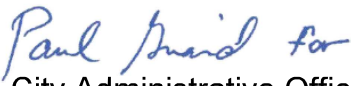


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: August 27, 2025

To: Kenneth Mejia, Controller
Attn: James Robinson, Principal Deputy Controller
Vincent de Vera, Chief Deputy Controller

From:  Matthew W. Szabo, City Administrative Officer

Subject: **TECHNICAL CORRECTIONS FOR THE 2018 – 2021 MEMORANDUM OF UNDERSTANDING FOR THE SERVICE AND CRAFTS UNIT (MOU 14) (C.F. NO. 19-0845)**

The 2018 – 2021 Memorandum of Understanding (MOU) between the City of Los Angeles and the Service Employees International Union (SEIU), Local 721, for the Service and Crafts Unit (MOU 14) which expired on December 31, 2022, requires technical corrections to the class of Senior Heavy Duty Equipment Mechanic, Class Code 3745-0, as a result of an arbitration decision and award issued by Arbitrator David P. Beauvais (ARB No. 4013 issued August 2024). The arbitration award is attached to this memorandum. The technical corrections to increase biweekly salary rates are identified below in **bold, underlined text**.

Appendix C (Operative July 7, 2019)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$3,672.00/BW
Corrected:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,254.40/BW

Appendix D (Operative January 19, 2020)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$3,772.80/BW
Corrected:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,497.60/BW

Appendix E (Operative June 19, 2022)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$3,848.00/BW
Corrected:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,796.00/BW

Appendix F (Operative June 19, 2022)

	<u>Class Code</u>	<u>Title</u>	<u>Salary Rate</u>
Current:	3745-0	Senior Heavy Duty Equipment Mechanic	\$3,924.80/BW
Corrected:	3745-0	Senior Heavy Duty Equipment Mechanic	\$4,796.00/BW

All other classifications, ranges, and salaries remain unchanged.

Please direct inquiries on this topic to Paola Ferrari at (213) 978-7661 or paola.ferrari@lacity.org.

MWS:PAG:PF:0726060

Attachments

c: Daniel Quach, Controller's Office
Sunny Lee, Controller's Office
Vivienne Swanigan, City Attorney's Office
Jenita Igwealor, SEIU
Santiago Li, HRP Compensation

MOU 14
Appendix C
Operative on July 7, 2019

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2499	2	\$ 53,619	–	12	\$ 78,362	
7511-0	Assistant Electrical Tester	2130	2	\$ 45,706	–	12	\$ 66,816	
3704-5	Auto Body Builder and Repairer						\$3192.00/BW	
3704-6	Auto Body Builder and Repairer						\$3453.60/BW	
3707-5	Auto Electrician						\$3192.00/BW	
3707-6	Auto Electrician						\$3453.60/BW	
3721-5	Auto Painter						\$3192.00/BW	
3721-6	Auto Painter						\$3453.60/BW	
3725-0	Battery Technician						\$3101.60/BW	
1485-1	Bindery Equipment Operator I	2793	6	\$ 70,511	–	12	\$ 87,591	
1485-2	Bindery Equipment Operator II	3114	2	\$ 66,816	–	12	\$ 97,676	
1497-0	Bindery Worker	1908	2	\$ 40,924	–	12	\$ 59,842	
3733-0	Blacksmith						\$3376.80/BW	
3733-0	Blacksmith						\$3376.80/BW	
3733-H	Blacksmith - Harbor						\$3444.00/BW	
1491-0	Book Repairer	1546	2	\$ 33,178	–	12	\$ 48,462	
1491-9	Book Repairer	1261	2	\$ 27,060	–	12	\$ 39,525	
3333-1	Building Repairer I	2130	2	\$ 45,706	–	12	\$ 66,816	
3333-2	Building Repairer II	2302	2	\$ 49,381	–	12	\$ 72,182	
3139-0	Camp Repairer	2051	2	\$ 43,994	–	12	\$ 64,310	
3351-0	Cement Finisher Worker	2234	2	\$ 47,919	–	12	\$ 70,115	
3802-0	Communications Cable Worker	2937	2	\$ 63,015	–	12	\$ 92,164	
3541-0	Construction Equipment Services Worker	2051	2	\$ 43,994	–	12	\$ 64,310	
3541-6	Construction Equipment Services Worker	2225	2	\$ 47,731	–	12	\$ 69,780	
1493-1	Duplicating Machine Operator I	1794	2	\$ 38,481	–	12	\$ 56,292	
1493-2	Duplicating Machine Operator II	1894	2	\$ 40,632	–	12	\$ 59,424	
1493-3	Duplicating Machine Operator III	2001	2	\$ 42,929	–	12	\$ 62,765	
7514-0	Electrcal Equipment Tester	3114	6	\$ 78,634	–	12	\$ 97,676	
7513-0	Electrcal Tester	3114	6	\$ 78,634	–	12	\$ 97,676	
3711-0	Equipment Mechanic						\$3224.00/BW	
3711-5	Equipment Mechanic						\$3192.00/BW	
3711-6	Equipment Mechanic						\$3453.60/BW	
3711-H	Equipment Mechanic - Harbor						\$3224.00/BW	
3352-1	Floor Finisher I	2364	6	\$ 59,695	–	12	\$ 74,165	
3352-2	Floor Finisher II	2509	2	\$ 53,828	–	12	\$ 78,738	

