

# City of Los Angeles MOU 17 Bargaining Summary

## Protecting Middle-Class Jobs & Vital City Services

After a year of hard-fought contract negotiations with the City of Los Angeles, we beat back City management's proposed takeaways to reach a Tentative Agreement on a strong 3-year contract that protects middle class jobs and restores vital community services.

As part of the Coalition of Los Angeles City Unions, MOU 17 protected our healthcare by ensuring every City worker has fully-paid medical and dental coverage, and secured 9.65% raises over the life of the contract, including a continuance of our 12-step salary structure which the City was going after. **Your bargaining team strongly recommends a YES vote to approve our new agreement.**

In addition to protecting the rights, wages, and benefits of all city members, MOU 17 also won the following:

### **Group Grievance/Arbitration**

Case settled providing one step movement (2.75 or 5.5% depending on what step employees are on within the salary range) for all bargaining unit members who did not receive the step movement on Jan 7, 2018 (retroactive back to Jan 7, 2018).

### **Article 4.2 Personnel Folders**

Reprimands can now be sealed after 3 years without incident (instead of 4 years) and employees can file a written response/rebuttal to any document in their file.

### **Article 5.2 OT Meal Allowance**

Increased to \$12.00 (from \$10.00).

### **Article 5.8 On Call/Standby Compensation**

Clarification that employees will be paid for every six (or eight if applicable) hours "or portion thereof" they are required to standby.

### **Article 6.1 Flex Benefits**

City contributes \$8.14 biweekly toward Supplemental insurance programs for bargaining unit employee (to be aligned with other SEIU 721 MOUs).

### **Article 6.5 Uniforms**

Section B Foot Protection language was updated to require payment annually every February instead in specified years only.

### **Article 6.2 Sick Leave Benefits**

Language was changed to allow accumulation of 800 hours of 75% sick time per LAAC Section 4.126, previously the limit was 400 hours.

### **Article 9.4 & 9.5 State Registration Examinations**

City will now pay with fees associated with required state exams and registrations including application and registration fees, fingerprinting and sitting fees.

### **Salary Notes:**

- **Creation of a Control System Engineering II classification with a pay grade compensation at three (3) premium levels (8.25%) higher than the current Control Systems Engineering classification.**
- **Industrial Hygienists who are CSTI certified, assigned to the Fire Department's CUPA Section and assist in environmental hazardous materials responses will receive a pensionable 3 premium level bonus.**
- **Industrial Hygienists registered as an Environmental Health Specialist (where registration is not required for the job) will receive a pensionable \$75 biweekly bonus.**

*- Continued on Other Side -*



**Salary Notes (Cont.):**

- Senior Structural Engineers, Building Civil Engineers I and II and Structural Engineers in LADBS who get a CASp certification receive a pensionable one premium level bonus and reimbursement of the registrations costs and fees. The first 35 Associates to get the certification will receive an additional pensionable premium level bonus expiring on June 30, 2021.
- One Street Lighting Engineer in Public Works Bureau of Street Lighting who represents and defends the Bureau in liability and other claims gets a pensionable \$320 biweekly bonus.
- One Street Lighting Engineer in Public Works Bureau of Street Lighting assigned to lead the Copper Wire Theft task force gets a pensionable \$320 biweekly bonus.
- One Senior Street Lighting Engineer in Public Works Bureau of Street Lighting regularly assigned to the Executive Division as lead and represents the Director at high level meetings and provides guidance and expertise gets a pensionable \$400 biweekly bonus (unless/until the Principal Street Lighting Engineer position is filled).
- Industrial Hygienists certified in APSA (where not required for the job) to do aboveground storage tank inspection receive a pensionable \$250 biweekly bonus.
- Industrial Hygienists certified as an ICC underground tank inspector (where not required for the job) receive a pensionable \$250 biweekly bonus.
- Any classification who is ICC certified for Plans Examiner, Electrical, Mechanical or Building for Building Codes (where not required for the job) receive a pensionable \$250 biweekly bonus.

**Congratulations! Now it's time to ensure MOU 17 obtains these benefits by voting YES on the enclosed official ballot.**

