



L.A. Professional, Technical and Administrative Employees for a Real Alternative to EAA

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How Much Could You Be Ahead With SEIU's Contract?



How does the EAA contract stand up to the SEIU contract? [Check out our interactive Contract Calculator for an instant result.](#)

About SEIU 721

SEIU 721 has more than 80,000 members throughout Southern California, including L.A. City attorneys, professional managers, L.A. County professionals, and thousands of other City of Los Angeles employees.

Visit www.seiu721.org



Your Questions Answered > Contract & Bargaining (10 entries)

Search the FAQ for entries containing:

- **What happens to our current MOU and negotiated raises if we leave EAA and join SEIU? Would we still be under same MOU terms or would SEIU negotiate a new contract?**
Until L.A. city professionals determine - in a transparent and empowering process - what a new collective bargaining agreement should include, the current contract remains in place.
- **Could the new (former EAA) units reopen the contract and negotiate for the salary increases that SEIU members already got?**
Yes, this is possible. Employees in affected newly organized units would meet extensively, elect leaders and bargaining team members and set bargaining goals and priorities.
- **If we do get new salary increases, can they be retroactive to the start of our current contract?**
No. We move forward, not back.
- **What assurances would SEIU give to L.A.'s professionals about getting the same contract as other city employees, in the middle of the city's economic crisis?**
There are no (absolute) guarantees. However, unlike EAA, SEIU is part of the Coalition of L.A. City Unions (www.lacitycoalition.com), a coalition of six different unions representing more than 22,000 L.A. city ...
- **I have heard L.A. City members of SEIU have a no-strike clause. Do L.A.'s professionals give up power or rights by joining SEIU?**
No. SEIU's strike clause is exactly the same as EAA's - it prohibits strikes only for the duration of a contract.* In the 1980s, SEIU Local 660 actually won the ...
- **Is it true that SEIU's contract has a re-opener based on the estimated projected budget? Can city management reopen the contract if there is a budget deficit?**
No. Even during a budget crisis, the city cannot unilaterally modify SEIU 721's MOU. Union members retain their full rights. If city revenues decline by more than 1%, City leaders and ...
- **How does SEIU's gain-sharing arrangement work?**
The contract with the city includes a \$25-million incentive program for increasing efficiency, saving costs, and finding new revenue. That money goes straight back to front-line workers who know best how ...
- **How do L.A. professionals know that SEIU won't make concessions in bargaining?**
Members' hands-on involvement in bargaining teams ensures that the final negotiated contract is the best possible, and that no concessions are made. Members ratify the contract - in a real election, ...
- **How do L.A. professionals know that they wouldn't lose current benefits in a union contract?**
The decision on whether to accept a contract belongs to the membership-and members would never vote to ratify a contract that reduces benefits.
- **Where can contracts and salaries for other members of SEIU 721 be viewed?**
You can view all SEIU 721 contracts online at <http://www.seiu721.org> .