MOU 14
Appendix C
Operative on July 7, 2019

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
2442-0	Gallery Attendant	1711	2	\$ 36,707	–	12	\$ 53,640	
3538-0	Garage Assistant	1843	2	\$ 39,546	–	12	\$ 57,837	
3531-0	Garage Attendant	1843	2	\$ 39,546	–	12	\$ 57,837	
3531-6	Garage Attendant	1987	2	\$ 42,636	–	12	\$ 62,326	
3743-0	Heavy Duty Equipment Mechanic						\$3632.80/BW	
3743-6	Heavy Duty Equipment Mechanic						\$3929.60/BW	
3742-0	Helicopter Mechanic						\$3787.20/BW	
3763-0	Machinist						\$3376.80/BW	
3763-6	Machinist						\$3656.80/BW	
3763-H	Machinist - Harbor						\$3987.20/BW	
3771-0	Mechanic Helper	2003	2	\$ 42,971	–	12	\$ 62,869	
3771-6	Mechanic Helper	2181	2	\$ 46,792	–	12	\$ 68,423	
3413-0	Microfilm Camera Repair	2130	2	\$ 45,706	–	12	\$ 66,816	
6220-0	Observatory Mechanic						\$3376.80/BW	
3414-0	Office Equipment and Machine Repairer	2234	2	\$ 47,919	–	12	\$ 70,115	
3738-0	Parking Meter Technician	2269	2	\$ 48,671	–	12	\$ 71,179	
1481-1	Pre-Press Operator I	2793	6	\$ 70,511	–	12	\$ 87,591	
1481-2	Pre-Press Operator II	3114	2	\$ 66,816	–	12	\$ 97,676	
1489-0	Print Shop Trainee	2253	2	\$ 48,337	–	12	\$ 70,699	
1494-1	Printing Press Oper I	2793	6	\$ 70,511	–	12	\$ 87,591	
1494-2	Printing Press Oper II	3114	2	\$ 66,816	–	12	\$ 97,676	
1500-0	Senior Duplicating Machine Operator	2238	2	\$ 48,024	–	12	\$ 70,219	
7516-0	Senior Electrical Equipment Tester	3491	6	\$ 88,155	–	12	\$ 109,515	
3712-0	Senior Equipment Mechanic						\$3286.40/BW	
3712-5	Senior Equipment Mechanic						\$3724.80/BW	
3712-6	Senior Equipment Mechanic						\$4145.60/BW	
3745-0	Senior Heavy Duty Equipment Mechanic						\$4254.40/BW	
3797-0	Senior Welder						\$3044.00/BW	
1835-1	Storekeeper I	2173	2	\$ 46,625	–	12	\$ 68,173	
1835-2	Storekeeper II	2225	2	\$ 47,731	–	12	\$ 69,780	
1835-2M	Storekeeper II	2422	2	\$ 51,970	–	12	\$ 75,982	
3727-0	Tire Repairer	2051	6	\$ 51,761	–	12	\$ 64,310	
3727-6	Tire Repairer	2225	6	\$ 56,167	–	12	\$ 69,780	
3723-0	Upholsterer						\$3113.60/BW	
3723-5	Upholsterer						\$3192.00/BW	

MOU 14
Appendix C
Operative on July 7, 2019

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3590-0	Vehicle Maintenance Coordinator	2181	2	\$ 46,792	–	12	\$ 68,423	
3113-D	Vocational Worker Garage Attendant	1843	1	\$ 38,481	–	12	\$ 57,837	
1832-1	Warehouse and Toolroom Worker I	1903	2	\$ 40,820	–	12	\$ 59,695	
1832-1G	Warehouse and Toolroom Worker I	2050	2	\$ 43,973	–	12	\$ 64,268	
1832-2	Warehouse and Toolroom Worker II	1993	2	\$ 42,762	–	12	\$ 62,514	
3796-0	Welder						\$3444.00/BW	
3796-5	Welder						\$3464.00/BW	
3796-6	Welder						\$3657.60/BW	
3796-9	Welder						\$3486.40/BW	
3796-H	Welder - Harbor						\$3444.00/BW	

