work committee will now be \$400,000 annually.

Article 30 Child Care

The role of the labor-management committee was strengthened to promote accessible and affordable childcare options for children of County employees, including childcare services accessibility for County workers on evening and night shifts and reducing waitlists.



ARTICLE 37 Safety and Health

Management will provide to each bargaining unit member as needed the following personal protective equipment (PPEs): KN95 and surgical mask; alcohol-based hand sanitizer that contains 60% and/or above; protective gloves (latex and latex free as needed); face shield; disinfectant wipes.

ARTICLE 47 Work Schedules

Management will make every reasonable effort to avoid changing an employee’s work schedule more than twice in one calendar year, and, on a case-by-case basis, will try to give an employee more than the required 10-day notice of a schedule change.

ARTICLE 48 Transfers

Management will make every reasonable effort to avoid involuntarily transferring an employee more than twice in one calendar year, and, on a case-by-case basis, will try to give an employee more than the required 10-day notice of an involuntary transfer.

ARTICLE 51 Uniforms

In addition to current uniform allotment, a **Weather-Proof Jacket** will be provided to unit members Department of Parks and Recreation in the following items: Recreation Services Leader (Item 8796); Recreation Services Supervisor (Item 8798); & Recreation Services Manager (Item 8800).

Upon request, **First Aid Kits** will be provided to Welfare Fraud Investigators with field assignments.

ARTICLE 53 Overtime

The number of hours of Comp time that can be accrued will be increased from 104 to 160.

ARTICLE 54 Special Pay Practices

Emergency Room Bonus - Any person employed on a permanent, full-time basis as a Supervising Patient Financial Services Worker I (Item #9194) or Supervising Patient Financial Services Worker II (Item #9195) who is permanently assigned to work in an Emergency Department shall receive \$100 per pay period.

ARTICLE 55

Salaries Additional Salary Increases

ITEM	10/1/22	10/1/23	10/1/24	TOTAL
ACCOUNTING TECHNICIAN I	0%	0%	2%	2%
PURCHASING & CONTRACTS ANALYST I	0%	0%	2%	2%
PURCHASING & CONTRACTS ANALYST II	0%	0%	2%	2%
REGISTERED VETERINARY TECHNICIAN	0%	0%	2%	2%
ANIMAL SANITATION INSPECTOR	0%	0%	2%	2%
OWNERSHIP CLERK I	0%	0%	2%	2%
OWNERSHIP CLERK II	0%	0%	2%	2%
OWNERSHIP SERVICES SPECIALIST	0%	0%	2%	2%
WELFARE FRAUD INVESTIGATOR TRAINEE	1.5%	1.5%	1.5%	4.5%
WELFARE FRAUD INVESTIGATOR	1.5%	1.5%	1.5%	4.5%
HEALTHCARE INTERPRETER	0%	1%	0%	1%
RECREATION SERVICES LEADER	11%	0%	0%	11%

ARTICLE 57 Continuing Education - Health Information Series In-Service - No less than fifteen (15) hours annually, in-house educational programs that qualify for continuing education units. Management will respond to requests within 3 business days. Available free HIM training that comes to DHS' attention will be listed on the department's SharePoint System.

Reference Materials - Updated version of Outpatient - ICD-10-CM, and CPT4 Inpatient and Ambulatory Surgery - ICD-10-CM, ICD-10PCS, and CPT4. The most updated version of reference hard copy printed code books ICD-10-CM, CPT4, and ICD-10-PCS will be ordered by the end of August.

SIDE LETTER Video Production Specialists The Video Production Specialists in the Sheriff's Department will receive a 5.5% Additional Responsibilities Bonus for the term of the Agreement.

SIDE LETTER Operations Assistants The Compensation Division of the Chief Executive Office will conduct a study to determine whether the Operations Assistant II item should be used as a labor market benchmark to determine appropriate salary levels. A report will be provided to the Union no later than April 1, 2023.

SIDE LETTER Nepotism When the Department of Human Resources finalizes a Countywide policy on Nepotism, the policy will be incorporated into the MOU as Appendix E.

