2026 - 2029 Tentative Agreement Summary HealthRIGHT 360

Across The Board Raises, New System To Cover Healthcare Co-pays, More Transparency In Hiring, Improvements to Caseload Challenges

After months of negotiations your statewide HealthRIGHT 360 bargaining team representing SEIU Locals 221, 721, and 1021 has reached a Tentative Agreement (TA) for a new 3-year contract! We won major economic gains, healthcare improvements, and substantive contractual victories that were secured through our statewide bargaining efforts. Through our solidarity, we were able to boost our wages, benefits, and workplace protections.

Your elected statewide HR360 Bargaining Team is proud to recommend a YES vote!

Tentative Agreement Overview

1. Article 1 – No substantive change: Recognition of the statewide bargaining unit and notice regarding new classifications remain unchanged.

2. Article 2 – New contract term: The successor agreement term is September 1, 2026 through August 31, 2029.

3. Article 3 – Improved advance notice: For management-rights decisions materially affecting wages, hours or other conditions, written notice rises from 14 to 30 calendar days. The period to meet and bargain over effects likewise changes from 14 to 30 days. It was also memorialized in table notes that management must exhaust bargaining prior to implementing any material change to extent it is required by law.

4. Article 4 – Steward training, access and leave changes: Adds up to eight paid hours per calendar year for each steward to attend SEIU training, with 30 days' notice, approval and staffing/site limits. Specifies advance written notice for union site visits and adds a non-disruption requirement. Residential-site access becomes an express reasonable-access provision. Union leave increases from one to up to two employees per local at once (no more than one per site), with new union reimbursement language. Steward designation notices must be written and given before duties begin.

5. Article 5 – No substantive change: Union security, dues deduction, COPE and indemnification provisions appear substantively unchanged.

6. Article 6 – No substantive change: The no-strike/no-lockout article remains substantively unchanged.

7. Article 7 – No substantive change: New-employee union onboarding rights remain substantively unchanged.

8. Article 8 – Longer probation with evaluation protections: Initial probation rises from 120 to 150 calendar days for employees hired after ratification; earlier hires retain the 120-day period. Adds a written evaluation between days 90 and 120, and follow-up evaluation when deficiencies are identified. The employer must give written reasons for termination, but initial probationary discipline/discharge remains outside just-cause and grievance protections.

9. Article 9 – No substantive change: Existing nondiscrimination, retaliation and union representation language is retained.

10. Article 10 – No substantive change: Seniority definition and service-credit provisions remain unchanged.

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11. Article 11 – Longer layoff notice: Advance layoff notice rises from 30 to 45 calendar days for both funding/contract-loss layoffs and other reductions in force. Existing recall and severance provisions otherwise remain substantively unchanged.

12. Article 12 – No substantive change: Personnel-file inspection, employee response and union authorization rights remain unchanged.

13. Article 13 – No substantive change: Employees continue to receive job descriptions and have online access.

14. Article 14 – More transparent hiring decisions: All internal applicants meeting posted minimum qualifications must receive interviews. Applicants not interviewed or interviewed but not selected must receive timely written notice with reasons; the prior language referred principally to candidates denied interviews.

15. Article 15 – New job-classification review pathway: During annual evaluations, employees and supervisors may review whether the job description matches actual duties. Where both agree duties have materially changed enough to warrant reclassification, the supervisor will submit a classification request at the next budget cycle. This is a request process, not automatic reclassification.

16. Article 16 – Caseload discussion and scheduling clarifications: Adds a right to request a timely discussion of caseload challenges and possible options, assuming productivity targets are otherwise met. Removes the express requirement that posted schedules be in two-week scheduling blocks, while retaining two weeks' advance posting. Clarifies the meaning of paid status in the time-worked provision.

17. Article 17 – FMLA/CFRA/PDL codified with law: Statutory leave provisions have been updated to memorialize that the employer will follow the law in applying the leaves to bargaining unit members.

