

City of Los Angeles MOU 63 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, LAPMA MOU 63 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, LAPMA MOU 63 also won the following:

- Sick Leave Banks: If an employee leaves City service (terminates), then returns to City service within one (1) year, their Sick Leave Banks of time will be restored. Currently they would permanently lose these hours.
- LAPMA Training Funds have been increased from \$143,000 per year to \$173,000 per year.
- Moved from the 15 Step salary plan to the 12 Step salary plan.
- Stopped paying the 10% of health insurance premiums.
- Added Term Life Insurance benefit equivalent to one (1) year salary for each member.
- Increased the HR certification bonus from 2.75% to 5.5%.
- Added protections for personal liability.
- Acting pay: Personnel Directors I & II will have a ten (10) day qualifying period prior to receiving Acting Pay of 5.5%. Personnel Director III's will have a four (4) month cumulative qualifying period prior to receiving Acting Pay.

Congratulations! Now it's time to ensure LAPMA MOU 63 obtains these benefits by voting YES on the enclosed official ballot.

