

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: July 29, 2019

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer

Subject: **2018-2021 SUCCESSOR MEMORANDA OF UNDERSTANDING (MOUs) FOR THE COALITION OF CITY UNIONS - MOUs 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 34, 36, 37, 63, and 64**

RECOMMENDATION

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached 2018-2021 MOUs for bargaining units 2, 4, 8, 9, 12, 13, 14, 15, 17, 18, 34, 36, 63, and 64; and
2. Approve the attached letters of agreement; and
3. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with EERC instructions, agreement has been reached with the six employee organizations comprising the Coalition of Los Angeles City Unions (Coalition) on the implementation of successor MOUs for the 21 bargaining units listed in the table below.

Employee Organization	MOU	Bargaining Unit Name
AFSCME ¹ (American Federation of State, County and Municipal Employees)	3	Clerical and Support Services
	6	Librarians' Guild
	7	Recreation Assistants
	10	Professional Medical Services
	11	Recreational
	16	Supervisory Librarians
	37	Executive Administrative Assistants

¹ The AFSCME MOUs (MOU 3, 6, 7, 10, 11, 16, and 37) will be transmitted to Council as a supplemental report.

Employee Organization	MOU	Bargaining Unit Name
Building Trades (Los Angeles/Orange Counties Building and Construction Trades Council)	2 13	Building Trades Supervisory Building Trades
IUOE (International Union of Operating Engineers)	9	Plant Equipment Operation and Repair
LIUNA (Laborers' International Union of North America)	12	Supervisory Blue Collar
SEIU (Service Employees International Union)	4 8 14 15 17 18	Equipment Operations and Labor Employees Professional Engineering and Scientific Service and Craft Service Employees Supv. Professional Engineering & Scientific Safety/Security
LAPMA (Los Angeles Professional Managers Association)	36 63 64	Management Employees Personnel Directors Confidential Senior Personnel Analysts
Teamsters	34	Crossing Guards

All of the MOUs were ratified by the bargaining unit members. The key provisions of the agreements are provided below including some unique terms for MOUs 63 and 64 to establish parity with other Coalition bargaining units related to salary structure and the elimination of employee health care contributions.

KEY PROVISIONS

- Term - Three years (July 1, 2018 through June 30, 2021)
- General Base Wage Movement – The general base wage movement is agreed upon as follows. Please note that the October 28, 2018, adjustment will trigger the “me too” provision for Engineers and Architects and other non-Coalition civilian bargaining units including non-represented employees.

- 2.9% effective October 28, 2018²
 - 2.75% effective January 19, 2020
 - 2% effective January 31, 2021
 - 2% effective June 20, 2021
- Family Illness - Permit employees to use 75% sick time for Family Illness only after exhausting 100% sick time.
 - FMLA Bonding Leave - Parents who both work for the City may each individually take up to for four (4) months each for Family and Medical Leave bonding time.
 - Vacation Accumulation Limit - Increase the current vacation accrual limit from two to three years effective September 1, 2019.
 - Group Grievances – Added language that allows the City to apply a remedy to other affected employees not originally listed in the grievance. This allowance is intended to be at the discretion of the City.
 - Several articles updated to comply with new legislation including Payroll Deduction and Dues (former Agency Shop), Sick Time, and Unit Membership List.

MOUs 63 and 64

- Salary Structure Change - MOUs 63 and 64 shall move from a 15-Step Salary Structure to a 12-Step Salary Structure.
- 10% Employee Contribution to Monthly Health Care Premiums – Effective January 1, 2020, MOUs 63 and 64 will discontinue the 10% employee contributions toward monthly health care premiums.

LETTERS OF AGREEMENT

Concurrent with Unit table negotiations, the CAO negotiated the renewal of various Letters of Agreement with the Coalition as well as entered into some new agreements. These side letters address issues that were either not concluded during negotiations and/or contain ongoing committees focused on future issues of mutual concern. These LOA address the following:

- Reaffirmation of General Settlement Agreement
- Part-Time Employment
- Service and Workforce Restoration
- Revenue
- Outsourcing

² Some members in Bargaining Units 8 and 17 will receive an additional 2.75% base wage increase as a settlement to a class action grievance filed against the administration of the previous contract.

- Union Access to New Employee Orientation
- Retirement Benefits Actuarial Study
- Union Release Time Pilot Program
- Paid Parental Leave Pilot Program
- Health Care
- “City Worker Next Door” Program

FISCAL IMPACT

The fiscal impact of the immediate and ongoing costs related to general salary increases for the Coalition and those associated with the “me too” language in affected civilian MOUs is \$185M over the term of the contracts. In addition, the contracts include 281 proposed Special Adjustments with a total obligation of \$96.8M during the contract term, the elimination of the healthcare contribution and the salary restructuring for MOUs 63 and 64 which will cost approximately \$165K annually, and a special adjustment for MOU’s 8 and 17 to resolve an outstanding grievance from the outgoing contract with an ongoing annual cost of \$4.4M plus a one-time \$6.6M retroactive payment.

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Attachments