

TENTATIVE AGREEMENT FOR ALL OF SOUTHERN CALIFORNIA!

A SINGLE CONTRACT FOR THE Los ANGELES, ORANGE AND SAN DIEGO

GOAL # SUBSTANTIAL INCREASES

- ✓ AREAS 1 & 2: total increase of \$2.70 = \$11,474 throughout the agreement!!
- ✓ AREA 3: RAISED MINIMUM WAGE DIFFERENTIAL FROM \$0.30 TO \$1.00
- ✓ TEMPORARY & NEW EMPLOYEES: INCREASED from 80% to 85% of the Master Wage Rates

LOS ANGELES AREA 1	1 SEP '21	1 MAY '22	1 MAY '23	
INCREASES	\$1.15	\$0.90	\$0.65	
MINIMUM RATE	\$19.35	\$20.25	\$20.90	
MINIMUM WAGE DIFFERENTIAL	\$4.35	\$5.25	\$5.90	
LOS ANGELES AREA 2	1 SEP '21	1 MAY '22	1 MAY '23	
INCREASES	\$1.15	\$0.90	\$0.65	
MINIMUM RATE	\$18.15	\$19.05	\$19.70	
MINIMUM WAGE DIFFERENTIAL	\$3.15	\$4.05	\$4.70	
LOS ANGELES AREA 3	1 SEP '21	1 JANUARY '22	1 JANUARY '23	1 JANUARY '24
MINIMUM WAGE DIFFERENTIAL	\$0.30	\$0.45	\$0.70	\$1.00
MINIMUM RATE <i>Within CITY or County of LA</i>	\$15.30	\$15.45	\$15.70	\$16.00
MINIMUM RATE <i>Outside of CITY or County of LA</i>	\$14.30	\$15.45	\$15.70	\$16.00

GOAL #2 SECURE RETIREMENT

- ✓ AREA 1: WE INCREASED THE PENSION CONTRIBUTION FROM \$0.30 TO \$0.50/HOUR = 66%!!
- ✓ AREA 2: WE STARTED PENSION IN 2023 FOR ALL FOR THE FIRST TIME IN HISTORY!

GOAL #3 PROTECT & IMPROVE MEDICAL INSURANCE

- ✓ INCREASES LIFE INSURANCE TO \$20,000 (MEMBERS) AND \$10,000 FOR DEPENDENTS
- ✓ WE GUARANTEED THE SAME HIGH-QUALITY COVERAGE WITH NO ADDITIONAL CHARGES
- ✓ TEMPORARY EMPLOYEES QUALIFY FOR MEDICAL AT 110 INSTEAD OF 130 HOURS

GOAL #4 YaBasta!! – Stepping Up the Fight Against Sexual Violence

- ✓ THE BOSSES AGREED TO SUPPORT THE FOUNDATION OF THE PROGRAM YA BASTA!!

GOAL #5 HOLIDAYS

- ✓ WE MANAGED TO ADD MARTIN LUTHER KING, JR. DAY. STARTING IN 2023

GOAL #6 CITIES WITH MORE PAID DAYS THAN CONTRACT

- ✓ FORMALIZES THE OBLIGATION TO RESPECT ANY MUNICIPAL LAW THAT REQUIRES MORE PAID DAYS (HOLIDAYS OR SICK) SUCH AS IN SANTA MONICA

✓ **Important non-economic achievements**

OUR ELECTED NEGOTIATING COMMITTEE STRONGLY RECOMMENDS A VOTE TO RATIFY!

Work donated

TENTATIVE AGREEMENT FOR ALL OF SOUTHERN CALIFORNIA!

A SINGLE CONTRACT FOR THE Los ANGELES, ORANGE AND SAN DIEGO

A Single Contract Between Los Angeles, Orange and San Diego

Now we will all negotiate together, one contract, one industry, one union.

Removal by Client

Following ratification, the company will have to provide *proof* of the client's request. We now protect salary, benefits, seniority and employment and the transfer has to be in 10 days.

Wage Theft

We strengthened the member's right to use grievances instead of the court to claim **all** back pay, fines and interest when companies commit wage theft (wages, hours, vacation, breaks, etc.).

Seniority

We extended the right of reintegration for laid off workers to ***12 months*** for normal layoffs and ***24 months*** for layoffs due to COVID from March 2020 onwards

Workload

We won a rapid escalation process which includes expedited arbitration to resolve workload disputes.

Bidding

We improved the system to provide better protection for worker's employment, salary, and benefits and work expectations when buildings change between Union contractors.

COVID-19

We achieved protections on health and safety, quarantine and vaccination.

New Employee Orientation

When the company holds orientations for 6 or more new employees, we won the right to 15 minutes of paid time to provide new hires an orientation about the Union.

Favoritism

We won new language to prohibit favoritism.

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