

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 5, 2024

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **TENTATIVE AGREEMENT FOR THE 2024-2028 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF LOS ANGELES AND THE ACTORS' EQUITY ASSOCIATION FOR THE EDUCATIONAL PRESENTERS REPRESENTATION UNIT (MOU 66)**

RECOMMENDATION

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

1. Approve the attached 2024-2028 Memorandum of Understanding (MOU) for the Educational Presenters Unit (MOU 66), represented by Actors' Equity Association (AEA); and
2. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

SUMMARY

On April 24, 2023, the Los Angeles City Employee Relations Board (ERB) approved a petition filed by the Actors' Equity Association (AEA) for the certification of a new bargaining unit entitled Educational Presenters Unit, consisting exclusively of the class of Observatory Lecturer (Lecturer).

On September 12, 2023, the Executive Employee Relations Committee (EERC) issued bargaining instructions consistent with the bargaining instructions for all other civilian bargaining units. Bargaining with AEA began on September 25, 2023, and concluded on June 6, 2024, when a Tentative Agreement (TA) was reached. The EERC approved the TA on October 22, 2024, which comports with the EERC's bargaining instructions. The TA has been ratified by bargaining unit members. The terms and conditions are patterned after MOU 7, with a few recommended exceptions.

The key provisions of the proposed MOU are as follows:

Term

June 30, 2024 through December 23, 2028.

Base Wages

Compensation is comprised exclusively of an hourly base rate, which has remained stagnant since 2009. The proposed rate increases include an additional \$9.70 hourly stipend for healthcare costs inasmuch as intermittent employees are not provided health care benefits under the City's LAWell program.

Proposed Hourly Rates for the 2024-2028 MOU 66	
Effective Date	Hourly Rate
Current	\$32.50
June 30, 2024	\$45.00
June 28, 2026	\$46.25
June 25, 2028	\$47.50

Personal Leave – New pilot program effective June 30, 2024

On January 1st of each year:

- Part-time employees shall receive up to 24 hours of Personal Leave time and up to 16 hours of Hourly Unspecified Holiday time based on a proration of 0.0192 hours for each hour worked during the prior calendar year.
- Unused Personal Leave (a maximum of 24 hours) at the end of each calendar year shall be compensated by cash payment.

Leave for Reproductive Loss– Effective January 1, 2024

Employees may take up to five days of leave, either unpaid or using accrued unused compensated time, within three months following a reproductive loss event. Time off shall not exceed 20 days within a 12-month period.

Unit Membership List

The City shall provide the following information to AEA on bargaining unit members, including an employee's:

- Work location (by building description or physical address);
- Department Code;
- Number of hours worked (for part-time employees); and,
- A separate report for employees separating from City service adding the reason for their separation from the bargaining unit.

Employee Relations/Labor- Management Meetings

Meetings may be scheduled by AEA or Management to informally discuss potential employer-employee relations problems.

Letter of Agreement- Work Schedules

During the term of this MOU, the parties shall meet to discuss work schedules.

FISCAL IMPACT

The estimated General Fund impact of the proposed TA is \$121,500 in direct and indirect salary costs for the term of the MOU (through December 2028).

MWS:MCB:PAG:TTM:KMR:0725034

Attachment