

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

C.F. No. 20-0993-S2

Date: June 2, 2023

To: The City Council

*Malaiika Billups* for

From: Matthew W. Szabo, City Administrative Officer

Subject: **ADDITION OF 2023 JUNETHEENTH HOLIDAY FOR BARGAINING UNITS 01, 05, 09, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 38, 39, 40, 61, AND 65****RECOMMENDATIONS**

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

1. Approve the attached Amendments to Memorandum of Understanding (MOU) for Bargaining Units 01, 05, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 38, 39, 40, 61, and 65;
2. Approve the attached Letter of Agreement (LOA) for Bargaining Unit 09; and,
3. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

**DISCUSSION**

Legal holidays are codified in the Los Angeles Administrative Code (LAAC) Section 4.119 (Legal Holidays for Employees) for City of Los Angeles (City) employees who are not represented by a labor organization and in Memoranda of Understanding (MOUs) for City employees who are represented by a labor organization.

The LAAC Section 4.119 (a)(1-12) specifies twelve legal holidays, and Section 4.119 (a)(13) and MOU provisions allow the Mayor by proclamation and the City Council by concurring resolution to declare a day or portion thereof a legal holiday. On June 17, 2022, former Mayor Garcetti and the City Council recognized Juneteenth as a legal City holiday, and pursuant to the LAAC and MOUs, the holiday was observed on Monday, June 20, 2022. (See [Council File #20-0933](#))

Subsequently, the Juneteenth holiday was memorialized through negotiations for successor MOUs that expired in December 2022, specifically in MOUs represented by labor organizations that identify with the Coalition of City Unions (Coalition). The updated MOUs expire in December 2023, and all Coalition-represented employees will be granted time off in honor of the Juneteenth holiday on June 19, 2023.

In accordance with the instructions of the Executive Employee Relations Committee (EERC) provided on May 23, 2023, this Office met with the following labor organizations, which currently are not provided the Juneteenth holiday in their respective MOUs, to bargain the provision of the Juneteenth holiday consistent with other identified City holidays in 2023 and beyond.

- Engineers and Architects Association (EAA MOUs 01, 19, 20, 21)
- Municipal Construction Inspectors Association (MCIA MOU 05)
- International Union of Operating Engineers, Local 501 (IUOE MOUs 09, 31)
- Los Angeles Fire Chief Officers Association (LAFCOA MOU 22)
- United Firefighters of Los Angeles City (UFLAC MOU 23)
- Police Protective League (LAPPL MOU 24)
- Police Command Officers Association (LAPCOA MOU 25)
- Port Pilots Association (LAPPA, ILWU Local 68 MOU 26)
- Port Police Command Officers Association (LAPPCOA MOU 27)
- Airport Peace Officers Association (LAAPOA MOUs 28, 30, 65)
- City Attorneys Association (LACAA MOU 29)
- City Attorney Management Association (LACAMA MOU 32)
- Port Police Association (LAPPA, ILWU Local 65 MOU 38)
- Airport Police Supervisors Association (LAAPSA MOU 39)
- Airport Police Command Officers Association (APCOALA MOU 40)
- Fiscal and Policy Professional Association (FPPA MOU 61)

To recognize Juneteenth as a legal holiday in the aforementioned Bargaining Units, this Office is transmitting twenty-one MOU amendments and one LOA for Bargaining Unit 09, which is currently undergoing MOU ratification.

The following table provides the estimated cost estimate for the paid holiday for full-time employees by Bargaining Unit for 2023 based on eight hours of compensation:

<b>MOU</b>	<b>Employee Count</b>	<b>Direct Cost</b>	<b>Pension Cost</b>	<b>Total</b>
01	2,297	\$836,642	\$291,235	\$1,127,877
05	841	\$389,556	\$135,604	\$525,161
09	327	\$141,600	\$49,291	\$190,891
19	347	\$179,818	\$62,595	\$242,413
20	1,444	\$680,177	\$236,769	\$916,946
21	1,117	\$441,434	\$153,663	\$595,097
22	82	\$62,326	\$21,696	\$84,022
23	3,361	\$1,310,900	\$548,481	\$1,859,381
24	8,920	\$4,296,842	\$1,797,799	\$6,094,641
25	112	\$105,951	\$44,330	\$150,280
27	17	\$12,598	\$5,271	\$17,869
29	479	\$376,973	\$131,224	\$508,198
31	33	\$26,922	\$9,371	\$36,293
32	21	\$23,762	\$8,272	\$32,034
38	108	\$52,119	\$21,807	\$73,925
40	7	\$5,599	\$2,343	\$7,942
61	55	\$29,388	\$10,230	\$39,618
<b>Grand Total</b>	<b>19,565</b>	<b>\$8,972,606</b>	<b>\$3,529,980</b>	<b>\$12,502,586</b>

## **FISCAL IMPACT**

The impacts of adding a holiday include lost productivity and the costs of maintaining operations for services that would have to be provided on a regular basis. Budget supplements are based on operational need and are therefore difficult to accurately determine. Budgetary shortfalls caused by adding the Juneteenth holiday should be addressed through year-end Reserve Fund borrowing. For 2023-24 and beyond, costs associated with the additional holiday will be addressed through the annual budget process.

MWS:MCB:PAG:AZ:0723147

Attachments