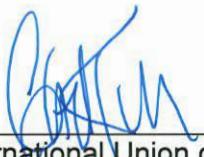


**TENTATIVE AGREEMENT**  
**INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 501 (MOU 31) AND**  
**THE CITY OF LOS ANGELES**  
**REGARDING THE SALARY REOPENER PROVISION IN THE 2019-23 MOU**  
**APRIL 8, 2022**

Tentative Agreement has been reached between the International Union of Operating Engineers Local 501 on behalf of the Confidential Attorneys Unit (MOU 31) and the City of Los Angeles regarding a proposal to address the provisions of the Letter of Agreement, 2019-2023 Memorandum of Understanding No. 31, Contract Extension Amendments, item 6 (Salary Reopener). The Tentative Agreement is specified in items 1 through 5 below.

1. Any bargaining unit member ("employee") who is on active payroll status as of July 3, 2022, shall be paid a biweekly, Adds to Rate, non-pensionable bonus of three percent (3%) of the employee's regular base rate of pay. The bonus shall:
  - a. Commence on July 3, 2022 (the beginning of pay period 2 in FY2022-23).
  - b. Cease on July 1, 2023 (the end of pay period 1 in FY2023-24).
2. The bonus shall be paid to an employee who is on active payroll status during the time period between (and inclusive of) July 3, 2022 through July 1, 2023.
3. The bonus shall be applied to an employee's base rate of pay before any other bonus is applied, where applicable, i.e., a percent-based or premium level bonus. Other bonuses earned by an employee that are calculated on an employee's base rate shall be calculated on top of this bonus, i.e., compounded.
4. This bonus shall be paid to a qualifying employee (per above) who promotes or transfers to classification different than the employee's classification during the time period that the bonus is paid as specified above. i.e., the bonus is attached to the employee's Form 41.
5. Effective July 2, 2023, all base hourly rates for all classifications represented in MOU 31 shall be increased by three percent (3%).



International Union of Operating Engineers,  
Local 501  
Gavin Koon  
Business Representative

4/12/2022  
Date



City

4/12/2022  
Date