

AMENDMENT NO. 2
MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION
TO THE BOARD OR SUPERVISORS
REGARDING THE
SERVICE EMPLOYEE INTERNATIONAL UNION
LOCAL 721
FRINGE BENEFITS AGREEMENT

THIS AMENDMENT NO. 2 TO THE MEMORANDUM OF UNDERSTANDING made and entered into this 19th day of October 2021,

BY AND BETWEEN

Authorized Management Representative (hereinafter referred to as "Management") of the County of Los Angeles (hereinafter referred to as "County")

AND

SEIU Local 721, CTW, CLC (hereinafter Referred to as "Union")

WHEREAS, on the 20th day of November 2018, the parties entered into a Memorandum of Understanding regarding the Fringe Benefits Agreement ("Memorandum of Understanding") for Service Employee International Union ("SEIU") Local 721 for Employee Representation/Bargaining Units; 105, 111, 112, 121, 122, 201, 211, 221, 222, 311, 312, 341, 342, 431, 432, 702, 711, 722, 723, 729, 731, 732, 777, and 811 and the

Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to extend the Memorandum of Understanding by six months, maintaining all current provisions and terms as status quo under the Memorandum of Understanding. Accordingly, the parties agree to adjust all relevant dates in the Memorandum of Understanding necessary to accommodate the extension, and to amend the Memorandum of Understanding only as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. ARTICLE 3 TERM

The term of the Memorandum of Understanding shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 2, Implementation, are fully met. This Memorandum of Understanding shall expire and otherwise be fully terminated at 12:00 midnight on March 31, 2022.

2. ARTICLE 4 RENEGOTIATION

In the event either party hereto desires to negotiate the provisions of a successor Memorandum of Understanding, such party shall serve upon the other, its request to commence negotiations, as well as its initial written proposals for successor Memorandum of Understanding during the period of December 15, 2021 to December 31, 2021. Negotiations shall begin no later than January 15, 2022.

3. ARTICLE 5 RETIREMENT

The parties agree jointly to amend the Article as follows (language attached):

Section 1.

- Update effective date of term of agreement to July 1, 2020
- Update Actuarial Valuation dates June 30, 2019 and March 2, 2020

Section 2.

- Update the negotiated employee contribution rates for General Members - Retirement Plan A, General Members – Retirement Plan B, General Members – Retirement Plan C, and General Members – Retirement Plan D, to reflect July 1, 2020 contribution rates.

4. ARTICLE 8 OPTIONS – CAFETERIA BENEFIT PLAN AND HEALTH, DENTAL AND LIFE INSURANCE

The parties agree jointly to amend the Article as follows (language attached):

Section 1. Cafeteria Benefit Plan – Options

- Update dates reflect a plan year of January 1, 2022 through December 31, 2022.

Section 4.

- Update to include Plan Year 2022.
- (E) Health Care Spending Account:
 - Update Plan Year to 2022
 - Increase carry over of Health Care Spending Account to \$550
- (F) Dependent Care Spending Account
 - Update to reflect plan year 2022
- (H) Maintenance of Benefits
 - Update dates to reflect the period of January 1, 2021 through December 31, 2022
 - Add language that allows the County to undertake a solicitation process to amend health plan offerings and plan design, in accordance with BOS requirements and with Union participation and concurrence.

Section 5. Contributions

Update 2022 contribution rate to reflect a 2.5% increase for full-time, and a 2.5% increase in subsidy for part-time/recurrent employees as follows:

Subsidy Towards Health Insurance (Full-Time Employee)

COVERAGE	MONTHLY CONTRIBUTION 2021	MONTHLY CONTRIBUTION 2022
Employee who waives health insurance cover	\$228.00	\$228.00
Employee only	\$1,011.80	\$1,037.10
Employee plus one dependent	\$1,846.07	\$1,892.22
Employee plus two or more dependents	\$2,180.79	\$2,235.31

Subsidy Towards Health Insurance (Part-Time/Temporary Employee)

COVERAGE	MONTHLY CONTRIBUTION 2021	MONTHLY CONTRIBUTION 2022
Employee only	\$948.93	\$972.65
Employee plus one dependent	\$1,685.42	\$1,727.56
Employee plus two or more dependents	\$1,934.67	\$1,983.04

5. ARTICLE 12 SICK LEAVE

Update dates to include 2021 and 2022 for payment of unused full-pay sick leave (language attached).

6. ARTICLE 17 HOLIDAYS

The parties agree jointly to recommend to the County's Board of Supervisor for adoption and implementation by amendment to applicable provisions of the Los Angeles County Code, that Juneteenth (June 19) be observed as a holiday during the term of the agreement.

7. ARTICLE 31 MILEAGE REIMBURSEMENT

The parties agree jointly to recommend to the County's Board of Supervisors that said Board update the mileage reimbursement amount provided to \$0.52 effective January 1, 2021.

8. This Amendment No. 2 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 2 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 2, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 2 on the day, month, and year first above written.

SEIU, LOCAL 721, CTW, CLC
AUTHORIZED REPRESENTATIVE

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVE

By 
BOB SCHOONOVER
Executive Director

By 
FESIA A. DAVENPORT
Chief Executive Office

By 
RUBY DYE
Chair, Bargaining Policy Committee