MOU 14
Appendix D
Operative on January 19, 2020

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2567	2	\$ 55,081	–	12	\$ 80,513	
7511-0	Assistant Electrical Tester	2188	2	\$ 46,938	–	12	\$ 68,653	
3704-5	Auto Body Builder and Repairer						\$3280.00/BW	
3704-6	Auto Body Builder and Repairer						\$3548.80/BW	
3707-5	Auto Electrician						\$3280.00/BW	
3707-6	Auto Electrician						\$3548.80/BW	
3721-5	Auto Painter						\$3280.00/BW	
3721-6	Auto Painter						\$3548.80/BW	
3725-0	Battery Technician						\$3187.20/BW	
1485-1	Bindery Equipment Operator I	2869	6	\$ 72,432	–	12	\$ 89,992	
1485-2	Bindery Equipment Operator II	3200	2	\$ 68,653	–	12	\$ 100,370	
1497-0	Bindery Worker	1961	2	\$ 42,073	–	12	\$ 61,491	
3733-0	Blacksmith						\$3469.60/BW	
3733-0	Blacksmith						\$3469.60/BW	
3733-H	Blacksmith - Harbor						\$3538.40/BW	
1491-0	Book Repairer	1588	2	\$ 34,076	–	12	\$ 49,840	
1491-9	Book Repairer	1295	2	\$ 27,791	–	12	\$ 40,611	
3333-1	Building Repairer I	2188	2	\$ 46,938	–	12	\$ 68,653	
3333-2	Building Repairer II	2364	2	\$ 50,717	–	12	\$ 74,165	
3139-0	Camp Repairer	2107	2	\$ 45,205	–	12	\$ 66,085	
3351-0	Cement Finisher Worker	2297	2	\$ 49,276	–	12	\$ 72,036	
3802-0	Communications Cable Worker	3019	2	\$ 64,769	–	12	\$ 94,690	
3541-0	Construction Equipment Services Worker	2107	2	\$ 45,205	–	12	\$ 66,085	
3541-6	Construction Equipment Services Worker	2287	2	\$ 49,068	–	12	\$ 71,743	
1493-0	Duplicating Machine Operator	2317	2	\$ 49,715	–	12	\$ 72,641	
7514-0	Electrical Equipment Tester	3200	6	\$ 80,784	–	12	\$ 100,370	
7513-0	Electrical Tester	3200	6	\$ 80,784	–	12	\$ 100,370	
3711-0	Equipment Mechanic						\$3312.80/BW	
3711-5	Equipment Mechanic						\$3280.00/BW	
3711-6	Equipment Mechanic						\$3548.80/BW	
3711-H	Equipment Mechanic - Harbor						\$3312.80/BW	
3352-1	Floor Finisher I	2430	6	\$ 61,345	–	12	\$ 76,212	
3352-2	Floor Finisher II	2579	2	\$ 55,332	–	12	\$ 80,910	
2442-0	Gallery Attendant	1758	2	\$ 37,709	–	12	\$ 55,144	
3538-0	Garage Assistant	1894	2	\$ 40,632	–	12	\$ 59,424	

MOU 14
Appendix D
Operative on January 19, 2020

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3531-0	Garage Attendant	1894	2	\$ 40,632	–	12	\$ 59,424	
3531-6	Garage Attendant	2042	2	\$ 43,806	–	12	\$ 64,038	
3743-0	Heavy Duty Equipment Mechanic						\$3840.80/BW	
3743-6	Heavy Duty Equipment Mechanic						\$4156.00/BW	
3742-0	Helicopter Mechanic						\$3891.20/BW	
3763-0	Machinist						\$3469.60/BW	
3763-6	Machinist						\$3757.60/BW	
3763-H	Machinist - Harbor						\$4096.80/BW	
3771-0	Mechanic Helper	2059	2	\$ 44,182	–	12	\$ 64,602	
3771-6	Mechanic Helper	2242	2	\$ 48,107	–	12	\$ 70,302	
3413-0	Microfilm Camera Repair	2188	2	\$ 46,938	–	12	\$ 68,653	
6220-0	Observatory Mechanic						\$3469.60/BW	
3414-0	Office Equipment and Machine Repairer	2297	2	\$ 49,276	–	12	\$ 72,036	
3738-0	Parking Meter Technician	2332	2	\$ 50,028	–	12	\$ 73,163	
1481-1	Pre-Press Operator I	2869	6	\$ 72,432	–	12	\$ 89,992	
1481-2	Pre-Press Operator II	3200	2	\$ 68,653	–	12	\$ 100,370	
1489-0	Print Shop Trainee	2317	2	\$ 49,715	–	12	\$ 72,641	
1494-1	Printing Press Oper I	2869	6	\$ 72,432	–	12	\$ 89,992	
1494-2	Printing Press Oper II	3200	2	\$ 68,653	–	12	\$ 100,370	
1500-0	Senior Duplicating Machine Operator	2467	2	\$ 52,930	–	12	\$ 77,360	
7516-0	Senior Electrical Equipment Tester	3588	6	\$ 90,577	–	12	\$ 112,522	
3712-0	Senior Equipment Mechanic						\$3376.80/BW	
3712-5	Senior Equipment Mechanic						\$3824.80/BW	
3712-6	Senior Equipment Mechanic						\$4384.00/BW	
3745-0	Senior Heavy Duty Equipment Mechanic						\$4497.60/BW	
3797-0	Senior Welder						\$3128.00/BW	
1835-1	Storekeeper I	2233	2	\$ 47,898	–	12	\$ 70,052	
1835-2	Storekeeper II	2287	2	\$ 49,068	–	12	\$ 71,743	
1835-2M	Storekeeper II	2489	2	\$ 53,390	–	12	\$ 78,070	
3727-0	Tire Repairer	2107	6	\$ 53,181	–	12	\$ 66,085	
3727-6	Tire Repairer	2287	6	\$ 57,754	–	12	\$ 71,743	
3723-0	Upholsterer						\$3199.20/BW	
3723-5	Upholsterer						\$3280.00/BW	
3590-0	Vehicle Maintenance Coordinator	2242	2	\$ 48,107	–	12	\$ 70,302	
3113-D	Vocational Worker Garage Attendant	1894	1	\$ 39,546	–	12	\$ 59,424	

