

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 22, 2019

To: The City Council

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



Subject: **MEMORANDUM OF UNDERSTANDING FOR THE USE OF HIRING HALL
OPERATING ENGINEERS (MOU 62)**

RECOMMENDATION

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

1. Approve the attached MOU No. 62, approved as to form and legality by the City Attorney;
2. Instruct the City Controller to implement the provisions of the attached MOU; and,
3. Authorize the CAO and the City Controller to make any necessary technical or clerical corrections to the MOU.

SUMMARY

In accordance with Executive Employee Relations Committee instructions, agreement has been reached on a successor Memorandum of Understanding (MOU) with the Union Hiring Hall for the Temporary Use of Operating Engineers bargaining unit represented by the International Union of Operating Engineers (IUOE), Local 501. MOU 62 covers eleven (11) Building Operating Engineers (BOEs) employed by the Department of General Services. The attached MOU is amended to automatically update the hourly wages of the represented classifications, and includes the following major provisions:

Wage Rates

Since the first amendment of the current MOU in 2014, the base wage rates for the two BOE job classifications in this bargaining unit were set at 80% and 75% of the hourly base wage rate of MOU 9 BOEs, respectively. This amount shall increase to 100% for licensed BOEs and 90% for unlicensed BOEs.

The attached MOU updates the wages of the MOU 62 classifications at a rate of 100% for licensed BOEs and 90% for unlicensed BOEs of the hourly base rate (excluding any premiums, bonuses, or working condition differentials) of the civil service Building Operating Engineer classification (Class Code 5923) covered under MOU 9. Effective the first full pay period after Council

approval of the MOU, the base salary for a licensed BOE will increase from \$37.32 to \$46.65 per hour for licensed BOEs, and from \$34.99 to \$41.99 per hour for unlicensed BOEs.

Holidays

There will be an additional two (2) holidays for which employees may receive holiday pay at the rate of time and one half (1.5) of their base hourly rate. Employees in this Unit who do not work on a holiday are not eligible for holiday pay.

Bereavement Leave

Employees who have been employed for twelve (12) consecutive months or more may be eligible for Bereavement Leave. Bereavement Leave provides for three (3) working days for each occurrence of a death in an employee's immediate family.

Parking

If there is parking availability in City-owned parking lots, employees in this Unit may apply for parking during swing and night shifts with the Employee Benefits Division of the Personnel Department. Parking availability shall be determined by the Employee Benefits Division.

FISCAL IMPACT

Implementation of the provisions of the proposed MOU for the Union Hiring Hall for the Temporary Use of Operating Engineers bargaining unit will result in an additional cost to the City of approximately \$200,000 annually. These funds will be expended by the Department of General Services within its current budget.

RHL:SAO:0720092

Attachment