

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: December 2, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2023 MEMORANDA OF UNDERSTANDING (MOUs) FOR BARGAINING UNITS REPRESENTED BY THE COALITION OF LOS ANGELES CITY UNIONS**

RECOMMENDATION

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

1. Approve the attached 2023 Memoranda of Understanding (MOU) for Bargaining Units 02, 03, 04, 06, 07 08, 10, 11, 12, 13, 14, 15, 16, 17, 18, 34, 36, 37, 63, and 64; and
2. Authorize the Controller and the CAO to correct any clerical errors or make necessary technical corrections subsequent to City Council approval.

DISCUSSION

In accordance with the instructions of the Executive Employee Relations Committee (EERC), this Office is transmitting tentative agreements reached between the City and: the Los Angeles and Orange County Building and Construction and Trades Council (MOUs 02, 13); the American Federation of State, County, and Municipal Employees (MOUs 03, 06, 07, 10, 11, 16, 37); the Service Employees International Union (MOUs 04, 08, 14, 15, 17, 18); the Laborers' International Union of North America (MOU 12); the California Teamsters (MOU 34); and the Los Angeles Professional Managers Association (MOUs 36, 63, 64); for successor MOUs to those expiring on December 31, 2022.

The tentative agreements have been ratified by each bargaining unit. The key provisions of the agreement are as follows:

1. One-year Term (January 1 through December 30, 2023).
2. Base wage increase of three percent effective January 1, 2023, and a one-time, cash inflation offset equal to five percent of annual salaries in FY2023-24 (on July 26, 2023).
3. Clarification of the provisions for Personal Leave time to prohibit its use for vacation or sick time.
4. Special adjustments for classifications and/or assignments to meet operational needs or efficiencies and recruitment and/or retention issues.

FISCAL IMPACT

The proposed tentative agreements have the following estimated budget impacts.

ESTIMATED BUDGET IMPACT OF 2023 COALITION TAs							
Item	Effective	Value	FY2023		FY2024		Total
			Direct	Pension	Direct	Pension	
Base Wage Increase	January 1, 2023	3%	\$17.90	\$6.23	\$18.04	\$6.28	\$48.45
Cash Payment	July 26, 2023	5%	—	—	\$61.70	—	\$61.70
Special Adjustments	January 1, 2023	Various	\$2.00	\$0.35	\$2.00	\$0.35	\$4.70
Total			\$19.90	\$6.58	\$81.74	\$6.63	\$114.85

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Attachments