

# 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.

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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.

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

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**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.

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## **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.

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## **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.

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## **Side Letter – Performance Evaluations**

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

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## **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.

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## **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 shall make available to staff upon request all Personal Protective Equipment (PPE) as directed by the local Health Officer as the result of any environmental conditions requiring such PPE.

Upon notification, Management shall create a safety plan that may include, but is not limited to, partner response, case reassignment or assignment to an alternate work location. Additionally, Management will follow the recommendation of the LASD Security Operations Unit or other County designated staff when review of a Security Incident Report results in actionable findings.

Management will consider for reimbursement on a case-by-case basis, when a Children’s Social Worker is exposed to communicable diseases, bodily fluids, and/or parasites including but not limited to lice, scabies and bed bugs.

**ARTICLE 47 Work Schedules**

Management may offer telework to employees at the Emergency Response Command Post, Child Protection Hotline or Court Liaison.

Employees who work in ER or Special Programs, or who work a 9/80 or 4/40 schedules, shall be allowed to telework two (2) days per week.

Management may ask for volunteers before making involuntary transfers of assignments.

**ARTICLE 44 Caseloads**

**CHILDREN’S SOCIAL WORKERS YARDSTICK**

Continuing Services	22	Asian Pacific Unit	16
AB-12	22	CSEC	16
Emergency Response	16	Deaf Unit	16
Dependency Investigation	9	ICWA	16
Adoptions-AP	58	Sensitive Unit	16
MCMS	20	MART	16

Caseloads for CSW Trainees is 75% of the caseload assigned.  
Caseload CAP is 15% over yardstick.

DCFS faces a structural deficit. The County and SEIU have developed strategies to address the structural deficit, including seeking a \$200 million dollar allocation in the state budget for fiscal year 2022-23. Once this structural deficit has been eliminated the parties will, at the request of SEIU 721, reopen the Memorandum of Understanding solely for the purpose of bargaining over the subject matter identified below:

Recruitment and hiring of additional staff members, in the SEIU 721 Bargaining Unit, including but not limited to Children’s Social Workers; lowering the caseload, yardstick or goals applicable to Children’s Social Workers; other measures focused on retention of current Department staff members; any other matter the parties mutually agree to bargain over in the reopener negotiations.

**ARTICLE 58 Meal Reimbursement** The department shall include reimbursement for bona fide food delivery service fees at the prevailing rate.

**ARTICLE 51 Continuing Education** The total budgetary allocation for employees providing licensure supervision shall be \$135,000 in each of the following Fiscal Years: Fiscal Year 2022-2023, Fiscal Year 2023-2024, Fiscal Year 2024-2025.

**ARTICLE 53 Overtime** In the assignment of overtime, Management will consider tasks requiring an inordinate amount of time, including but not limited to, court appearances, placements and computer problems, and emergent situations, such as afterhours placements, transportation of clients and round-trip travel time when providing direct services. Overtime requests shall be consistent with the Protocol for Claiming Overtime for Travel Time After Regularly Scheduled Work Hours. The shortest distance rule shall be applied to overtime worked on an employee's normal workday.

**ARTICLE 53 Transfers** Employees can request a transfer from one office to another, or the following specialized programs including Medical Case Management Services, Resource Family Assessment, Emergency Response Command Post, Runaway Outreach/CSEC, Placement Support Division, Adoptions, Resource Family Support, American Indian, Asian Pacific, Child Protection Hotline, Deaf Unit, Education and Mentoring, Supportive Housing, Juvenile Court Services, Levels of Care, MART and Youth Development Services. Positions on the Voluntary Transfer List will remain unchanged for employees who are involuntarily transferred. Management will match transfer requests each June or more frequently at its discretion. Management will add as a standing item to the Countywide LMC agenda the implementation of freezing transfers at any office or specialized program that is included in the transfer match program. Where possible, Management will provide notice in advance on the implementation of a freeze on transfers at the LMC.

**ARTICLE 54 Special Pay Practices** Evening shift employees shall receive a premium of two dollars (\$2.00) per hour. Night shift employees shall receive a premium of two dollars (\$2.00) per hour. Employees required by Management to remain available to return to work, at any time during specified hours outside their normal working hours, are eligible to receive three dollars (\$3.00) per hour while on stand-by, but not more than nine-hundred dollars (\$900.00) per month. Each member of the bargaining unit who is certified by the County as proficient in languages other than English and who is using this skill on a bilingual caseload shall receive an additional bonus of eighty-five dollars (\$85) per month. Members of this bargaining unit who are assigned as mentors shall receive a one-time bonus in the amount of \$250.00 (two-hundred fifty dollars).

**ARTICLE 58 Mobile Workers** The department shall provide technical assistance to Mobile Workers to establish print capabilities from their approved alternate location.

**APPENDIX D Caseload Goals** Management will continue to work in the Caseload Accountability Panel meetings in an effort to lower caseloads. A CAP sub group will also be convened to continue evaluating and determining adequate caseloads and yardsticks for specialized units (including, but not limited to MMS, RFS, LOC), and workflow processes to review existing policies and procedures to ensure they are relevant to current practice needs, streamline duplicative or inefficient expectations, processes, or forms, and retire outdated requirements or processes that no longer add value, and explore supports and flexibility to help improve worker productivity.

**A. For the fiscal year of 2023-2024, caseload goals\* will be as follows:**

	Emergency Response	Continuing Services	Dependency Investigations	Adoptions**
Caseload Yardstick	14	19	9	52

**B. For the fiscal year of 2024-2025, caseload goals\* will be as follows:**

	Emergency Response	Continuing Services	Dependency Investigations	Adoptions**
Caseload Yardstick	12	15	8	47

\*Caseload Reductions will be contingent on new funding streams and financial stability that will support the sustainability of these yardstick goals. \*\*Does not include MMS, RFS, and RFA.