MOU 14
Appendix D
Operative on January 19, 2020

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
1832-1	Warehouse and Toolroom Worker I	1956	2	\$ 41,968	–	12	\$ 61,345	
1832-1G	Warehouse and Toolroom Worker I	2105	2	\$ 45,163	–	12	\$ 66,043	
1832-2	Warehouse and Toolroom Worker II	2048	2	\$ 43,931	–	12	\$ 64,226	
3796-0	Welder						\$3538.40/BW	
3796-5	Welder						\$3559.20/BW	
3796-6	Welder						\$3758.40/BW	
3796-9	Welder						\$3582.40/BW	
3796-H	Welder - Harbor						\$3538.40/BW	

MOU 14
Appendix E
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2619	2	\$ 56,188	–	12	\$ 82,141	
7511-0	Assistant Electrical Tester	2233	2	\$ 47,898	–	12	\$ 70,052	
3704-5	Auto Body Builder and Repairer						\$3345.60/BW	
3704-6	Auto Body Builder and Repairer						\$3620.00/BW	
3707-5	Auto Electrician						\$3345.60/BW	
3707-6	Auto Electrician						\$3620.00/BW	
3721-5	Auto Painter						\$3345.60/BW	
3721-6	Auto Painter						\$3620.00/BW	
3725-0	Battery Technician						\$3251.20/BW	
1485-1	Bindery Equipment Operator I	2926	6	\$ 73,873	–	12	\$ 91,788	
1485-2	Bindery Equipment Operator II	3264	2	\$ 70,031	–	12	\$ 102,374	
1497-0	Bindery Worker	2000	2	\$ 42,908	–	12	\$ 62,723	
3733-0	Blacksmith						\$3539.20/BW	
3733-H	Blacksmith - Harbor						\$3608.80/BW	
1491-0	Book Repairer	1622	2	\$ 34,806	–	12	\$ 50,842	
1491-9	Book Repairer	1320	2	\$ 28,313	–	12	\$ 41,425	
3333-1	Building Repairer I	2233	2	\$ 47,898	–	12	\$ 70,052	
3333-2	Building Repairer II	2413	2	\$ 51,761	–	12	\$ 75,669	
3139-0	Camp Repairer	2149	2	\$ 46,103	–	12	\$ 67,421	
3351-0	Cement Finisher Worker	2342	2	\$ 50,237	–	12	\$ 73,476	
3802-0	Communications Cable Worker	3080	2	\$ 66,085	–	12	\$ 96,590	
3541-0	Construction Equipment Services Worker	2149	2	\$ 46,103	–	12	\$ 67,421	
3541-6	Construction Equipment Services Worker	2333	2	\$ 50,049	–	12	\$ 73,184	
1493-0	Duplicating Machine Operator	2362	2	\$ 50,675	–	12	\$ 74,103	
7514-0	Electrical Equipment Tester	3264	6	\$ 82,413	–	12	\$ 102,374	
7513-0	Electrical Tester	3264	6	\$ 82,413	–	12	\$ 102,374	
3711-0	Equipment Mechanic						\$3251.20/BW	
3711-5	Equipment Mechanic						\$3345.60/BW	
3711-6	Equipment Mechanic						\$3620.00/BW	
3711-H	Equipment Mechanic - Harbor						\$3379.20/BW	
3352-1	Floor Finisher I	2478	6	\$ 62,556	–	12	\$ 77,736	
3352-2	Floor Finisher II	2631	2	\$ 56,438	–	12	\$ 82,538	
2442-0	Gallery Attendant	1794	2	\$ 38,481	–	12	\$ 56,292	
3538-0	Garage Assistant	1932	1	\$ 40,340	–	12	\$ 60,614	
3531-0	Garage Attendant	1932	2	\$ 41,446	–	12	\$ 60,614	

