



Agenda Item Number

6.

Service Employees International Union (SEIU) Collective Bargaining Agreement for 2022 - 2026

Date: June 23, 2022

Presenter: Brenda Wilson

Action Recommended: Ratify Contract

Subject: Service Employees International Union (SEIU)
Collective Bargaining Agreement for 2022 –
2026

Action Recommended: Ratify and Adopt Resolution

Background:

The Collective Bargaining Agreement (CBA) between LCOG and the Service Employees International Union (SEIU) will expire on June 30, 2022.

The Major points for this CBA are as follows:

1. We kept a 5% cost-share for health insurance (medical/vision), even though they wanted to lower it to 1.5%.
2. We kept in the CPI 5-year average, even though they wanted a flat 7% increase on 7/1/22. We did add in a minimum of 1% and a maximum of 5% each year for a COLA, but we do not expect the CPI 5-year to go that high.
3. We did add a one-time lump sum payment in the second pay period in July 2022 for bargaining unit members, equivalent to 2.5% of annual employees base wage as of June 15, 2022.

4. We agreed in an LOA to provide a \$1,000 lump-sum payment to bargaining unit members on June 17 based on them being hired on or before June 1, 2022.
5. We added a top-step bonus of \$800 for people at top-step for 5 years, but kept it at \$500 for the first four years of top-step.
6. We changed the bilingual differential from 3.5% of base wage to an annual \$2,650 prorated by pay period, to be more equitable to lower-range employees. We added a higher differential of \$3,500 annually prorated per pay period, for employees who complete statewide certification using criteria selected by LCOG. Note: this is instead of, not in addition, to the \$2,650 for those employees who test.
7. We added that reclassifications up will provide at least a 3.5% wage increase.
8. We kept the same accruals for Vacation and Sick, and the same Holidays. We kept the same Vacation pay-out at 320, except in rare circumstances when it could be 360.
9. We added Remote Work into the CBA, but generally it is consistent with LCOG's telework policy.
10. We made some operational changes to filling of positions that generally will provide management more flexibility.

Proposed Action: Ratify CBA and Adopt Resolution.

Attachments: A. CBA
B. Resolution