19. Article 19 – New nationwide day-of-action unpaid leave process: Adds a narrowly defined process to request approved unpaid time off for a nationwide day of action (general strike), not more than once per contract year, with at least 60 calendar days' written notice and a mutually agreed accommodation process.

20. Article 20 – Time-off provisions updated: The successor contract revises portions of the time-off article, including the PTO-related language. Review the full detailed provision for eligibility, accrual and use; the ratification packet should reproduce the applicable accrual schedule rather than assume the former schedule is unchanged.

21. Article 21 – Three (3) four percent (4%) wage increases and overnight adjustment: Provides four percent (4%) across-the-board increases to wages effective October 1, 2026, July 1, 2027 and July 1, 2028, each applied to then-current rates (approximately 12.49% compounded across all three increases). Provides a one-time 3% base-rate adjustment for employees classified as overnight workers, effective the first pay period after the Union notifies the employer of ratification; sporadic or voluntary overnight assignments are excluded. Updates wording for on-call stipends, including defining an on-call shift for exempt licensed medical providers as an entire pay period. Existing language differentials remain.

Effective date	General wage increase
October 1, 2026	4%
July 1, 2027	4%
July 1, 2028	4%

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22. Article 22 – Healthcare eligibility, reimbursement accounts and advisory committee: Standardizes medical coverage eligibility language. Maintains current employer premium contributions for term of the agreement which include100% employer covered employee only base plans for all employees, 60% employer covered for dependent plans for employees with less than two (2) years of service, and 90% employer covered dependent plans for employees with more than two (2) years of service. Adds an employer-funded Health Reimbursement Arrangement beginning with the July 1, 2027 plan year: $500 annually for eligible employees in base/entry medical plans, $250 for eligible employees in other employer medical plans, subject to plan rules; unused balances do not carry over. Adds a Health Benefits Advisory Committee with up to six union-selected bargaining-unit volunteers and at least four meetings per plan year, including two after upcoming plan designs are received.

HRA enrollment category	Employer annual funding starting July 1, 2027
Base / entry medical plans	$500
Other employer medical plans	$250

Healthcare Benefits Grievance Settlement – Provides that for the July 1, 2026–June 30, 2027 benefit plan year, the employer pays the employee-only premium for Kaiser Permanente Entry HMO, Kaiser Permanente Mid HMO, Aetna Base, and Aetna Mid HMO. Employees who already had eligible employee-only contributions deducted for this period are to receive payroll reimbursement as soon as reasonably practicable. This resolves the pending grievance on the unilateral healthcare benefit change that was filed by Local 721.

23. Article 23 – New employer retirement contribution: For the 2026, 2027, and 2028 years, HealthRIGHT 360's will continue to contribute three percent (3%) of an employee's annual salary into their 401(a)-retirement account. Effective January 1, 2029, HealthRIGHT 360 will contribute two percent (2%) of an employee's annual salary into these same accounts. Existing eligibility language remains relevant.

24. Article 24 – No substantive change: Labor-management committee language remains substantively unchanged.

25. Article 25 – More detailed disciplinary notices and employee response rights: Disciplinary notices must identify events/actions, policies violated and reasons for discipline or discharge. Employees may submit written responses within 10 calendar days for inclusion in personnel files. Management must state the purpose of investigatory interviews. "Sleeping on the job" is added to examples where progressive discipline may be bypassed.

26. Article 26 – Grievance mediation and arbitration updates: Allows a California equivalent if the Federal Mediation and Conciliation Service is unavailable for mediations. Arbitration panel/list language has been revised; All other language retained.

27. Article 27 – No substantive change identified: Savings clause remains substantively unchanged.

28. Article 28 – No substantive change identified: Successorship article remains substantively unchanged.

29. Article 29 – No substantive change identified: The telecommuting article largely carries forward, including the general 14-calendar-day notice provision and exceptions.

30. Article 30 – Entirely new safety article: Establishes a dedicated contractual safety article addressing compliance with workplace safety laws, the employer's safety committee, participation by bargaining-unit employees appointed by the Union, and reporting of safety concerns.

Ratification packet attachments
Tentative Agreement and updated salary schedules.