

2016-2018 Tentative Agreement Summary: Victories in Building a Stronger Courts Division!

We did it! After months of exhaustive contract negotiations we've reached a Tentative Agreement on an excellent two-year contract! Members are getting raises, and an increase in career development reimbursements. In order to amplify our voice on the job, we've strengthened the Joint Labor Management Committee. We achieved all of this, and more, by standing together to make our collective voice heard! **Your Bargaining Committee strongly recommends a YES vote.**



Please review the Tentative Agreement summary below, and return your ballot as soon as possible. Please follow the voting instructions on your ballot exactly otherwise your vote will not be counted.

If you have any questions, please contact <Robert.Mejia@seiu721.org> and <Earl.Thompson@seiu721.org>

Tentative Agreement Highlights

- **We won raises for all members!**
 - ✓ 2% One-time bonus upfront
 - ✓ 2% July 1, 2017
 - ✓ 1% June 30, 2018
- **Managers must make formal requests to HR 30 days before assigning any additional duties.**
- **In good standing for a year? You can request a transfer!**
- **Reasonable vacation notices!**
- **250% increase for career development reimbursements**
- **Contract reinforces your right to:**
 - ✓ Time off to attend parent-teacher conferences and your kids' school events
 - ✓ Military leave
- **Joint Labor Management Committee now consists of 5 managers and 6 employees!**
 - ✓ Committee members can meet during work hours
 - ✓ Management must address what matters to us!

Tentative Agreement Overview

Article 8 - Salaries

The parties agree to the following salary adjustments for members of this unit:

1. Within 45 court days of the date bargaining members ratify the Memorandum of Understanding, the Court will provide those bargaining unit members on its payroll as of April 15, 2017, a one-time payment calculated as follows: **Monthly Base Salary x 2% x 12 months.**

2. On July 1, 2017, the Court will increase the base salaries of the payroll titles in this bargaining unit by **two percent (2%)**.

3. On March 1, 2018, the Court will increase the base salaries of the payroll titles in this bargaining unit by **one percent (1%)**.

Article 11 - Assignment of Additional Responsibilities

Managers requesting any additional responsibilities bonus will submit the request in writing to the Human Resources Administration Office within 30 days of the assignment of the duties. Human Resources will notify the manager of the action taken on the request and the manager will notify the employee.

Article 12 - Reassignment and Transfers

Each employee whose most recent rating on file meets performance expectation and who has completed twelve (12) months in his/her present assignment may request a transfer by completing a transfer application on NeoGov.

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Article 14 - Vacations

Employees no longer have to request a vacation a year in advance. Vacation accrual rates are as follows:

Years of Service	Accrual Rate	Max Annual Hours
Less than 4 years	3:45	80
4 to Less than 9 years	5:20	120
9 to less that 22 years	7:40	168
22 to less than 23 years	8:00	184
23 to less than 24 years	8:21	192
24 years or more	8:42	200

Article 15 - Training and Career Development

Educational Assistance: Reimbursement under this article shall be on a first come first served basis, not to exceed \$250 per class and \$500 per employee per calendar year.

Article 34 - Leaves of Absence

Family School Partnership ACT: California law allows parents, grandparents and guardians to take time from work to attend school conferences and events.

Military Leave: Military leave of absence will be granted and paid in accordance with the law. Comply with the Uniform services Employment and Reemployment Rights ACT (USERRA). As well as the Family Military Leave ACT.

Article 36 - Joint Labor Management Committee

The Joint Labor Management Committee will now consist of up to five (5) Management representatives and up to six (6) employee representatives as designated by the Union.

During the term of this MOU, the Joint Labor Management Committee may meet during work hours upon written request of either party. The Union will provide Court Management a list of proposed agenda items at least one (1) week prior to any meeting.

Voting Instructions:

Please ensure your vote is counted by following the Voting Instructions printed on the back of your ballot. Your ballot must be received by 5 PM on Monday, April 3, 2017.

**Votes will be counted on Monday, April 3, 2017, at 5:30 PM, at
SEIU Local 721
1545 Wilshire Blvd
Los Angeles, CA 90017
Members are encouraged to attend.**

**For questions or to review the Tentative Agreement in its entirety, please contact:
Robert.Mejia@seiu721.org
or
Earl.Thompson@seiu721.org**

