

Communication from Public

Name: EAA Union

Date Submitted: 02/18/2026 05:54 PM

Council File No: 25-0357

Comments for Public Posting: EAA represents nearly 6,000 members in over 40 departments in the City of Los Angeles. We plan and manage funding for the City's affordable housing and street infrastructure, manage disaster relief efforts, manage our procurement process to electrify vehicle fleets and build new public facilities, manage the City's transit system and community art programs, safely and respectfully clear encampments that pose public safety risks, investigate tenuous claims to reduce large legal payouts, and supervise the responses to 911 calls. We respectfully respond to Council File (CF) 25-0357, specifically the instructions to the Chief Legislative Analyst (CLA) to report on current telecommuting and return-to-work policies in other jurisdictions across the State. Missing in the instructions and CLA's report are how the City's workforce has adapted to telecommuting, the benefits perceived and experienced by City workers that are working remote for at least a part of their schedule, and the improvement in efficiencies in service outcomes for Angelenos. Our members have continued to rank the ability to work remotely at least part-time as a benefit that makes City employment a competitive advantage over private sector options, even when those options pay more. The benefits include better work-life balance, less time in traffic, better housing options, lower burn out, and higher productivity to name a few. While working remotely was initially a necessity to avoid the spread of COVID-19, it has become a practical adaptive response to the City's acute housing shortage. Approximately 60 percent of our members reside outside of Los Angeles due to the City having one of the highest housing costs in the US. Our members, particularly our younger and lesser-paid members, can not afford to rent a typical apartment and much less purchase a home in the City. Per the Housing Element of the City's General Plan, a person must make more than \$111K per year to afford to rent a two bedroom apartment. To buy a house in Los Angeles a person must make at least \$130K per year and have over \$170,000 ready to cover the 20 percent down payment. Decades of housing policy failure led to insufficient zoning capacity, which has impeded the production of naturally affordable housing in the City. This lack of adequate housing supply forces our members to secure less costly housing outside the City's limits in exchange for long

commutes that draw down on their mental reserves, deteriorates their health, and overall reduces their quality of life. Time spent stuck in traffic is all the more unnecessary since most of our members perform tasks they can complete at home, making telecommuting a viable option for at least part of the week. While telecommute policies have been in the books for years, only a small fraction of the workforce relied on it prior to the pandemic, despite the traffic, air quality, and climate benefits, which are well documented. The last several years greatly demonstrated that telecommuting is possible – 80 percent of our members have been able to successfully telecommute at least several days a week since the onset of the pandemic. The City Council has expressed interest via council motions CF 20-0498 and CF 20-0584 to sustain the benefit of telecommuting as the City rebounded from the pandemic, including through the use of financial incentives. Given the high demand for City services, combined with low staffing and historically high vacancy rates, EAA members are at high risk of suffering burn-out, and the City is at risk of having its workers lured away by other government agencies and municipalities as well as the private sector. It is possible to address the benefits of in-office work that may be lost in remote work. We recognize the benefits of being in the office to onboard new staff and build a positive work culture, however, our members manage this successfully by organizing onboarding events and training on the days their teams work in the office while reserving those tasks that can be better accomplished remotely in a manner free from distraction. We respectfully request that the City Council direct the CLA and CAO in conducting a survey of our EAA members and other bargaining units that work remotely for a portion of their schedule to adequately gauge how telecommuting has improved their quality of life and work performance. We look forward to partnering with you to broaden the policy tools needed to address the housing shortage, advance climate, air quality goals, reduce traffic, and maintain work-life balance for City workers. We look forward to partnering with you to broaden the policy tools needed to address the housing shortage, advance climate, air quality goals, reduce traffic, and maintain work-life balance for City workers.



ENGINEERS & ARCHITECTS ASSOCIATION

February 18, 2026

Honorable City Council
200 N. Spring Street
Los Angeles, CA 90012

Subject: CF 25-0357 - Civilian Workforce Telecommute

Dear Honorable Council,

EAA represents nearly 6,000 members in over 40 departments in the City of Los Angeles. We plan and manage funding for the City's affordable housing and street infrastructure, manage disaster relief efforts, manage our procurement process to electrify vehicle fleets and build new public facilities, manage the City's transit system and community art programs, safely and respectfully clear encampments that pose public safety risks, investigate tenuous claims to reduce large legal payouts, and supervise the responses to 911 calls.

We respectfully respond to [Council File \(CF\) 25-0357](#), specifically the instructions to the Chief Legislative Analyst (CLA) to report on current telecommuting and return-to-work policies in other jurisdictions across the State. Missing in the instructions and CLA's report are how the City's workforce has adapted to telecommuting, the benefits perceived and experienced by City workers that are working remote for at least a part of their schedule, and the improvement in efficiencies in service outcomes for Angelenos. Our members have continued to rank the ability to work remotely at least part-time as a benefit that makes City employment a competitive advantage over private sector options, even when those options pay more. The benefits include better work-life balance, less time in traffic, better housing options, lower burn out, and higher productivity to name a few.

While working remotely was initially a necessity to avoid the spread of COVID-19, it has become a practical adaptive response to the City's acute housing shortage. Approximately 60 percent of our members reside outside of Los Angeles due to the City having one of the highest housing costs in the US. Our members, particularly our younger and lesser-paid members, can not afford to rent a typical apartment and much less purchase a home in the City. Per the Housing Element of the City's General Plan, a person must make more than \$111K per year to afford to rent a two bedroom apartment. To buy a house in Los Angeles a person must make at least \$130K per year and have over \$170,000 ready to cover the 20 percent down payment. Decades of housing policy failure led to insufficient zoning capacity, which has impeded the production of naturally affordable housing in the City.

This lack of adequate housing supply forces our members to secure less costly housing outside the City's limits in exchange for long commutes that draw down on their mental reserves, deteriorates their health, and overall reduces their quality of life. Time spent stuck in traffic is all the more unnecessary since most of our members perform tasks they can complete at home, making telecommuting a viable option for at least part of the week.

While telecommute policies have been in the books for years, only a small fraction of the workforce relied on it prior to the pandemic, despite the traffic, air quality, and climate benefits, which are well documented. The last several years greatly demonstrated that telecommuting is possible – 80 percent of our members have been able to successfully telecommute at least several days a week since the onset of the pandemic. The City Council has expressed interest via council motions CF 20-0498 and CF 20-0584 to sustain the benefit of telecommuting as the City rebounded from the pandemic, including through the use of financial incentives.

Given the high demand for City services, combined with low staffing and historically high vacancy rates, EAA members are at high risk of suffering burn-out, and the City is at risk of having its workers lured away by other government agencies and municipalities as well as the private sector. It is possible to address the benefits of in-office work that may be lost in remote work. We recognize the benefits of being in the office to onboard new staff and build a positive work culture, however, our members manage this successfully by organizing onboarding events and training on the days their teams work in the office while reserving those tasks that can be better accomplished remotely in a manner free from distraction.

We respectfully request that the City Council direct the CLA and CAO in conducting a survey of our EAA members and other bargaining units that work remotely for a portion of their schedule to adequately gauge how telecommuting has improved their quality of life and work performance.

We look forward to partnering with you to broaden the policy tools needed to address the housing shortage, advance climate, air quality goals, reduce traffic, and maintain work-life balance for City workers.

In Solidarity,

Marleen Fonseca
EAA Executive Director