



2023-2026 SEIU Local 99/LACCD Contract Negotiations Summary of Tentative Agreement

The SEIU Local 99 Negotiation Team reached a tentative agreement that includes strong contract language and significant wage increases for our members. **In order for this tentative agreement to become official, it needs to be voted on by SEIU Local 99 Members in LACCD.** Below is a summary of what this agreement contains.

ARTICLE 19 WAGES & SALARIES

Wages and Salaries Increases wages as follows:

- **10.22%** wage increase retroactive to July 1, 2023;
- **2.07% wage increase retroactive to July 1, 2024;** and
- **1% wage increase plus the Cost Of Living Adjustment (COLA)** that will be calculated by the state of California for 2025-2026.
- Includes a **wage reopener** for the fiscal year of 2025-2026 which gives us the right to fight for higher wages before our next contract.

ARTICLE 3 NONDISCRIMINATION AND DIVERSITY COMMITMENT

- Negotiated the right to elevate Non-Sexual Harassment cases to arbitration.

ARTICLE 6 UNION RIGHTS

- Negotiated an increase in Union meeting time from 30 minutes to 45 minutes after a regularly scheduled staff meeting or once per month.
- Increases the number of designees to negotiate our contract from 9 to 11 and ensures full day release for bargaining team meetings.
- Mandates Union access to new employee orientations.

ARTICLE 8 HOURS AND OVERTIME

- Mandates minimum staffing and cleanliness standards for faculty work environments.
- Restricts the denial of overtime/additional hours based on attendance to two overtime list rotations or for 14 calendar days whichever comes first.
- Mandates overtime payment to be provided no later than the pay period following when the overtime is worked.

ARTICLE 9 LEAVES AND ABSENCES

- Improves the AWOL (Absence Without Official Leave) notification process.
- Includes a leave for vision and examination.
- Increases paid bereavement from 3 to 5 days for family members.
- Includes one Personal Annual Leave (PAL Day) per year that cannot be denied if the employee has made a request in advance of their scheduled workday.
- Includes pay if unable to work because the County makes a declaration that it is unsafe to commute.

- Includes Reproductive Loss Leave due to failed adoption, failed surrogacy, miscarriage, stillbirth, and unsuccessful assisted reproduction that can be paid with the use of personal illness, vacation, or comp days.

ARTICLE 10 TRANSFER AND SHIFT CHANGE

- Mandates that involuntary transfers be done by selecting the less senior employee first.

ARTICLE 11 SAFETY

- Increases safety shoe/boot allowance from \$160 to \$300 per year.

ARTICLE 12 PERFORMANCE EVALUATION PROCEDURES

- Increased the number of days that a supervisor must supervise you to be able to evaluate you from 90 days to 120 days.
- Ensures that mandatory Diversity, Equity, Inclusion and Accessibility (DEIA) evaluations remain confidential and prohibits the District from using the DEIA Evaluation against you.

ARTICLE 13 VACATION

- Prohibits the District from using Bereavement Leave and Reproductive Loss Leave against you for the purposes of perfect attendance.
- Includes a vacation cashout incentive for up to 80 hours for employees with more than 360 vacation hours.

ARTICLE 14 HOLIDAYS

- Memorializes Genocide Remembrance Day as a paid holiday
- Memorializes the two paid Wellness Days that cannot be denied if they are requested in writing two days in advance.
- Establishes that wellness days cannot be used against you for purposes of perfect attendance.

ARTICLE 16 PROFESSIONAL GROWTH

- Increases tuition reimbursement from a maximum of \$2,000 to \$4,000.

ARTICLE 18 SPECIAL PAY PRACTICES

- Increases Crew Leader Compensation from \$5.63 per day to \$7.58 per day retroactive to July 1, 2023.
- Increases to semi-monthly Career Differentials retroactive to July 1, 2023 as follows:
 - 5 to 9 years increased from \$7.78 to \$16.85;
 - 10 to 14 years increased from \$22.68 to \$37.44;
 - 15 to 19 years increased from \$47.93 to \$59.44;
 - 20 years and over increased from \$81.64 to \$100.75.

ARTICLE 20 GRIEVANCE PROCEDURES

- Modified language to be able to file the initial grievance with the supervising management employee who has the authority to resolve the grievance.