

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

TENTATIVE AGREEMENT – SEPTEMBER 13, 2021 – SACRAMENTO

YOUR BARGAINING COMMITTEE 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 2A/2B (all Master Sites) wage increases of \$2.40 in 3 years – highest ever for Sacramento Janitors

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

Pension benefits for all Area 2A/2B (Master) buildings start in 2023

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

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

#1 SACRAMENTO GOAL: MOVE TO FULL TIME WORK – ACHIEVED!

The largest buildings and sites will be designated Full-Time beginning in 2023

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

Economic Package for Area 2A/2B

Definition: all Master sites and buildings, Area 2A includes all sites and buildings of 150,000 square feet and over, Area 2B includes sites and buildings of less than 200,000 square feet

WAGES (for employees with 3+ years):

- **TOTAL WAGE INCREASES OF \$1.25 WITHIN 3 MONTHS**
- **BY 2023 THE WAGE WILL BE \$1.80 OVER MINIMUM WAGE***

	10/1/2021	1/1/2022	1/1/2023	5/1/2023
Master Wage Rate	\$14.65	\$15.65	\$16.40	\$16.80
Wage Increase	\$0.25	\$1.00	\$0.75	\$0.40

*(the California Minimum Wage will increase to \$15 on 1/1/2022 and there are no further increases scheduled after that)

Other classification wage rates increase by same amounts.

New Hire Wage Rates (employees with less than 3 years): 1/1/2022 \$15.25, 1/1/2023 \$15.50, 1/1/2024 Cost of Living increase (if applicable), go to Master wage rate after 3 years

PENSION

	Current	5/1/2023
Areas 2A and 2B	----	\$0.15

(Note: some Appendix sites already have a Pension benefit)

Health Insurance: Plans: maintain Individual plan E33 in Areas 2A and 2B, and family plan C30 for Area 2A only, same waiting periods and eligibility, employers increase contribution by up to 6% year. Also the **Life Insurance** benefit will increase to \$20,000 for member, and add \$10,000 benefit for dependents (only for those who have family coverage).

Kaiser Option Plan: The employer will pay \$187.87 additional per month above the cost of Plan C30 (family Indemnity) for those who elect Plan C29 (family plan with Kaiser option) and who have 10 years of service; this will reduce the employee copayment in 2021 from \$363.73 to \$181.86 per month. Members who are in Plan C30 and have 10 years of service can elect this option now, or they can elect this option when they reach 10 years of service.

Holidays: add Presidents Day in 2024

Economic Package for Area 2C

Definition: former non-union sites below 150,000 square feet

Wage Rates: 1/1/2023 \$15.25, 1/1/2023 \$15.50, 1/1/2024 Cost of Living increase (if applicable)

Health Insurance: move individual plan to E33 (improved coverage), same waiting period, employers increase contribution by up to 6% year

Add 2 holidays in 2021: Thanksgiving Day and Christmas Day (in addition to 1 week vacation)

Economic Improvements applying to ALL AREAS

Sick Leave and Bereavement Leave: maintain same Sick Leave benefit (3), 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 includes parent, sibling, child, spouse, grandchild or grandparent, and registered domestic partner.)

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

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

MOVING TO FULL-TIME WORK

A NEW process to move to full-time work. Phase 1: by 1/1/2023 buildings or complexes above 500,000 square feet will have full-time schedules (40 hours week); Phase 2: by 1/1/2024 buildings or complexes above 300,000 square feet will have full-time schedules. The employer can request exemptions based on specific client requirements.

Part-time workers in a site have first access by seniority to additional hours if they can perform the work, then workers in the same area. Employers will not reduce existing full-time schedules if a full-time worker leaves, or in contractor transition.

IMPORTANT IMPROVEMENTS IN MEMBER PROTECTIONS

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 othesr 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 2A (Master sites of 150,000 square feet or more)	Master Wage	\$14.40	\$15.65	\$16.40	\$16.80	\$2.40	
	Health Insurance (Family)	\$5.85	\$5.94	\$6.29	\$6.67	\$0.82	
	Pension	\$0.00			\$0.16	\$0.16	
	Paid Days Off*	\$1.25	\$1.35	\$1.42	\$1.45	\$0.20	
	SEIU Funds**	\$0.06	\$0.09	\$0.08	\$0.08	\$0.02	
	TOTAL PACKAGE	\$21.56	\$23.03	\$24.19	\$25.16	\$3.60	5.38%
Area 2B (Master sites less than 150,000 sq. feet)	Master Wage	\$14.40	\$15.65	\$16.40	\$16.80	\$2.40	
	Health Insurance (Individ.)	\$2.60	\$2.57	\$2.72	\$2.89	\$0.29	
	Pension	\$0.00			\$0.16	\$0.16	
	Paid Days Off*	\$1.25	\$1.35	\$1.42	\$1.45	\$0.20	
	SEIU Funds**	\$0.06	\$0.09	\$0.08	\$0.08	\$0.02	
	TOTAL PACKAGE	\$18.31	\$19.66	\$20.62	\$21.38	\$3.07	5.31%

*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 \$14,770 for Area 2A and \$12,830 for Area 2B.