

**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: November 5, 2024

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2017-2028 AMENDED MEMORANDUM OF UNDERSTANDING NO. 26 BETWEEN THE CITY OF LOS ANGELES AND THE LOS ANGELES PORT PILOTS ASSOCIATION, ILWU, LOCAL 68, FOR THE PORT PILOTS REPRESENTATION UNIT (C.F. [17-0945](#))**

## RECOMMENDATION

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

1. Approve the amended 2017-2028 Memorandum of Understanding (MOU) for Bargaining Unit 26, as attached; and
2. Authorize the City Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

## SUMMARY

In accordance with instructions issued by the Executive Employee Relations Committee (EERC), a Tentative Agreement (TA) has been reached with the Los Angeles Port Pilots Association, ILWU, Local 68, on behalf of the Port Pilots Representation Unit (MOU 26) to amend and extend the current MOU. The TA has been ratified by bargaining unit members. The key provisions are as follows:

### Term

- Extend the term of the MOU.
  - Current: July 25, 2017 through July 24, 2027.
  - Proposed: July 25, 2017 through December 23, 2028.

### Base Wages

- Pay each Port Pilot II the cash value of the 2.2% base wage decrease from July 4, 2021, through July 14, 2024.
- Increase base wages according to the same schedule negotiated with bargaining units that comprise the Coalition of Los Angeles City Unions.

Proposed Base Wage Increase for MOU 26	
Effective Date	Percent Increase
March 24, 2024	3
September 22, 2024	3
June 29, 2025	4
June 28, 2026	4
June 27, 2027	3
December 26, 2027	3
June 25, 2028	2

- Increase the Efficiency Incentive minimum guarantee (as provided for in Article 46) from \$4,500 to \$5,000 biweekly (\$117,450 to \$130,500 annually).
- Incorporate enhanced employee benefits negotiated with all other civilian bargaining units, including:
  - Paid Parental Time.
  - Personal Leave Pilot Program.
  - Excess Sick Pay Out Pilot Program.
  - Leave for Reproductive Loss.

## FISCAL IMPACT

The Harbor Department will pay all costs associated with the amendments to MOU 26. The General Fund will be unaffected.

*MWS:MCB:PAG:TTM:0725032*

Attachment