

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 First Aid Kits - Establishes the availability of Personal Protective Equipment (PPE) for members of the bargaining unit when required as a result of environmental conditions.

Article 45 Work Schedules Telework - Establishes telework work schedules for all members of the bargaining unit in all departments. Also adds protections for any requests that are denied. For Social Workers in Adult Protective Services (APS), adds Mobile Worker status to the MOU and creates option to use home addresses as headquarters for mileage reimbursement purposes.

Article 46 Consultation and Training Training - Establishes the equitable opportunities for members of the bargaining unit to attend conferences, workshops, seminars or symposiums on County time, as well as timely notification of those opportunities to all members.

Article 53 Reference Materials Addition of equipment for workers that would enable better services while teleworking, including laptops for Appeals Hearing Specialists and Hot Spot Access for Community Health Workers.

Article 54 Special Pay Practices Night and Evening Shift Differential - An increase to the night and evening shifts differential to two (\$2.00) per hour. In addition, our efforts in negotiating for bilingual bonuses and field-based safety bonuses produced two side letters that are mentioned below.

Article 55 Overtime FLSA Compensatory Time Off (CTO) - Adds to the MOU that 81 hours of FLSA CTO carries over for one additional calendar year and is paid out in the carry over year if unused.

Side Letter - Bilingual Bonus The County commits to meeting with the Union to discuss the provision of departmental bilingual bonuses, in addition to any monies provided by the Fringe agreement.

Side Letter - Social Worker hiring The County commits the hiring of more social workers to positively impact caseloads in APS and IHSS.

Side Letter - Field Based Safety Bonus - Effective July 1, 2022, eligible DMH Community Health Workers that are permanently assigned to one of the Field Based Programs listed below are entitled to a \$180 per month (\$90 per pay period) Field Based Bonus (FAB).

ELIGIBLE PROGRAMS

- Assisted Outpatient Treatment (AOT)
- Homeless Outreach and Mobile Engagement (HOME)
- Psychiatric Mobile Response Team (PMRT)
- Full Service Partnership (FSP) Teams
- Law Enforcement Teams (LET)
- Mental Evaluation Teams (MET)
- School Assessment and Response Team (START)
- Therapeutic Transportation
- Men's and Women's Community Integration Programs
- Veteran's Peer Access Network
- GENESIS Older Adult Program

