

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING
SUPERVISORY BLUE COLLAR UNIT (MOU 12)**

**AMENDMENT NO. 1 to Memorandum of Understanding No. 12
made and entered into this 12th day of January, 2024.**

BY AND BETWEEN THE

CITY OF LOS ANGELES

AND THE

**THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 777,
AFL-CIO**

JANUARY 1, 2023 – DECEMBER 30, 2023

**MOU AMENDMENT NO. 1
SUPERVISORY BLUE COLLAR UNIT (MOU 12)**

The Laborers' International Union, Local 777, and the City of Los Angeles have reached agreement on the following MOU amendments.

The following Article 5.15 Uniforms is **amended** as follows:

ARTICLE 5.15 UNIFORMS

- B. 1. In the event that an appointing authority changes the type and/or style of a required uniform, said appointing authority will, subject to review and approval by the CAO, provide an appropriate initial issue of the revised uniform to the affected employees.

2. Effective July 2, 2023, the following classifications shall be eligible for the additional compensation described in subsection A, above:

| <u>Class Code</u> | <u>Class Title</u> |
|--------------------------|--|
| <u>3595-1</u> | <u>Automotive Dispatcher I</u> |
| <u>3595-2</u> | <u>Automotive Dispatcher II</u> |
| <u>3706-1</u> | <u>Auto Body Repair Supervisor I</u> |
| <u>3706-2</u> | <u>Auto Body Repair Supervisor II</u> |
| <u>3714</u> | <u>Automotive Supervisor</u> |
| <u>3718</u> | <u>General Automotive Supervisor</u> |
| <u>3716</u> | <u>Senior Automotive Supervisor</u> |
| <u>4100</u> | <u>Refuse Crew Field Instructor</u> |
| <u>4101</u> | <u>Refuse Collection Supervisor</u> |
| <u>4102</u> | <u>Solid Resources Superintendent</u> |

- F. Employees who are required by Management to wear a specific safety-type work shoe/boot or a uniform shoe/boot and whose employing department does not already provide said shoes or boots or a cash allowance, shall receive an annual cash allowance of two hundred dollars (\$200.00) for the purchase, repair and maintenance of said shoes or boots provided they are on active payroll status each January 1 during the term of this MOU. This payment shall be made by separate check to eligible employees in each February for the term of the MOU.

Effective February 2024, the annual cash allowance described above shall increase to three hundred dollars (\$300.00).

All other provisions of Article 5.15 remain unchanged.

The following Article 6.13 Stand-by Pay is **amended** as follows:

ARTICLE 6.13 STANDBY PAY

- A. Notwithstanding any provisions of the LAAC or Departmental Personnel Ordinances which may conflict, employees covered by this MOU who are assigned stand-by duty shall receive two dollars (\$2.00) per hour for each hour on such assignment.

Effective July 2, 2023, the payment for stand-by duty shall increase from two dollars (\$2.00) per hour to three dollars (\$3.00) per hour.

All other provisions of Article 6.13 remain unchanged.

The following Article 6.17 Salaries is **amended** as follows:

The salaries for employees within the Unit as set forth in the Appendix below shall become operative as follows:

Appendix A – January 1, 2023

Appendix AA – January 1, 2023

B. SALARY ADJUSTMENTS

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step [do not move on a salary range]):

1. Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%. (Appendix A)
2. **Effective January 1, 2023, the flat-rate salary for Unit employees in the class of Automotive Supervisor, Code 3714-0, shall be increased by approximately 7.6% as reflected in Appendix AA.**

All other provisions of Article 6.17 remain unchanged.

The following Salary Notes are **amended** as follows:

- HH. Wastewater Collection Supervisors, Code 4113, shall receive a \$12.50 biweekly non-pensionable bonus for possessing a valid CWEA Grade II certification or a \$25.00 biweekly non-pensionable bonus for possessing a valid CWEA Grade III certification. An individual may receive additional compensation for one or the other, but shall not receive both bonuses simultaneously.

Effective July 2, 2023, the additional compensation for possessing a CWEA Grade II certification shall increase to forty dollars (\$40.00) biweekly. The

additional compensation for possessing a CWEA Grade III certification shall increase to eighty dollars (\$80.00) biweekly. This additional compensation shall be treated as an Adds to Pay and shall be pensionable. An individual may receive additional compensation for one or the other, but shall not receive both bonuses simultaneously.

- MM. **Steel Welder Certificate Bonus (Harbor)** - Effective July 7, 2019, whenever any employee in the classification of Machinist Supervisor, Code 3766, employed at the Harbor Department possesses a Structural Steel Welders Certificate, said employee shall receive the equivalent of three premium levels (8.25%) above the regular salary for his or her classification.

Effective July 2, 2023, any Equipment Repair Supervisor, Code 3746, employed by the Harbor Department shall also be eligible for the additional compensation described above. This additional compensation shall be treated as an Adds to Rate and shall be pensionable.

All other Salary Notes remain unchanged.

The following Salary Notes are **added** as follows:

- 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 any narcotics shall receive additional biweekly compensation of two hundred forty dollars (\$240.00) when regularly assigned (Adds to Rate and pensionable) or three dollars (\$3.00) per hour for each hour the work is performed when assigned on an hourly basis (Adds to Pay and non-pensionable).**

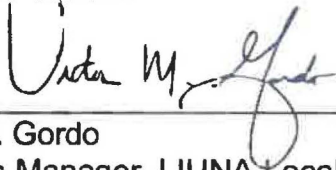
- AAA. Effective July 2, 2023, employees in the classifications of Wastewater Collection Supervisor, Code 4113, Solid Resources Superintendent, Code 4102, Refuse Collection Supervisor, Code 4101, and Refuse Crew Field Instructor, Code 4100 who obtain and maintain any one of the following certifications: CWEA Environment Compliance Inspection Grade 2 or higher, SWANA Managing Leachate Recirculating and Bioreactor Landfills, SWANA Zero Waste Principles and Practices, OSHA 40 hour HAZWOPER, shall receive additional compensation in the amount of eighty dollars (\$80.00) biweekly. The additional compensation shall be treated as an Adds to Pay and shall be pensionable. The bonus applies to only one certification.**

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Except for the amendments specified herein, all other Articles and/or provisions of the 2023, MOU No. 12 shall remain in full force and effect during the term of the January 1, 2023 – December 30, 2023 MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 to the MOU No. 12, the day, month, and year first written above.

FOR THE UNION:



Victor M. Gordo
Business Manager, LIUNA Local 777

Date



Miguel Sanchez
Chapter President, LIUNA Local 777



Art Sweatman
Chapter Board Member, LIUNA Local 777



Michael Bates
Chapter Board Member, LIUNA Local 777




Eric Rabone
Chapter Board Member, LIUNA Local 777



Cheryl Lloyd
Chapter Board Member, LIUNA Local 777

FOR THE CITY:



Matthew W. Szabo
City Administrative Officer

January 12, 2024
Date

Approved as to Form and Legality:



Office of the City Attorney

September 20, 2023
Date

Anthony Jones
Chapter Board Member, LIUNA Local 777