

City of Los Angeles MOU 15 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 15 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 15 also won the following:

Salary Adjustment

Custodial Services Assistant-Harbor to Custodial Services Assistant-Airport Salary Range (to coincide with any salary adjustment made on July 7, 2019).

Custodial Services Assistant a to Custodial Services Assistant-Harbor Salary Range (to coincide with any salary adjustment made on July 7, 2019).

Custodian-Harbor to Custodian-Airports Salary Range (to coincide with any salary adjustment made on July 7, 2019).

Custodian 0 to Custodian-Harbor Salary Range (to coincide with any salary adjustment made on July 7, 2019).

Change/Update to Existing Salary Notes

Effective July 7, 2019, whenever employees in the classifications of Window Cleaner, or Senior Window Cleaner, are assigned by Management to perform window washing on bosun chairs, using telescoping booms, swing stage, high lift, scissors lift, scaffolding equipment or extension ladders 40 to 59 feet, each such employee shall receive, in addition to his/her regular premium pay, three dollars (\$3.00) non-pensionable for each hour of work performed on such assignment; or, five dollars (\$5.00) non pensionable for each hour of such work performed at heights of 60 feet and above.

New Salary Notes

Effective July 7, 2019, employees in the classification of Custodian 0 and Senior Custodian 1, 2 shall receive a 2.75% pensionable bonus when regularly assigned to work in the Civic Center area or at the Central Library, or \$20 daily, non pensionable, for each day so assigned.

Bi Weekly Longevity for persons in the classes of Custodian, Senior Custodian, and Window Cleaner at Los Angeles World Airports.

<u>Years of Service Completed</u>	<u>Pay Per Period</u>
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

Obnoxious/Excessive Noise Study-further discussion with LAWA related to Custodians and Senior Custodian regularly assigned to the Outlying Crew.

Congratulations! Now it's time to ensure MOU 15 obtains these benefits by voting YES on the enclosed official ballot.

