

LETTER OF AGREEMENT

BETWEEN THE INTERNATIONAL UNION OF OPERATING ENGINEERS AND THE CITY OF LOS ANGELES

ELIMINATION OF 10% EMPLOYEE CONTRIBUTION TO HEALTH CARE PREMIUMS

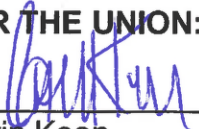
Currently under MOU 31, Article 11, Section I, Health Plans, Unit members pay ten percent (10%) of their monthly medical plan premium on a biweekly basis when the amount of their monthly premium for the medical plan in which they are enrolled is equal to or less than the amount of the City's maximum monthly health care subsidy. When Unit members are enrolled in a medical plan that has a monthly premium that exceeds the City's maximum monthly health care subsidy, they pay on a biweekly basis the total of the difference between the cost of their monthly medical plan premium and the City's maximum monthly health care subsidy, plus ten percent (10%) of the City's maximum monthly health care subsidy.

The parties agree that effective January 1, 2020, the ten percent (10%) contribution by Unit members described above shall be eliminated.

As soon as practicable after January 1, 2020, the City shall determine the amount of money paid by each Unit member who offset the City's maximum monthly health care subsidy by ten percent (10%) between September 1, 2019, and December 31, 2019. Once the amount of offset for each Unit member is determined, the City shall reimburse each Unit member in the same amount no later than March 31, 2019.

This payment will be made through an employee's regular paycheck as wages earned.

FOR THE UNION:

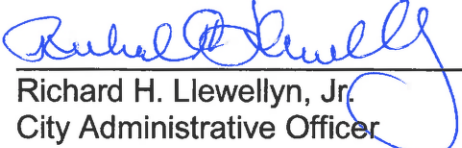


Gavin Koon
Business Representative
I.U.O.E. Local 501

7/25/2019

Date

FOR THE CITY:



Richard H. Llewellyn, Jr.
City Administrative Officer

7/27/19

Date

Approved as to Form and Legality:



Office of the City Attorney

7/26/19

Date