

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the 2018-21 successor Memoranda of Understanding (MOU) for the Coalition of City Unions.

Recommendations for Council action:

1. APPROVE the:
 - a. 2018-21 MOUs for bargaining units 2, 4, 8, 9, 12, 13, 14, 15, 17, 18, 34, 36, 63, and 64, attached to the Council file.
 - b. Letters of Agreement as detailed in the July 29, 2019 City Administrative Officer (CAO) report and attached to the Council file.
2. AUTHORIZE the Controller and the CAO to correct any clerical errors or make necessary technical connections subsequent to City Council approval.

Fiscal Impact Statement: The CAO reports that 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 \$185 million over the term of the contracts. In addition, the contracts include 281 proposed Special Adjustments with a total obligation of \$96.8 million during the contract term, the elimination of the healthcare contribution and the salary restructuring for MOUs 63 and 64 which will cost approximately \$165,000 annually, and a special adjustment for MOUs 8 and 17 to resolve an outstanding grievance from the outgoing contract with an ongoing annual cost of \$4.4 million plus a one-time \$6.6 million retroactive payment.

Community Impact Statement: None submitted.

Summary:

On August 7, 2019, your Committee considered a July 29, 2019 CAO report relative to the 2018-21 successor Memoranda of Understanding (MOU) for the Coalition of City Unions. According to the CAO, in accordance with Executive Employees Relations Committee 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 bargaining units listed below:

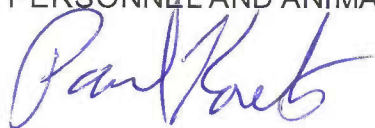
MOU Bargaining Unit Name	Employee Organization
2 Building Trades	Los Angeles/Orange Counties Building and Construction Trades Council
13 Supervisory Building Trades	
9 Plant Equipment Operation and Repair	International Union of Operating Engineers (IUOE)
12 Supervisory Blue Collar	Laborers' International Union of North America (LIUNA)
4 Equipment Operations and Labor Employees	
Professional Engineering and	

8	Scientific	
14	Service and Craft	Service Employees International Union (SEIU)
15	Service Employees	
17	Supervisory Professional Engineering and Scientific	
18	Safety/Security	
36	Management Employees	
63	Personnel Directors	Los Angeles Professional Managers Association (LAPMA)
64	Confidential Senior Personnel Analysts	
34	Crossing Guards	Teamsters

All of the MOUs were ratified by the bargaining unit members. The key provisions of the agreements, including some unique terms for MOUs 63 and 64, establish parity with other Coalition bargaining units related to salary structure and the elimination of employee health care contributions. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations contained in the CAO report and the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



MEMBER VOTE

KORETZ: YES

SMITH: YES

PRICE: YES

ARL

8/7/19

-NOT OFFICIAL UNTIL COUNCIL ACTS-