



# WE DID IT!

**WE REACHED A TENTATIVE AGREEMENT!**

## **CITY OF RICHMOND – SEIU LOCAL 1021 GENERAL EMPLOYEES BARGAINING UNIT Successor MOU – Tentative Agreement Summary**



The elected Bargaining Team has reached a Tentative Agreement (TA) for our full contract. Below is the TA ratification schedule. Our Bargaining Team recommends a 'YES' vote. More details on the TA will be shared soon. Our Bargaining Team recommends a 'YES' vote.

### Wednesday, September 1st 2021

Where: Jailers (1701 Regatta Blvd, Admin 1 Conference Room) (If you do not work @ the Regatta location and plan to vote there, you must check-in at the front desk, get a name tag and call Amanda Leguax to let you in the voting room @ 415-525-2002)

Time: 6am to 4pm

### Thursday, September 2nd 2021

Where: Dispatchers Center off of Nevin

Time: 5:30am to 6:30am

Location: In the breakroom @ the COR Dispatch Center

### Wednesday & Thursday, September 1st & 2nd 2021

Where: Outside the Richmond City Hall Plaza

Time: 7:00am to 6:00pm

Ballot count on 9/2/21 following at 6:00 outside the Richmond City Hall Plaza.



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## **CONTRACT HIGHLIGHTS:**

### **COMPENSATION:**

- The agreement includes a bonus of \$3,800 after contract ratification and approval by City Council and brings our workers their first cost of living adjustments (COLAs) since 2015.
- A bonus of \$3,800 paid within two pay periods after City Council approves the contract
- Three years of raises totaling a 13% increase:
  - 5% effective January 1, 2023
  - 4% effective January 1, 2024
  - 4% effective January 1, 2025
- Agreement to reopen the contract to discuss wage increases after the City's classification and compensation study is completed
- Starting January 1, 2024, workers will begin paying into their retiree medical benefits. This will be a tiered contribution based on the wage of Step 2 for each worker's classification:
  - Tier 1: \$60,000 or less at Step 2 will pay \$50 per month
  - Tier 2: Between \$60,001 and \$80,000 at Step 2 will pay \$75 per month
  - Tier 3: Over \$80,001 at Step 2 will pay \$100 per month
  - Part-time workers will pay on a pro-rated basis, depending on the hours they work

### **GRIEVANCE PROCEDURE:**

- The grievance procedure has been simplified, especially for appeals of disciplinary action. Employee rights to rebut written reprimands have been recognized. Skelly Officers reviewing disciplinary action shall be impartial and from a different department.

### **DUES DEDUCTION:**

- The process for deducting Union Dues has been brought up to date with legal and technological developments.

### **UNION RIGHTS AND CITY RIGHTS:**

- The language regarding Union Rights and City Rights has been updated and clarified.

**FOR MORE INFORMATION CONTACT: [YEN.DO@SEIU1021.ORG](mailto:YEN.DO@SEIU1021.ORG)  
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