

# We've reached a Tentative Agreement!

Thursday August 29th, 2019

We are building a California for All in which our members earn livable wages; have access to quality, affordable healthcare; are recognized for our skills and responsibilities; and show up to workplaces that respect us and our families.

At 25 Town Halls up and down the state, in thousands of bargaining surveys, and through actions in hundreds of worksites over the last nine weeks, our members made the demand clear — the rising unaffordability of California is hitting us hard and the state must do better.

As a result, our bargaining team set out to find innovative ways to get more money into our members' pockets. Our team brought home a contract that addresses the core values of building a California for All — and creates pathways for continued growth and inequality reduction that our members keenly feel within state service.

Please read the highlights of the hard-fought provisions that we won through this Tentative Agreement.

In the coming weeks, members will have the opportunity to ratify the tentative agreement.

## Access to quality, affordable healthcare

Health Care Differential – For the first time in nearly three decades our members will feel relief in their contributions to health care premium costs.

Our team won \$260/month for every member who has a CalPERS plan — the equivalent of an average individual's contribution to our healthcare premium cost and a huge bump in pay starting July 2020.

## Increase in livable wages

\$15/hour Minimum Wage – Every single SEIU Local 1000 represented employee will make at least \$15/hour through a minimum wage acceleration plan.

General Salary Increase – General salary increase for all SEIU Local 1000 members that includes:

- Effective July 1, 2020, all SEIU Local 1000 represented classifications will be increased by 2.5% to base pay
- Effective July 1, 2021, all SEIU Local 1000 represented classifications will be increased by 2% to base pay
- Effective July 1, 2022, all SEIU Local 1000 represented classifications will be increased by 2.5% to base pay

Geographic Differential – For the first time in history, we were able to push the state to agree to the concept of Geographic Pay and secure that language in our contract. Up until this point, the state had been completely closed to the concept and had refused to move forward.

As a result of our Joint Task Force on Geographic Pay, as well as your actions and hard work – we have secured a foundation and a pathway forward to continue to expand access to geographic compensation. The state agreed to provide a Geographic Differential to members in counties with high-vacancy rates combined with a high cost-of-living and a large density of low-wage workers.

A Geographic Differential of \$250/month will be in place members in four counties (Orange, Santa Barbara, San Luis Obispo, and Santa Cruz) that meet the criteria of high-vacancy rates, high cost-of-living and a large density of low-wage workers.

Commute Program – We won an increase to the Commute Program from \$65/month to \$100/month for all eligible employees; including an increase to \$135/month for drivers of the van pool, and the incorporation of bicycle program with a \$20/month stipend.

## Recognition of our skills and opportunities for growth

Special Salary Adjustments & Classification Differentials – Thousands of our members will receive Special Salary Adjustments and Classification Differentials in recognition for their skills and the role they play in achieving the state's mission. The specific classifications will be included with the full Tentative Agreement in the coming days.

Call Center Differential – We created new language that expands the potential number of members who are eligible for a Call Center Differential. We have defined what it means to be in a Call Center and created a dispute resolution process so that members working in a Call Center have a mechanism to determine eligibility and receive compensation for that work.

Future of Work and Civil Service – We created a joint Taskforce on the Future of Work and Civil Service to allow our members to partner with the state on predicting, planning, and ultimately determining our own future around important technological innovations, automation, and the ever-changing nature of work in our society.

## Respect for us and our families

Mandatory Overtime – After decades of fighting to ensure that our members had the right to control their schedule, protect themselves and their communities, the state balked at their commitment to reduce Mandatory Overtime (MOT). We took action, we filed an unfair labor practice, we fought back and we won!

The state will reduce mandatory overtime by specific measures every year so that by 2023 it is no longer used as a staffing tool.

Bullying Prevention – Won a workplace violence and bullying prevention provision that defines bullying behavior and provides members with a mechanism to address abusive conduct in the workplace.

Bilingual Pay Differential – For the first time in 42 years, we were able to increase the Bilingual Pay Differential to \$200/month. This comes after 20 years of fighting for this, a joint task force, and hundreds of members telling their story.

Flexible Work Schedules – Every department must now offer flexible work schedules to employees.

There are many more specific proposals that are included in our Tentative Agreement. We will post the full Tentative Agreement in the coming days.

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## Stronger Together

Dedicated to giving all Californians the opportunity to have a good life and enjoy the fruits of social, economic and environmental justice.

CONTACT US

Member Resource Center  
tel. 866.471.SEIU (7348)