

# TENTATIVE AGREEMENT FOR ALL OF SOUTHERN CALIFORNIA!

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

### GOAL # SUBSTANTIAL INCREASES

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- ✓ **ZONE 1:** A total increase of \$2.55 in just 19 months

*For the 8-hour worker, that means \$10,963 over the life of the agreement.*

- ✓ **ZONE 2:** Total increase of \$2.45 in 20 months = \$10,174 over the life of the agreement
- ✓ **ZONE 3:** WE RAISED THE MINIMUM WAGE DIFFERENTIAL FROM \$0.05 TO \$0.40
- ✓ **BATHROOM WORK:** \$0.17 DIFFERENTIAL, SAME AS LOS ANGELES

SAN DIEGO ZONE 1	1 OCT '21	1 MAY '22	1 MAY '23
INCREASES	<b>\$1.15</b>	<b>\$0.90</b>	<b>\$0.50</b>
MINIMUM RATE	<b>\$15.65</b>	<b>\$16.55</b>	<b>\$17.05</b>
MINIMUM WAGE DIFFERENTIAL	<b>\$1.65</b>	<b>\$1.55</b>	<b>\$2.05</b>
SAN DIEGO ZONE 2	1 OCT '21	1 MAY '22	1 MAY '23
INCREASES	<b>\$1.10</b>	<b>\$0.70</b>	<b>\$0.65</b>
MINIMUM RATE	<b>\$15.60</b>	<b>\$16.30</b>	<b>\$16.95</b>
MINIMUM WAGE DIFFERENTIAL	<b>\$1.65</b>	<b>\$1.55</b>	<b>\$2.05</b>
SAN DIEGO ZONE 3 & NEW EMPLOYEES	1 OCT '21	1 JANUARY '22	1 JANUARY '23
INCREASES	<b>\$0.10</b>	<b>\$1.10</b>	<b>\$0.15</b>
MINIMUM RATE	<b>\$14.15</b>	<b>\$15.25</b>	<b>\$15.40</b>
MINIMUM WAGE DIFFERENTIAL	<b>\$0.15</b>	<b>\$0.25</b>	<b>\$0.40</b>

### GOAL #2 SECURE RETIREMENT

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- ✓ WE STARTED PENSION IN 2023 FOR ZONES 1 & 2 FOR THE FIRST TIME IN HISTORY
- ✓ All members in Zones 1 and 2 will now enter the SEIU National Industry Pension Fund, which guarantees fixed monthly payments for life from the age of 65 on, in proportion to the number of years worked and the amount of the hourly contribution.

### GOAL #3 PROTECT & IMPROVE MEDICAL INSURANCE

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- ✓ INCREASES LIFE INSURANCE TO \$20,000 FOR MEMBERS AND \$10,000 FOR DEPENDENTS
- ✓ WE GUARANTEED THE SAME HIGH-QUALITY COVERAGE WITH NO ADDITIONAL CHARGES
- ✓ **Members in ZONE 2 will move to the Zone 1 Health Plan on SEPTEMBER 1, 2022**
- ✓ **IN ZONE 1, WE REDUCED WAITING TIME FROM 24 TO 18 MONTHS**

### GOAL #4 HOLIDAYS

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- ✓ EFFECTIVE MAY 1, 2023, 5 YEAR EMPLOYEES ACCUMULATE 3 WEEKS

### GOAL #5 YABASTA!! – Stepping Up the Fight Against Sexual Violence

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

**OUR COMMITTEE CHOSEN NEGOTIATOR STRONGLY RECOMMENDS ONE VOTE TO RATIFY!**

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# TENTATIVE AGREEMENT FOR ALL OF SOUTHERN CALIFORNIA!

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

### Important non-economic achievements

#### 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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