

**SEIU UNITED SERVICE WORKERS WEST
Northern California Maintenance Contractors Agreement**

TENTATIVE AGREEMENT – SEPTEMBER 8, 2021 – BAY AREA

YOUR BARGAINING COMMITTEE STRONGLY RECOMMENDS A “YES” VOTE!

HIGHLIGHTS OF THE NEW AGREEMENT

AGREEMENT EXPIRES APRIL 30, 2024

GOAL #1: WAGE INCREASES TO MEET COST OF LIVING – ACHIEVED!

Area 1A/1B (large sites) Master Wage reaches \$20.00 by 2023

GOAL #2: RETIREMENT SECURITY FOR THE MEMBERS – ACHIEVED!

Pension benefits increase in Santa Clara County, begin in other Counties by 2023

GOAL #3: PROTECT AND IMPROVE HEALTH INSURANCE – ACHIEVED!

Protect premiums with 6% employer increases and increase Life Insurance benefits

ADDITIONAL WINS: more vacation and holidays and new Bereavement leave, protections for members in contractor transitions, workload protections, protections during client removals

Economic Package for Area 1A/1B

Definition: all buildings and complexes of 200,000 square feet or greater. Area 1A is Santa Clara County, Area 1B is all other Counties

Wage Rates and Wage Increases (employees with 3+ years):

	9/1/2021	5/1/2022	5/1/2023
Master Wage Rate	\$18.25	\$19.25	\$20.00
Wage Increase	\$1.25	\$1.00	\$0.75

New Hire Wage Rates (less than 3 years) effective 1/1/2022: Start at \$0.50 over CA Minimum Wage, after 1 year \$1.00 over CA Minimum Wage, after 2 years \$1.50 over CA Minimum Wage, after 3 years go to Master Wage Rate

PENSION:

	Current	5/1/2023
Santa Clara Co. (Area 1A)	\$0.15	\$0.30
Alameda, Contra Costa, San Mateo Cos. (Area 1B)	---	\$0.15

HEALTH INSURANCE: maintain current plans (individual plan E28 and family plan C28A), maintain waiting periods and eligibility

Employers increase contribution by up to 6% year, if premium increases less than 6% the Union and the employers will discuss improving the Dental plan. Also the **Life Insurance**

benefit (part of health insurance) will increase to \$20,000 for member and add \$10,000 benefit for dependents (only for those who have family coverage)

Vacation: effective 5/1/2023, members have 3 weeks vacation after 10 years

Holidays: add Memorial Day in 2023, add Presidents Day in 2024

Sick Leave and Bereavement Leave: maintain the same Sick Leave (3 days per year), but we added a NEW benefit of 3 days paid upon death of immediate family member, which is not deducted from Sick Leave. (Immediate family is defined as mother, father, wife, husband, son, daughter, brother, sister, grandparent, grandchild, and registered domestic partner.)

ECONOMIC PACKAGE FOR AREA 1C/1D/1E/1F

Definition: 1C/1D buildings/sites 150,000-200,00 square feet, 1E/1F buildings/sites less than 150,000 square feet

Areas 1C/1E are Santa Clara County, Areas 1D/1F are all other Counties

Wage Rates and Wage Increases (employees with 3+ years):

	9/1/2021	5/1/2022	5/1/2023
Master Wage Rate	\$15.75	\$16.61	\$17.26
Wage Increase	\$1.08	\$0.86	\$0.65

New Hire Wage Rates (less than 3 years) effective 1/1/2022: same as Area 1A/1B

PENSION: same changes as Area 1A/1B (Santa Clara County: 5/1/2023 increase base benefit from \$0.15 to \$0.30; Alameda, Contra Costa, San Mateo Counties: add NEW benefit of \$0.15 on 5/1/2023)

HEALTH INSURANCE: Plans: change E33 to E31 (improved coverage) for individual plan, and family plan C28A for Area 1C/1D only, same waiting periods and eligibility, employers increase contribution by up to 6% year

Vacation: effective 5/1/2023, in Area 1C/1D add new 2 week benefit after 3 years

Holidays: effective 5/1/2022 add Thanksgiving, Christmas, New Years Day

Economic Package for Area 1L

Definition: former non-union sites greater of 200,000 square feet or greater

Master Wage for those with 4 years is the same as Area 1A/1B. New Employee rates (less than 4 years) effective 1/1/2022: start rate at \$0.50 above California Minimum Wage, after 1 year \$1.00 over Minimum Wage, after 2 years \$1.50 over Minimum Wage, after 3 years \$2.00 over Minimum Wage, after 4 years the Master Wage Rate of Area 1A/1B.

