

# City of Los Angeles MOU 14 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 14 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 14 also won the following:

### **Lead Pay**

Equipment Mechanic (GSD Area 1) Roadside Mechanic

### **Tool Allowance**

Effective January 1, 2020, Flat Rate of \$50 per pay period for an annual total tool allowance of \$1,305.00. No new classes added to tool allowance for the term of the MOU.

### **Boot Allowance**

Effective January 1, 2020, Flat Rate of \$10 per pay period for a total of \$261.00. No additional classes will be added for the term of the MOU.

### **Adjusted Salaries for Specified Assignments — Article 5.10, H (3) (b)(i)**

Effective July 7, 2019, add Equipment Mechanics at General Services-Area 1; Add: Welders; all Departments; all assignments to Attachment 1.

### **Salary Adjustment**

Effective January 19, 2020, Duplicating Machine Operators (1493) salary range shall be the same as Print Shop Trainee (1489).

### **New Salary Notes**

Effective July 7, 2019, Equipment Mechanics regularly assigned to defuel, refuel, repair, inspect and provide maintenance to Diesel, Hybrid, Electric CNG, and LNG equipment shall be compensated at one premium level (2.75%).

Effective July 7, 2019, Equipment Mechanics, Welders and Garage Attendants assigned to LAFD, LAPD, and General Services-Area 1 who are regularly assigned to cleaning activities associated with biohazard conditions shall be compensated at two premium levels (5.5%).

Effective July 7, 2019, Equipment Mechanics assigned to LAPD who are regularly assigned to inspect and repair LAPD vehicle equipment shall receive additional pensionable compensation of \$75 bi weekly or \$10 non pensionable, for each day so assigned.

Effective July 7, 2019, the Storekeeper who is assigned to the Heliport at Van Nuys Airport or Piper Tech, in addition to all other regular and premium compensation, shall receive pensionable compensation of \$45 bi weekly or \$15 non pensionable, for each day so assigned.

**- Continued on Other Side -**

**New Salary Notes (Cont.)**

Effective July 7, 2019, Tire Repairers working for LAFD who are regularly assigned to work on Fire Department equipment shall receive additional pensionable compensation of \$100 bi weekly or \$15 non pensionable, for each day so assigned.

Bi Weekly Longevity for persons in the classes of Building Repairer I, Cement Finisher Worker, Construction Equipment Service Worker, Garage Attendant, Heavy Duty Equipment Mechanic, Mechanical Helper, Storekeeper, and Warehouse and Toolroom Worker assigned to Los Angeles World Airports.

Years of Service Completed	Pay Per Period
January 19, 2020: 12 months or more	\$25 (non-pensionable)
January 17, 2021: 60 months or more	\$50 (non-pensionable)

Any employee who leaves the classifications listed and/or Department are no longer entitled to receive the above additional compensation.

Bi Weekly Longevity for persons in the classes of Equipment Operator, Heavy Duty Truck Operator, Light Equipment Operator, Maintenance laborer, Refuse Collection Operator and Truck Operator assigned to Bureau of Sanitation.

Years of Service Completed	Pay Per Period
January 19, 2020: 12 months or more	\$25 (non-pensionable)
January 17, 2021: 60 months or more	\$50 (non-pensionable)

Any employee who leaves the classifications listed and/or Department are no longer entitled to receive the above additional compensation.

Effective January 1, 2020, persons in the classes of Equipment Mechanics, Sr. Equipment Mechanics, Construction Equipment Service Worker, Heavy Duty Equipment Mechanic, and Sr. Heavy Duty Equipment Mechanic assigned to General Services Department.

Years of Service Completed	Pay Per Period
January 19, 2020: 12 months or more	\$25 (non-pensionable)
January 17, 2021: 60 months or more	\$50 (non-pensionable)

Any employee who leaves the classifications listed and/or Department are no longer entitled to receive the above additional compensation.

**Letter of Intent**

Evaluate the Equipment Mechanic classification base salaries and consider any salary adjustments that may assist in resolving any recruitment and retention issues.

**Congratulations! Now it's time to ensure MOU 14 obtains these benefits by voting YES on the enclosed official ballot.**