MOU 14
Appendix E
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3531-6	Garage Attendant	2082	2	\$ 44,662	–	12	\$ 65,312	
3743-0	Heavy Duty Equipment Mechanic						\$4095.20/BW	
3743-6	Heavy Duty Equipment Mechanic						\$4538.40/BW	
3742-0	Helicopter Mechanic						\$3968.80/BW	
3763-0	Machinist						\$3539.20/BW	
3763-6	Machinist						\$3832.80/BW	
3763-H	Machinist - Harbor						\$4178.40/BW	
3771-0	Mechanic Helper	2100	2	\$ 45,059	–	12	\$ 65,897	
3771-6	Mechanic Helper	2287	2	\$ 49,068	–	12	\$ 71,743	
3413-0	Microfilm Camera Repair	2233	2	\$ 47,898	–	12	\$ 70,052	
6220-0	Observatory Mechanic						\$3539.20/BW	
3414-0	Office Equipment and Machine Repairer	2342	2	\$ 50,237	–	12	\$ 73,476	
3738-0	Parking Meter Technician	2378	2	\$ 51,009	–	12	\$ 74,625	
1481-1	Pre-Press Operator I	2926	6	\$ 73,873	–	12	\$ 91,788	
1481-2	Pre-Press Operator II	3264	2	\$ 70,031	–	12	\$ 102,374	
1489-0	Print Shop Trainee	2362	2	\$ 50,675	–	12	\$ 74,103	
1494-1	Printing Press Oper I	2926	6	\$ 73,873	–	12	\$ 91,788	
1494-2	Printing Press Oper II	3264	2	\$ 70,031	–	12	\$ 102,374	
1500-0	Senior Duplicating Machine Operator	2517	2	\$ 53,995	–	12	\$ 78,905	
7516-0	Senior Electrical Equipment Tester	3660	6	\$ 92,373	–	12	\$ 114,777	
3712-0	Senior Equipment Mechanic						\$3444.00/BW	
3712-5	Senior Equipment Mechanic						\$3900.00/BW	
3712-6	Senior Equipment Mechanic						\$4538.40/BW	
3745-0	Senior Heavy Duty Equipment Mechanic						\$4796.00/BW	
3797-0	Senior Welder						\$3190.40/BW	
1835-1	Storekeeper I	2277	2	\$ 48,859	–	12	\$ 71,451	
1835-2	Storekeeper II	2333	2	\$ 50,049	–	12	\$ 73,184	
1835-M	Storekeeper M	2538	2	\$ 54,455	–	12	\$ 79,636	
0710-A	Theater Technician A						\$16.18/HR	
0710-B	Theater Technician B						\$18.88/HR	
0710-C	Theater Technician C						\$21.57/HR	
3727-0	Tire Repairer	2149	6	\$ 54,288	–	12	\$ 67,421	
3727-6	Tire Repairer	2333	6	\$ 58,881	–	12	\$ 73,184	
3723-0	Upholsterer						\$3263.20/BW	
3723-5	Upholsterer						\$3345.60/BW	

MOU 14
Appendix E
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3590-0	Vehicle Maintenance Coordinator	2287	2	\$ 49,068	–	12	\$ 71,743	
3113-D	Vocational Worker Garage Attendant	1932	1	\$ 40,340	–	12	\$ 60,614	
3113-F	Vocational Worker Warehouse and Toolroom	1996	1	\$ 41,676	–	12	\$ 62,577	
1832-G	Warehouse and Toolroom Worker G	2148	2	\$ 46,082	–	12	\$ 67,358	
1832-1	Warehouse and Toolroom Worker I	1996	2	\$ 42,824	–	12	\$ 62,577	
1832-2	Warehouse and Toolroom Worker II	2089	2	\$ 44,808	–	12	\$ 65,521	
3796-0	Welder						\$3539.20/BW	
3796-5	Welder						\$3630.40/BW	
3796-6	Welder						\$3833.60/BW	
3796-9	Welder						\$3654.40/BW	
3796-H	Welder - Harbor						\$3608.80/BW	

MOU 14
Appendix F
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2673	2	\$ 57,357	–	12	\$ 83,791	
7511-0	Assistant Electrical Tester	2277	2	\$ 48,859	–	12	\$ 71,451	
3704-5	Auto Body Builder and Repairer						\$3412.80/BW	
3704-6	Auto Body Builder and Repairer						\$3692.80/BW	
3707-5	Auto Electrician						\$3412.80/BW	
3707-6	Auto Electrician						\$3692.80/BW	
3721-5	Auto Painter						\$3412.80/BW	
3721-6	Auto Painter						\$3692.80/BW	
3725-0	Battery Technician						\$3316.00/BW	
1485-1	Bindery Equipment Operator I	2985	6	\$ 75,376	–	12	\$ 93,625	
1485-2	Bindery Equipment Operator II	3329	2	\$ 71,430	–	12	\$ 104,420	
1497-0	Bindery Worker	2040	2	\$ 43,764	–	12	\$ 63,997	
3733-0	Blacksmith						\$3609.60/BW	
3733-H	Blacksmith - Harbor						\$3680.80/BW	
1491-0	Book Repairer	1654	2	\$ 35,475	–	12	\$ 51,907	
1491-9	Book Repairer	1348	2	\$ 28,918	–	12	\$ 42,261	
3333-1	Building Repairer I	2277	2	\$ 48,859	–	12	\$ 71,451	
3333-2	Building Repairer II	2461	2	\$ 52,805	–	12	\$ 77,172	
3139-0	Camp Repairer	2194	2	\$ 47,063	–	12	\$ 68,778	
3351-0	Cement Finisher Worker	2390	2	\$ 51,281	–	12	\$ 75,000	
3802-0	Communications Cable Worker	3141	2	\$ 67,379	–	12	\$ 98,532	
3541-0	Construction Equipment Services Worker	2194	2	\$ 47,063	–	12	\$ 68,778	
3541-6	Construction Equipment Services Worker	2379	2	\$ 51,030	–	12	\$ 74,646	
1493-0	Duplicating Machine Operator	2410	2	\$ 51,698	–	12	\$ 75,585	
7514-0	Electrical Equipment Tester	3329	6	\$ 84,062	–	12	\$ 104,420	
7513-0	Electrical Tester	3329	6	\$ 84,062	–	12	\$ 104,420	
3711-0	Equipment Mechanic						\$3316.00/BW	
3711-5	Equipment Mechanic						\$3412.80/BW	
3711-6	Equipment Mechanic						\$3692.80/BW	
3711-H	Equipment Mechanic - Harbor						\$3446.40/BW	
3352-1	Floor Finisher I	2527	6	\$ 63,809	–	12	\$ 79,281	
3352-2	Floor Finisher II	2684	2	\$ 57,587	–	12	\$ 84,188	
2442-0	Gallery Attendant	1830	2	\$ 39,254	–	12	\$ 57,420	
3538-0	Garage Assistant	1972	1	\$ 41,175	–	12	\$ 61,846	
3531-0	Garage Attendant	1972	2	\$ 42,302	–	12	\$ 61,846	