Same benefits and waiting periods as currently in effect

Economic Package for Area 1M

Definition: former non-union sites below 200,000 square feet (including previous Area 1N)

Wage rates: \$0.30 over California Minimum Wage, 1/1/2022 \$0.50 wage increase or Cost of Living whichever is higher, 1/1/2023 Cost of Living increase (if there is one)

Add 2 new holidays in 2023: Thanksgiving Day and Christmas Day

Economic Improvements applying to ALL AREAS

Bereavement Leave and Life Insurance: the improvement in these benefits which we won in Area 1A/1B also applies to all the other Areas.

Mileage: increase rate for driving during your shift to IRS rate (currently \$0.56 per mile)

Differentials: increase Utility to \$0.35 per hour and Foreperson to \$0.40 per hour

Ya Basta: add funds (\$0.03 per hour in 2021 and \$0.015 beginning in 2022) to support the ¡Ya Basta! Program to combat sexual harassment and assault.

MORE PROTECTIONS FOR THE MEMBERS AT WORK!

Wage Theft: stronger right to claim any wage theft through the contract and to claim fines, penalties and interest when companies delay in settling pay and hour cases

Removal by Client Request without just cause: the company will show the client's request to the Union or provide proof of the reason if the client refuses to put the request in writing, stronger employer obligation to place the removed employee in another job

Discipline: verbal and written warnings removed after 12 months, suspension and Final Warning removed after 15 months (currently 18 months for all discipline), employee can have Steward representation for Written Warnings as well as Suspension and Termination

Layoff and COVID-19 protections: increase Recall right to 24 months for COVID layoffs and 12 months for other layoffs, add PPE and other protections from the Extensions

Working Forepersons: new language to ensure Forepersons know their proper role and do not have access to confidential member information

Workload: workload distribution must be equitable, process for resolving workload disputes

Seniority: in building complexes, seniority will apply throughout whole complex

Contractor Transition: better system for contractor bidding to protect member jobs, and additional protections for employees continuing on the job

Pilot Project for Temporary Jobs: project to explore setting up system to assign laid off or temporary employees to temporary work (this is already in place in Los Angeles)

Other: many other non-economic improvements, can be provided on request

ESTIMATED INCREASES PER HOUR IN THE NEW CONTRACT

Economic Area	Economic Benefit	Current Hourly Value	2021	2022	2023	Total Increase	Average Increase per Year
Area 1A (Santa Clara County)	Master Wage	\$17.00	\$18.25	\$19.25	\$20.00	\$3.00	
	Health Insurance (Family)	\$8.25	\$8.29	\$8.79	\$9.32	\$1.06	
	Pension	\$0.38	\$0.38	\$0.40	\$0.55	\$0.18	
	Paid Days Off*	\$1.34	\$1.44	\$1.49	\$1.70	\$0.36	
	SEIU Funds**	\$0.09	\$0.13	\$0.13	\$0.14	\$0.05	
	TOTAL PACKAGE	\$27.06	\$28.49	\$30.06	\$31.71	\$4.65	5.43%
Area 1B (Alameda, Contra Costa, San Mateo Co.)	Master Wage	\$17.00	\$18.25	\$19.25	\$20.00	\$3.00	
	Health Insurance (Family)	\$8.25	\$8.29	\$8.79	\$9.32	\$1.06	
	Pension	\$0.00	\$0.00	\$0.00	\$0.16	\$0.16	
	Paid Days Off*	\$1.34	\$1.44	\$1.49	\$1.70	\$0.36	
	SEIU Funds**	\$0.09	\$0.13	\$0.13	\$0.14	\$0.05	
	Master Wage	\$26.68	\$28.11	\$29.66	\$31.32	\$4.63	5.48%

*Holidays, Vacation, Sick Leave

**MCTF (Investigation Fund), LTEF (training fund for BSP programs), Ya Basta (new fund to combat sexual harassment and assault)

The estimated total value of the economic increases during the term of the contract for a full-time worker is \$17,900 for Area 1A and \$17,400 for Area 1B.