

THE SEIU 721 DIFFERENCE **at** LAHSA

Step Up on Second workers are on the frontlines of California's unhoused crisis, and just like your colleagues at LAHSA, you deserve comparable benefits and wages, and a union.

In just a short span of time, SEIU 721 represented LAHSA workers have raised the standards at LAHSA in terms of better pay and bonuses, benefits, job protections, and more importantly, winning a strong voice on the job.

When funding for LAHSA services has recently come under threat, they've been able to speak out and defend the funding by flexing their union power at LA City Hall, and the County Board of Supervisors.

See the union the difference at work and VOTE UNION YES:

SEIU 721 REPRESENTED LAHSA WORKERS

STEP UP ON SECOND WORKERS



WAGE INCREASES

LAHSA workers have locked in **as much as 20% in guaranteed across-the-board wage increases** since ratifying their first union contract in 2019.

Inconsistent wage increases set arbitrarily by Management, and not negotiated by workers themselves. **Wage increases not guaranteed, and management can raise or cut pay arbitrarily.**



MONETARY BONUSES

LAHSA workers can count on bonuses guaranteed by contract, including \$1,300 in 2022 and regular, escalating continuation of service bonuses, beginning at \$500 for 5 years. **LAHSA workers also won COVID-19 bonuses of \$3,000, \$7,500 or \$10,000.**

Bonuses granted at the sole discretion of management.



SECURE RETIREMENT

LAHSA offers a 401A pension plan. After 6 months of employment, **workers are eligible for contributions of 5% of employees' salaries.** On top of that, LAHSA offers an optional 457 deferred compensation plan.

Step Up On Second matches 50% of employee contributions up to 3% total in a 403(b) plan.



TRAINING

Contract provides for professional development through **both a professional development fund that reimburses outside training, as well as In-Service Training conducted on work time** and on subjects **determined through the Labor-Management Committee.**

Training on management's schedule with no employee input.



FAIRNESS IN THE WORKPLACE

A grievance and binding arbitration procedure to enforce the contract and to provide a fair appeal procedure for employee discipline, including **"Just Cause" protections against arbitrary discipline and discharge.** More importantly, they have Union Steward recognition and a Union Representative with access to worksites to assist Union members.

At Will employees. "At will" employees can be let go at any time for any reason or **no reason, with no recourse for unfair situations.**