

LRCEA Contract 2018-20 Change Summary

This is a brief summary of the significant changes made during the 2017 LRCEA Contract Negotiations. Many changes to the contract were either to align with changes in the law or to provide language consistency with other Los Rios bargaining unit contracts. For your reference, the relevant section of the contract shown for each significant change.

- Summer Alternate Work Schedule 2 Additional Weeks—10 Weeks (5.7)
- Vacation Request Approval Change to 60 Calendar Days in Advance for full consideration, down from 120. Also, automatic approval after 10 working days. Requests submitted less than 60 days can be approved by supervisor. (7.16.8)
- Vacation Accrual Increase after 5 years of fulltime service to 1.5 days/14 hours per month (7.16.2)
- Retiree Medical Cost Benefit Eligibility change—removed the word “immediate” replaced with “fulltime” prior years of services (10.10.2)
 - Retirees who are not eligible for the District retiree medical cost contribution may participate in the District’s medical plan upon retirement if they have the equivalent of ten years full-time service—retiree dependents included.
 - Retirees who have retired before age 65 and elected a health plan outside of the District may participate in the District retiree medical plan at 65
- Personal Necessity Change for regular part-time employees to be proportionate to hours/months worked (7.3.1)
- Personal Business Change for regular part-time employees to be proportionate to hours/months worked (7.13)
- Vacation Payout to 403(b) Plan upon separation at age 55+ to minimize taxes (7.16.7.3)
- Vacation used as Sick Leave—redefine “all available sick leave” to include 5-Month law if applicable (7.7)
- Tuition reimbursement for courses increase to \$1,200, with a \$2,400 lifetime max for non Los Rios courses (16.3)
- Special Evaluation of Job Performance process/timeline clarification (4.1.4)
- Rest Periods updated to conform to Labor code (5.4)
- Police Dispatcher Uniform Allowance \$50 Increase for cost increases (17.5)
- Industrial Accident/Illness Leave update to law and process clarification (7.8)
- Sick Leave Physician Statement definition and content change to conform to law and added requirement to send it to the Employee Benefits Department at the District Office (7.1.5.5)
- Administrative Transfer Notice Increased—Same location=5 working days, to a satellite center=10 working days, & to another district location=15 working days (14.5.4)
- Overpayment Repayment updated clarification of processes, and provides more flexibility with payment options (9.13)
- Maternity/Paternity Leave update to conform to law—increase to 30 days of sick leave (7.2)
- Non-Discrimination updated to conform to law (13)

- No Significant changes to Article 9: Compensation, Appendices A & B, and Attachment I; technical changes to align with other Los Rios bargaining unit agreements.
- The only significant changes to Article 10: Fringe Benefits are the retirement medical benefit eligibility and addition of the Sutter Plus High Deductible Health Plan with HSA—the District contribution for health benefits remains the same*

*LRCEA members voted to keep the COLA and Retro to pay the increase costs for the medical benefits out of pocket instead of using the COLA and Retro to increase the district contribution for medical benefits.