

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: January 12, 2024

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **AMENDMENT TO THE 2023 MEMORANDUM OF UNDERSTANDING (MOU)
FOR BARGAINING UNIT: 12**

RECOMMENDATIONS

The City Administrative Officer (CAO) recommends the following actions by the City Council:

1. Approve the attached Amendment to Memorandum of Understanding (MOU) for Bargaining Unit 12;
2. Authorize the City Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In September 2022, the Executive Employee Relations Committee (EERC) instructed this Office to bargain with labor organizations representing bargaining units that identify with the Coalition of City Unions (Coalition), as each unit's Memorandum of Understanding (MOU) was set to expire on December 31, 2022. Discussions on the successor MOUs concluded in October 2022, resulting in a one-year agreement with the understanding that the Coalition and the City would reconvene beginning in January 2023, to continue discussions on deferred bargaining unit proposals. On December 9, 2022, the City Council adopted successor MOUs for Coalition bargaining units, 02, 03, 04, 06, 07, 08, 10, 11, 12, 13, 14, 15, 16, 17, 18, 34, 36, 37, 63, and 64, for a one-year term from January 1, 2023, through December 30, 2023. In January 2023, discussions with the individual Coalition bargaining units on the deferred proposals resumed and continued through August 2023.

In accordance with the EERC instructions from its meeting on May 23, 2023, agreements to amend the 2023 MOUs with a number of economic and non-economic items have been reached with the Coalition bargaining units. Transmitted herein is the following Amendment for the Supervisory Blue Collar Unit (MOU 12).

The key provisions of the agreements are as follows:

MOU 12

- Article 5.15 – Effective July 2, 2023, additional eight classifications shall also be eligible for an allowance to maintain, replace and clean wash and wear type uniforms, when such uniforms are required by Management.
- Article 5.15 - Effective February 2024, the Boot Allowance will increase from \$200.00 per year to \$300.00 per year for full time employees, and from \$100.00 to \$150.00 for part-time employees.
- Article 6.13 - Effective July 2, 2023, additional compensation for Standby pay will increase from \$2.00 to \$3.00 per hour when placed on Standby during off-duty hours.
- Effective January 1, 2023, the flat-rate salary for Automotive Supervisor, Code 3714, will be increased by 7.6%.
- Salary Note HH. - Effective July 2, 2023, additional pensionable compensation for obtaining and maintaining a California Water Environment Association Grade II certification shall increase from \$12.50 to forty dollars (\$40.00) per pay period and for a Grade III certification compensation shall increase from twenty-five dollars (\$25.00) to eighty dollars (\$80.00) per pay period.
- Salary Note MM. - Effective July 2, 2023, any Equipment Repair Supervisor, Code 3746, employed by the Harbor Department shall be eligible to receive the equivalent of three premium levels (8.25%) above the regular salary for their classification for possession of a Structural Steel Welders Certificate.
- Salary Note ZZ. - Effective July 2, 2023, any Senior Property Officer, Code 3209, or Principal Property Officer, Code 3210, who is assigned to the destruction or preparation for destruction of narcotics shall receive additional biweekly compensation of two hundred forty dollars (\$240.00) when regularly assigned or \$3.00 dollars per hour for each hour the work is performed when assigned on an hourly basis.
- Salary Note AAA. - Effective July 2, 2023, employees in the classifications of Wastewater Collection Supervisor, Code 4113, Solid Resources Superintendent, Code 4102, Refuse Collection Supervisor, Code 4101, and Refuse Crew Field Instructor, Code 4100 shall be eligible for eighty dollars (\$80.00) per pay period when maintaining various applicable certifications.

FISCAL IMPACT

Implementation of the MOU amendment for the Laborers' International Union of North America, Local 777 will result in an additional 6-month cost to the City of approximately \$81,000 consisting of approximately 800 members. These funds will be expensed by the departments that employ members from the subject bargaining unit within their authorized budgets.

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Attachments