

# 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
<b>Emp</b>	\$1,078.58	\$1,105.54	\$1,127.65
<b>Emp + 1</b>	\$1,967.91	\$2,017.11	\$2,057.45
<b>Emp + 2+</b>	\$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.

*Continued on next page*

## **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.)

<b>Employee Gross Annual Salary</b>	<b>Employer Contribution per month</b>
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.

*Continued on next page*

**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 46 Uniforms - (New Language)**

**Section 5. Probation Department** - The Probation Department will issue uniforms to Crew Instructors. Only specific articles of uniforms that Management requires employees to wear shall be furnished. Changes effecting the number, type and style to be issued will be determined at a Departmental Joint Labor Management Committee consisting of Management representatives selected by Management and members of the unit selected by SEIU Local 721.

**ARTICLE 51 Special Pay Practices**

**N. Department of Parks and Recreation - (New Language)**

Effective October 1, 2022, Employees with the classifications of Tree Trimmer and Tree Trimmer Working Supervisor, who are currently performing tree trimming as part of their duties and who have an ISA Tree Worker Certification, are eligible to receive a 5% bonus.

Effective on October 1, 2022, Employees with the classifications of Tree Trimmer and Tree Trimmer Working Supervisor, who are currently performing tree inspections, evaluating the health and condition of the County’s trees and who have an ISA Certified Arborist Credential, are eligible to receive a 5% bonus.

**O. Department of Parks and Recreation - (New Language)**

Effective on October 1, 2023, a permanent full-time employee, with the classification of Crew Instructor (Item No. 8595), for the Department of Parks and Recreation, who leads a crew engaged in a Homeless Encampment project as defined by the Department, shall receive a 3% bonus for hours worked actively on the project. Employees are required to receive prior authorization by Management before performing Homeless Encampment duties and shall submit a formal written record of the hours worked on such Homeless Encampment duties for each applicable pay period.

---

## ARTICLE 52 SALARIES

### Additional Salary Increases

Item	Classification	BU	10/1/2024	Total
0369	PARK ANIMAL KEEPER	431	2%	2%
2978	ANIMAL SHELTER AID	431	2%	2%
2979	ANIMAL CONTROL OFFICER I	431	2%	2%
2980	ANIMAL CONTROL OFFICER II	431	2%	2%
2981	ANIMAL CONTROL OFFICER III	431	2%	2%
2989	ANIMAL CARE ATTENDANT I	431	2%	2%
2991	ANIMAL CARE ATTENDANT II	431	2%	2%
0391	TREE TRIMMER	431	2%	2%
0394	TREE TRIMMER WORKING SUPERVISOR	431	2%	2%
7575	PRINTER I	431	2%	2%
7576	PRINTER II	431	2%	2%

---

## ARTICLE 53 MEAL PAY

### SECTION 2. ANIMAL CARE & CONTROL MEALS FOR THE POLICE RAIDS AND FIRE ANIMAL RESCUE PILOT PROGRAM

Effective October 1, 2022, The Department of Animal Care and Control will provide one (1) meal and water for every 4-6 hours worked to employees assigned to assist law enforcement on search warrants raids, fire emergencies and other like emergencies with a maximum of three (3) meals provided in any 24 hours.

---

## APPENDIX F - JOINT LABOR COMMITTEE AGENDA ITEMS

### FIRE DEPARTMENT

Fire Department shall engage in discussion with Medium Truck Drivers to explore the availability of safety training to those assigned to perform pick-up and transport Sharps Containers, soiled turnouts, contaminated hose, bottles and breathing apparatuses.

### ANIMAL CARE AND CONTROL

The Department of Animal Care and Control shall engage in discussion on the following subjects:

1. Uniforms
2. Laundry Service
3. Meal Pay

Continue discussion in finding resources to compensate Animal Care and Control Officers I, II, III and IV who are assigned to any of the following assignments:

- \*Hauling Animal Care and Control large trailers
  - \*Assist law enforcement on search warrant raids
  - \*Animal rescue during fires
  - \*Homeless encampments
  - \*Or other like emergencies
- 