MOU 14
Appendix F
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3531-6	Garage Attendant	2126	2	\$ 45,601	–	12	\$ 66,690	
3743-0	Heavy Duty Equipment Mechanic						\$4095.20/BW	
3743-6	Heavy Duty Equipment Mechanic						\$4538.40/BW	
3742-0	Helicopter Mechanic						\$4048.00/BW	
3763-0	Machinist						\$3609.60/BW	
3763-6	Machinist						\$3909.60/BW	
3763-H	Machinist - Harbor						\$4261.60/BW	
3771-0	Mechanic Helper	2144	2	\$ 45,998	–	12	\$ 67,275	
3771-6	Mechanic Helper	2333	2	\$ 50,049	–	12	\$ 73,184	
3413-0	Microfilm Camera Repair	2277	2	\$ 48,859	–	12	\$ 71,451	
6220-0	Observatory Mechanic						\$3609.60/BW	
3414-0	Office Equipment and Machine Repairer	2390	2	\$ 51,281	–	12	\$ 75,000	
3738-0	Parking Meter Technician	2427	2	\$ 52,074	–	12	\$ 76,107	
1481-1	Pre-Press Operator I	2985	6	\$ 75,376	–	12	\$ 93,625	
1481-2	Pre-Press Operator II	3329	2	\$ 71,430	–	12	\$ 104,420	
1489-0	Print Shop Trainee	2410	2	\$ 51,698	–	12	\$ 75,585	
1494-1	Printing Press Oper I	2985	6	\$ 75,376	–	12	\$ 93,625	
1494-2	Printing Press Oper II	3329	2	\$ 71,430	–	12	\$ 104,420	
1500-0	Senior Duplicating Machine Operator	2567	2	\$ 55,081	–	12	\$ 80,513	
7516-0	Senior Electrical Equipment Tester	3732	6	\$ 94,231	–	12	\$ 117,074	
3712-0	Senior Equipment Mechanic						\$3512.80/BW	
3712-5	Senior Equipment Mechanic						\$3976.80/BW	
3712-6	Senior Equipment Mechanic						\$4538.40/BW	
3745-0	Senior Heavy Duty Equipment Mechanic						\$4796.00/BW	
3797-0	Senior Welder						\$3254.40/BW	
1835-1	Storekeeper I	2324	2	\$ 49,861	–	12	\$ 72,871	
1835-2	Storekeeper II	2379	2	\$ 51,030	–	12	\$ 74,646	
1835-M	Storekeeper M	2591	2	\$ 55,582	–	12	\$ 81,223	
0710-A	Theater Technician A						\$16.5/HR	
0710-B	Theater Technician B						\$19.26/HR	
0710-C	Theater Technician C						\$22/HR	
3727-0	Tire Repairer	2194	6	\$ 55,373	–	12	\$ 68,778	
3727-6	Tire Repairer	2379	6	\$ 60,071	–	12	\$ 74,646	
3723-0	Upholsterer						\$3328.80/BW	
3723-5	Upholsterer						\$3412.80/BW	

MOU 14
Appendix F
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY		STEP	SALARY	
3590-0	Vehicle Maintenance Coordinator	2333	2	\$ 50,049	–	12	\$ 73,184	
3113-D	Vocational Worker Garage Attendant	1972	1	\$ 41,175	–	12	\$ 61,846	
3113-F	Vocational Worker Warehouse and Toolroom	2036	1	\$ 42,511	–	12	\$ 63,892	
1832-G	Warehouse and Toolroom Worker G	2191	2	\$ 47,000	–	12	\$ 68,716	
1832-1	Warehouse and Toolroom Worker I	2036	2	\$ 43,680	–	12	\$ 63,892	
1832-2	Warehouse and Toolroom Worker II	2131	2	\$ 45,727	–	12	\$ 66,857	
3796-0	Welder						\$3609.60/BW	
3796-5	Welder						\$3703.20/BW	
3796-6	Welder						\$3910.40/BW	
3796-9	Welder						\$3727.20/BW	
3796-H	Welder - Harbor						\$3680.80/BW	

In the Matter of Arbitration

Between

Los Angeles Worldwide
Airport

and

SEIU Local 721

DATE: May 7, 2024
June 20, 2024

ERB CASE #: 4013

GRIEVANT: Jose Lopez,
et al

BEFORE: David P. Beauvais, Arbitrator

APPEARANCES:

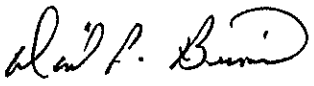
For the Los Angeles Worldwide Airport: Jorge Sanchez, Labor
Relations Specialist

For SEIU 721: Sara Denk, Rothner, Segall & Greenstone

PLACE OF HEARING: Virtual via Zoom

AWARD: The grievance is sustained.

