

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 53 Vacations Vacation will be based on continuous County services date. Employees with the most seniority will have first consideration.

ARTICLE 61 Uniforms Management agrees to provide, during the life of this agreement an initial issuance of seven (7) pairs of trousers, seven (7) shirts, one (1) jacket, one (1) set of rain gear, and one (1) set of safety service boots to each employee in the classifications of Clinic Driver, Ambulance Driver and Ambulance Medical Technician in the Department of Health Services.

Management agrees to exchange unserviceable uniforms that were issued under the requirements of this Article in exchange for a new uniform, except where such replacement would be necessary as a result of improper or unauthorized use or care. Such replacement uniforms shall not exceed three (3) sets during the term of this agreement.

For the purposes of this section, the parties agree one (1) pair of boots will be provided during the contract term. Management shall be the sole determinant as to the need for uniform replacement.

ARTICLE 65 Special Pay Practices

Department of Health Services - Critical Standby Pay Effective October 1, 2023, Department of Health Services Radiologic Technologist, Special Procedures, Diagnostic Ultrasound Technologist, Electroencephalography Technician I and Electroencephalography Technician II permanently assigned to a DHS 24-hour facility shall receive five dollars (\$5.00) per hour when assigned to critical care standby.

Mammography Mammography Bonus increase from fifty dollars (\$50.00) to one-hundred (\$100.00) per month for each month such mammography is performed.

EMS Class A Effective July 1, 2023, Patient Transportation Supervisor I or Patient Transportation Supervisor II, required to use their Class A Driver License for any Los Angeles County event will receive per occasion bonus of forty-five dollars (\$45.00).

Effective July 1, 2023, Current Transportation Supervisor I and Patient Transportation Supervisor II will receive a one-time bonus of one-hundred fifty dollars (\$150.00), paid via regular pay warrant, with proof of certification, for the purpose of helping to offset the cost of EMT certification/recertification.

Patient Transportation Supervisor I and Patient Transportation Supervisor II hired/onboard after the initial payment, but no later than January 1, 2024, shall be entitled to a one-time payment of one-hundred fifty dollars (\$150) effective July 1, 2024, paid via regular pay warrant, with proof of certification, for the purpose of helping to offset the cost of EMT certification/recertification.

ARTICLE 66 Salaries

Additional Salary Increases effective October 1, 2022

SUPERVISING MRI TECHNOLOGIST	2.5%
SUPVG RADIOLOGIC TECHNOLOGIST I	2.5%
EDUCATION COORD, RADIOLOGIC TECH	2.5%
SUPVG RADIOLOGIC TECHNOLOGIST II	2.5%
ASST CHIEF RADIOLOGIC TECHNOLOGIST	2.5%
ELECTROENCEPHALOGRAPH TECH SUPVR	2.75%*
CENTRAL SERVICE SUPERVISOR I	5%
CENTRAL SERVICE SUPERVISOR II	5%
SUPVG NUCLEAR MEDICINE TECHNOLOGIST	5%
LABORATORY SUPPORT SUPERVISOR I	7%
PHLEBOTOMY SERVICE SUPERVISOR	7%
PHLEBOTOMY SERV SUPVR(NON-MEGAFLEX)	7%
SUPVG RESPIRATORY CARE PRACTITIONER	8%**
HEAD RESPIRATORY CARE PRACTITIONER	8%**
PULMONARY PHYSIOLOGY TECHOL SUPVR I	5%
PULMONARY PHYSIOLOGY TECHO SUPVR II	5%
SUPVG RADIATION THERAPY TECHNOL	2.75%

* New Half-Step (2.75%) at the top of the salary range

** 2.5% Salary Increase, plus New Full Step (5.5%) at the top of the salary range

