

LA County Board of Supervisors Shortchanges AFSCME Members! County Refuses 10.75% Deal for Choices Participants

**All Union-Represented Employees (SEIU, AFSCME, etc.) Are Getting The Same 7% Raise.
We Recommend You Ratify Your Unit MOU to Guarantee Your 2% Raise Effective 10/1/18.**

(Raise schedule: 2% Oct. 1, 2018, 2.5% Oct. 1, 2019; 2.5% Oct 1, 2020)

What is the 10.75% Deal?

The extra \$1,000 bonus and 3.75% SEIU Options participants are getting as part of their separate Fringe Benefits contract are in exchange for limits on the County's coverage of the cost of health & dental premiums that will not match cost increases and Caps on Cash-Back:

- Health insurance costs will go up 4.6% in 2019, but the County's contribution will only increase by 1.5%.
- County's contribution will only go up 2% in 2020 and 2.5% in 2021, though costs are expected to go up even faster.
- **The Cap on Cash-Back in 2020 will be \$325, and \$244 in 2021.**
- This is the beginning of the end of a decades long County practice of contributing more to benefits than the plans cost and employees getting the difference in Cash-Back of up to hundreds of dollars per month added to paychecks.
- **In exchange for these reductions, the County agreed to use the savings to give SEIU Options participants a \$1,000 bonus, an extra 1% raise (1/1/20), and for those at top step, an extra half step increase of 2.75% on 1/1/21.**

Raw Deal for AFSCME Choices Participants

County's "Last, Best & Final" Offer is a \$500 bonus, and 2.75% step in Exchange for the Limits on County Contributions and Caps on Cash Back Offered to all Unions.

The Choices plan in the Fringe Benefits MOU for AFSCME represented employees is negotiated by the Coalition of County Unions (CCU), which includes AFSCME, Sheriff's Deputies, Firefighters, Operating Engineers, California Association of Professional Employees and other unions.

They Say Cut Back, We Say Fight Back!

November / December

- **Lobby the Board and the CEO:** CCU representatives are conducting lobby visits with the CEO and each member of the Board of Supervisors
- **Declare Impasse:** CCU is filing a Declaration of Impasse with the Employee Relations Commission (ERCOM), to initiate mediation and fact finding
- **Sign the Petition:** Get all your co-workers to sign the petition

January

- **Pickets and Delegation Visits to Supervisor's Field Offices:** Present our Petition and Demands for a Fair Contract

February:

- **Rally At The Board: Fair Contract Now!**

**We will NOT Settle for Less!
Fight Back for a Fair Contract!**

**AFSCME
District Council 36**



"We Never Quit."