DATE OF AWARD: August 19, 2024


_____, Arbitrator
David P. Beauvais

INTRODUCTION

This Arbitration proceeding arises pursuant to the Agreement between the Los Angeles Worldwide Airport (hereinafter the Department) and the Service Employees International Union Local 721 (hereinafter the Union). The undersigned was selected as Arbitrator in accordance with procedures set forth by the Parties MOU. Pursuant to the parties' agreement in the MOU the Arbitrator's decision is final and binding.

The hearing was conducted virtually on May 7 and June 20, 2024, via Zoom. The hearing commenced at 9:03 a.m. on May 7 and concluded at approximately 11:32 a.m. on June 20, 2024. The hearing proceeded in an orderly manner. There was a full opportunity for the parties to submit evidence and to examine and cross-examine witnesses. The Union submitted sixteen (16) exhibits and the Department submitted six (6) exhibits. These documents were received and made part of the record.

The advocates fully and fairly represented their respective parties. Jorge Sanchez, Los Angeles Worldwide Airport Labor Relations Specialist represented the Department. Sara Denk, Rothner, Segall & Greenstone represented the Union. There was no challenge to the procedural arbitrability of the dispute. The parties submitted the matter based on testimony and evidence presented at the hearing and through oral argument (Union) and written brief (Department). This opinion and award will serve as the arbitrator's final and binding decision in this dispute.

ISSUE

The parties authorized the Arbitrator to frame the issue. Based on the issue statements submitted, the Arbitrator adopted the following issue statement:

1. Did the Department violate the MOU Article 5.10, Section G of Memorandum of Understanding #14?
2. If so, what is the proper remedy?

BACKGROUND

The Grievants are Senior Heavy Duty Equipment Mechanics (Jose Lopez/Francelle Vercher) and Senior Equipment Mechanic (Tommy Wong) assigned to LAWA. Mr. Wong subsequently was promoted to a supervisory position with the LAPD. The Grievants contend they were improperly placed in a lower step upon promotion from their previous positions of Heavy Duty Equipment Mechanics or Equipment mechanics. The placement in the improper step has resulted in a less than five and one-half differential between them and employees occupying their previous classification.

POSITION OF THE PARTIES

Union

The Union contends they proved by a preponderance of the evidence that the Grievants were not paid in accordance with the parties MOU 14. The Union argues that the plain language of the labor contract creating the Promotional Differential supports the Union's position. Article 5.10, Section G, of MOU 14 states in relevant part:

"Notwithstanding the rate provided for in LAAC Section 4.91 . . . employees who receive a promotion shall be moved to the salary step that provides a minimum of 5.5% increase over the rate received in the former position. As provided in LAAC Section 4.91, any regularly assigned bonus or premium compensation amounts shall be included in calculating the step rate for the former position and added to the new salary . . .".

The Union argues there is nothing vague or unambiguous in the language and it should be applied as written. The Union submitted un rebutted documentary evidence showing all three Grievants were placed in a step that rendered less than a five and a half percent pay differential when compared to subordinate employees.

Further, the Union argues this issue has been before other arbitrators hearing cases in other city departments. These awards support the Unions position and should be given due consideration and weight by the Arbitrator.

Department

The Department argues the Union has failed to meet its burden of proof in this case. The Department argues the Grievants have been placed in the proper step based on their prior salary level and the permanent bonuses they were earning at the time of promotion. The Department maintains that only permanent bonuses can be considered when establishing the base pay for promotion to a higher level position and that was what was done in each case.

DISCUSSION

The Arbitrator carefully reviewed the testimony of the witnesses, the documentary evidence entered into the record and the arguments presented by the parties. The Arbitrator finds the Union proved by a preponderance of the evidence that the Grievants were not properly paid the required 5.5 percent pay differential. The reasoning of the Arbitrator follows.

First, the Union's argument that the language of Article 5.10.G is unambiguous is persuasive. The section provides that the promoted employee must be placed in a step that provides at least a 5.5 percent increase over their previous rate. The section also states *"any regularly assigned bonus or premium compensation amounts shall be included in calculating the step rate for the former position and added to the new salary . . ."* Unmistakenly, the calculation must include not only regularly assigned bonuses (those received recurrently and without interruption) but also those received when the work assigned carries a bonus (daily). The Arbitrator concludes the term "premium compensation" refers to the latter as there was no evidence produced that the term applies to some other form of compensation or pay.

