

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 46 Uniforms 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

Department of Parks and Recreation Effective on October 1, 2023, Employees with the classification of District Tree Superintendent, 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.

ARTICLE 52 SALARIES Additional Salary Increases

Item	Classification	BU	10/1/2024	Total
6377	SENIOR BAKER	432	2%	2%
6402	HEAD COOK	432	2%	2%
6405	CHIEF COOK	432	2%	2%
6423	HEAD FOOD SERVICE WORKER	432	2%	2%
2982	ANIMAL CONTROL OFFICER IV	432	2%	2%
0397	DISTRICT TREE SUPERINTENDENT	432	2%	2%
0399	TREE TRIMMER & PEST CONTROL COORD	432	2%	2%
6845	SENIOR WASHING EQUIPMENT OPERATOR	432	2%	2%
6868	LINEN ROOM SUPERVISOR I	432	2%	2%
6872	LINEN ROOM SUPERVISOR III	432	2%	2%
6875	LAUNDRY SUPERVISOR I	432	2%	2%
6878	LAUNDRY SUPERVISOR II	432	2%	2%
7578	PRINTING PRODUCTION SUPERVISOR	432	2%	2%
0406	ROADSIDE TREE SUPERINTENDENT	432	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.

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APPENDIX F JOINT LABOR COMMITTEE AGENDA ITEMS 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

SHERIFF DEPARTMENT: Continue to engage in discussion in finding resources to acknowledge employees with the classification of Head Cook and Chief Cook and are performing food and safety and must have a Food Manager Certificate from an accredited school.

