

SEIU Local 99 Contract proposals summary

Below is a summary of proposals that have been presented to LAUSD as of October 25, 2022. Please note that negotiations are ongoing and proposals are subject to change.

Term of Contract- July 1, 2020 to June 30, 2023

Non-discrimination and respectful treatment

(Unit B-Article VII/ Unit C-Article VII / Unit F Article VII /Unit G Article VII)

- **The ability to grieve and arbitrate alleged harassment and disrespectful treatment**

Hours and overtime

(Unit B-Article IX/ Unit C-Article IX / Unit F Article IX /Unit G Article IX)

- **Stronger protection on changes to schedules and hours. We are proposing that the district must notify and bargain over the effects of any changes to these categories.**
- **Substitute relief in case of coworker absence**
- **No mandatory overtime**
- **Get paid for time spent doing training or obtaining certificates and licenses that are mandatory for work**
- **Additional hours and overtime go first to district employees before subcontractors**
- **No split shifts (forced to clock out for a time then resume work.) The net result is a longer shift for workers and the district avoids paying for the whole time they are there, including potential overtime violations. (Example-making workers take a longer lunch)**
- **8 hours of work (not mandated)**
- **No unpaid unassigned days**
- **Improve hiring process so district can hire faster**

Bus operations bidding procedures

Unit C-Article VII

- **Bidding on buses and routes**

Wages and salaries, pay allowances, differentials

(Unit B-Article XIII/ Unit C-Article XIV / Unit F Article XIV)

- **Increase uniform and boot allowances, provide uniforms more frequently and provide tool allowances.**
- **Increase mileage differential and differential for carrying heavy district equipment in personal vehicles**
- **Make lead assignments optional and rotated more fairly**
- **Increase the longevity increments**

Union Rights

(Unit B-Article IV/ Unit C-Article IV / Unit F Article III /Unit G Article)

- **Subcontracting only when needed and not to substitute members' work**
- **Protections from layoffs and reduction in hours**
- **Improve staffing and increase the amount of Building & Grounds workers**
- **Stronger Labor Management Committee (LMC) rights**

Vacation

(Unit B-Article VII/ Unit C-Article VII / Unit F Article new /Unit G Article new)

- **Use your vacation time when you need to not when management tells you to**
- **Vacation payout at any time to avoid cap**

Childcare (New)

- **Provide financial support to employees for childcare as well as help them find care when needed**

Education Fund (New)

- **Create a fund managed by the Union to provide financial and other support to ensure all workers in all classifications have access to professional development**

Career Ladder (Unit F)

- **Increase financial support for Teacher Assistants and others that are in the career ladder to become a teacher and create salary points for career ladder steps**

Wages (all units)

- **Good wage increases- The district is trying to keep wages down.**
- **Add an additional step at year 10**
- **Improve steps for certain classifications**
- **A “Me Too” clause – if any other bargaining unit at LAUSD (including teachers), get a bigger increase, SEIU Local 99 members get it too.**
- **Currently, LAUSD is offering:**
 - **2020-2021 0%**
 - **2021-2022 5%**
 - **2022-2023 4% with a 3% bonus**
 - **2023-2024 4% with a 3% bonus**
- **We will get what we organize and fight for. We may have to strike for equitable wages. Nothing is guaranteed, but if we don't fight, we won't know what we can win.**