Second, the evidence entered by the Union at hearing established that the Grievants did not receive at least a 5.5 percent increase in their pay rate following their promotion. In SDHM Lopez' case, he was earning \$44.58 an hour as a Heavy Duty Equipment Mechanic (HDEM). After promoting to Senior Heavy Duty Equipment Mechanic

(SHDEM) he was earning \$44.61 an hour, a difference of .03 cents per hour.

Third, the Union provided evidence of wage compaction by comparing the three Grievant's pay rate to subordinate employees. In SHDEM Lopez case, the differential was .09 cents per hour compared to HDEM Mardini. In SHDEM Vercher's case he was earning \$56.34 per hour compared to HDEM Marshall, who was earning \$56.10 per hour, a difference of .24 cents per hour. In Senior Equipment Mechanic Wong's example, he was earning \$45.12 per hour compared to EM Phillips, who was earning \$43.83 per hour, a difference of \$1.30 per hour.

The examples above demonstrate that the Grievants were not placed in a step that would assure a 5.5% differential from their previous positions. The comparative employees hold the same positions the Grievants held prior to their promotions. They work on the same equipment and earn the same regular and daily bonuses. It is reasonable to assume that if the Grievants had been placed in the proper step upon promotion that that would be reflected in a comparison of wages with subordinate employees.

In part, the intent of Article 10.5.G. is to avoid wage compaction between SHDEMs compared to HDEMs and SEMs compared to EMs. The comparisons above demonstrate this was not accomplished when placing the Grievants in a new salary step upon promotion.

Fourth, Union witness Marco Rojas, who was on the 2019 negotiation team, testified that he directly asked the Lead City negotiator Angela Brown how Senior Equipment Mechanics would be compensated upon promotion. According to Mr. Rojas Ms. Brown stated they would receive the 5.5% differential through the promotion process. Although this conversation is hearsay, it supports the Union argument that the correct calculation included all bonuses.

Fifth, the language in Article 10.5.G is intended, in part, to incentivize employees to seek promotion to higher level positions. Obviously, being promoted to a higher level requires more expertise, carries more responsibility and may be riskier in terms of personal safety and

should be adequately compensated. Many employees will not see the benefit of promotion if the compensation is not commensurate with the position.

Sixth, LAWA is not exempt from the contractual obligations agreed to in MOU 14. Despite its size and importance, LAWA is still a city department obligated to follow citywide rules and regulations as well contractual obligations negotiated in good faith by the City of Los Angeles and the recognized Unions representing city employees. Any representation otherwise is simply not persuasive.

Seventh, the Union provided four arbitration awards¹ that address similar issues as those in this case. All of these awards are from well respected and experienced arbitrators. They all encompass the same or similar facts as the case at bar. They all provide cogent and persuasive reasoning and conclusions. And they all support the Union's arguments regarding pay differential for employees promoted to a senior position.

Predecessor arbitration awards are not binding precedent but they do provide guidance and direction for arbitrators hearing cases with the same or similar fact circumstances. As stated by Arbitrator Ames in Arbitration number 3957: *"As a general rule of contract interpretation in the use of prior arbitration awards, arbitrators will give clear contract language a meaning consistent with a prior arbitration award between the parties involving the same contract term, unless they believe the award is substantially flawed, which is not the circumstance before this Arbitrator."*

Here, the Arbitrator has not one but four prior arbitration awards from distinguished arbitrators, all supporting the Union's position. The awards uniformly follow a similar pattern of reasoning and analysis. This Arbitrator concurs with the analysis and conclusions of Arbitrators Cameron, Ames and Weinberg.

¹ The Union submitted arbitration awards from Arbitrator Christopher Cameron (2) and Arbitrator Claude Ames as part of their closing argument. They subsequently submitted a fourth award dated August 4, 2024, from Arbitrator David Weinberg.

Award

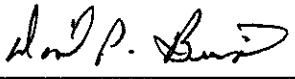
The grievance is sustained.

The Department violated Article 5.10, Section G of MOU #14 when it failed to pay Senior Heavy Duty Equipment Mechanics and Senior Equipment Mechanics at the Los Worldwide Angeles Airport 5.5% more than Heavy Duty Equipment Mechanics and Equipment Mechanics inclusive of bonuses.

REMEDY

1. The Department shall cease and desist from violating Article 5.10, Section G of MOU #14. Going forward, the Department shall pay all affected SHDEMs employed by LAWA the promotional differential such that it takes into account both the 5.5% Promotional Differential and all applicable bonuses paid to the relevant job classifications.
2. The Department shall make whole the affected SHDEM's and SEM. Make whole relief shall include backpay, as measured by the difference between what the affected employees were paid and what they should have been paid to reach the 5.5% Promotional Differential with all applicable bonuses paid to the relevant classifications.
3. In addition to backpay, 5% interest on the gross amount of backpay is awarded.
4. The Arbitrator will retain jurisdiction over this matter for the purpose of resolving any issue pertaining to the remedy. A request to the Arbitrator to exercise jurisdiction shall be made in writing regarding the specific issue or issues and shall be served on the other party simultaneously. It is within the sole discretion of the Arbitrator to determine whether the issue or issues presented by the party or parties is within the jurisdiction of the Arbitrator.

DATE OF AWARD: August 19, 2024


_____, Arbitrator
David P. Beauvais