

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: September 24, 2019

To: The City Council

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



Subject: **2019-2022 SUCCESSOR MEMORANDA OF UNDERSTANDING (MOU) FOR THE INTERNATIONAL UNION OF OPERATING ENGINEERS (IUOE), LOCAL 501 – CONFIDENTIAL ATTORNEYS UNIT – MOU 31**

RECOMMENDATION

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

1. Approve the attached 2019-2022 MOU for bargaining unit 31; and
2. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In their meeting on June 14, 2019, the Executive Employee Relations Committee (EERC) approved a tentative agreement with the IUOE, Local 501, Confidential Attorneys bargaining unit on a successor MOU. The tentative agreement has been ratified by the bargaining unit members. The key provisions of the agreement are as follows:

KEY PROVISIONS

- Term - Three years (July 1, 2019 – June 30, 2022)
- General Base Wage Movement – The general base wage movement is agreed upon as follows:
 - 2.9% effective July 7, 2019
 - 2.75% effective July 5, 2020
 - 2.00% effective July 4, 2021
 - 2.00% effective January 16, 2022

- Service Recognition Program – Flat-rate, pensionable bonus schedule for those employees who have been on the top salary step for at least one year and who have a certain number of consecutive service years in the Office of the City Attorney as follows:
 - 15 years but less than 21 \$2,000 annually
 - 21 years but less than 24 \$4,000 annually
 - 25 years or more \$6,000 annually
- LA County Bar Dues/Specialized Section Dues – Increase from \$100 to \$120 effective fiscal year 2021/2022.
- State Bar Assessment – Cumulative maximum of \$500.00 per attorney for any assessment required to remain licensed.
- Professional Development Reimbursement – Expanded use of formally, Minimum Continuing Legal Education (MCLE), funds. Advancement of costs for MCLE training of \$500 or more effective January 2020. Increase in allotment from \$1,250 to \$1,500 per employee, effective fiscal year 2021/2022. One-time \$750 reimbursement (to cover a 6-month transition from calendar year to fiscal year reimbursement schedule) for January 2021 to June 2021.
- 10% Employee Contribution to Monthly Health Care Premiums – Effective January 1, 2020, elimination of the 10% employee contributions toward monthly health care premiums.
- Life Insurance - Expand the current life insurance benefits to include all bargaining unit members hired on or after January 15, 2014. (Currently, only attorneys hired before this date are eligible to receive term life insurance.)
- Family Illness - Permit employees to use 75% sick time for Family Illness only after exhausting 100% sick time.
- Vacation Accumulation Limit - Increase the current vacation accrual limit from two to three years effective September 1, 2019.
- Several articles updated to comply with new legislation including Payroll Deduction and Dues (formerly Agency Shop), Sick Leave, Family and Medical Leave bonding leave availability, and New Employee Information.

FISCAL IMPACT

The fiscal impact of the immediate and ongoing costs related to the implementation of this contract is \$1.7M over the term of the contract. This includes \$1.3M in general salary adjustments and \$400K in special adjustments.

RHL:DB:MAU:0720031

Attachment: