

2022 - 2025 Fringe Benefits Contract  
Tentative Agreement Summary

# SEIU 721 Members Win Boost in Options Contribution, Dependent Care Subsidies, and More

..... Up to \$195/month more for healthcare, at least \$100/month for child/elder care .....

Propelled by the March 31 *Fight for the Frontline* march and rally, countless worksite actions, and supported by an overwhelming strike authorization vote by LA County workers, the elected Bargaining Policy Committee (BPC) – which includes elected representatives from the LACERA and LA County Superior Court bargaining units – were able to secure a successor Fringe Benefits contract that provides annual County contribution increases for the *Options* flexible benefit program and significant improvements in family benefits. Your elected representatives on the Bargaining Policy Committee urge you to vote YES on the 2022 - 2025 Fringe Benefits Tentative Agreement to seal the victories of the bargaining campaign.



## Fringe Benefits Agreement

**Term** Three years, April 1, 2022 - March 31, 2025

**Renegotiation** Renegotiation will begin by December 15, 2024.

**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.

**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 to \$5,000 for County workers in LACERA retirement plans A, B, C, D and G and to \$11,000 for LACERA retirement plan E members.

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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.

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**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.

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**Side Letter Paid Family Leave** The County agreed to continue discussions on a Paid Family Leave program for the birth or adoption of a child.

All other articles are “No Change to Current Language” except to amend dates to reflect the term of the contract or to make administrative corrections.

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