

City of Los Angeles MOU 4 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 4 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 4 also won the following:

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

MOU Attachment 1A Effective July 7, 2019, Maintenance Laborers at Los Angeles World Airports who assist with airfield painting duties to Attachment 1a.

Salary Adjustments

Effective July 7, 2019, all Wastewater Collection Worker I in the Bureau of Sanitation shall be placed on Step 6 of the Wastewater Collection Worker I salary range.

Effective January 19, 2020, all Wastewater Collection Worker I hired after January 19, 2020, shall start on Step 6 of the Wastewater Collection Worker I salary range.

Changes/Updates to Existing Salary Notes

Effective July 7, 2019, Bureau of Street Services employees who substitute for Motor Sweeper Operators, over 50% of a work shift shall receive a non pensionable compensation of \$20 dollars for each day so assigned.

If a substitute is required to perform service or maintenance on the motor sweeper, such employees shall be compensated an additional non pensionable \$2.50 per hour above the appropriate hourly rate for the class.

Replaces salary note-10 on July 7, 2019

Changes/Updates to Existing Salary Notes (Cont.)

Effective July 7, 2019, whenever an employee in the Bureau of Sanitation in the class of Wastewater Collection Worker I & II, Maintenance and Construction Helper or Maintenance Laborer, in the Wastewater Collection Systems Division; or an employee in the class of Heavy Duty Truck Operator in the Wastewater Treatment Division is assigned to operate a skip loader and/or backhoe more than fifty percent (50%) of a work day, such employee shall be compensated at two premium levels (5.5%) non pensionable.

Replaces salary note a-10 on July 7, 2019

Effective July 7, 2019, whenever an employee in the classifications of Wastewater Collection Worker I & II, Maintenance Laborer, Maintenance and Construction Helper, Heavy Duty Truck Operator, or Truck Operator in Bureau of Sanitation is regularly assigned, as defined in LAAC Section 4.75, to duties consisting of loading, unloading, handling or collecting trash, sewage, and refuse, or cleaning sewers or catch basins, such employee shall be compensated at three premium levels (8.25%) pensionable.

Replaces salary note a-13 on July 7, 2019

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Changes/Updates to Existing Salary Notes (Cont.)

Effective July 7, 2019, employees in the classification of Bus Operator who are employed in the Los Angeles World Airports shall receive an additional non pensionable twenty five dollars (\$25.00) per day when said employees are assigned by Management to operate an Americans with Disabilities Act (ADA)-compliant vehicle requiring two Bus Operators or other similar compliance vehicles to assist in loading or unloading wheelchairs, stretchers, and/or physically disabled and elderly passengers with special requirements onto or off of an aircraft operating at a gate with no passenger boarding bridge or when assigned to drive a Mobile Command Post Vehicle.

Replaces salary note c-3 on July 7, 2019

Effective July 7, 2019, Notwithstanding the provisions of LAAC Section 4.75, whenever a Truck Operator, in the Bureau of Sanitation, Wastewater Collection Division, is assigned to operate a mechanical catch basin cleaning truck, such employee shall receive, a non pensionable compensation of two dollars and thirty cents (\$2.30) per day for each work shift so assigned.

Replaces salary note f-9 on July 7, 2019

New Salary Notes

Effective July 7, 2019, Motor Sweeper Operators, Heavy Duty Truck Operators, Equipment Operators, and St. Svcs Wkrs I, II & III, in the Bureau of Street Services who are regularly assigned by management to resurface and slurry crews shall receive additional pensionable compensation of \$120 bi weekly or \$15 daily, non pensionable bonus for each day so assigned.

Effective July 7, 2019, Wastewater Collection Worker I & II, Truck Operators, Refuse Collection Truck Operators, Maintenance Laborers and Maintenance & Construction Helpers in the Bureau of Sanitation regularly assigned to cleaning activities associated with homeless encampments or illegal dumping shall be compensated at two premium levels (5.5%).

Effective July 7, 2019, Maintenance & Construction Helpers and Maintenance Laborers assigned to Bureau of Street Lighting who have completed forklift training/certification and assigned to operate a forklift as part of their duties shall receive a non pensionable compensation of \$15 per day when assigned on a daily basis (Excludes: Vocational Worker-Maintenance Laborers).

Bi Weekly Longevity for employees in the classes of Equipment Operator, Heavy Duty Truck Operator, Light Equipment Operator, Maintenance Laborer, Refuse Collection Operator, Wastewater Collection Worker II and Truck Operators at 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.

Bi Weekly Longevity for employees in the classes of Bus Operator, Equipment Operator, Gardner Caretaker, Heavy Duty Truck Operator, Traffic & Sign Poster, Maintenance Laborer, and Maintenance & Construction Helper at Los Angeles World Airports (LAWA).

| 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 July 7, 2019, whenever an employee in the classification of Deck Hand, Code 5131, or Deck Hand, Code 5131 H, is assigned to operate a boat more than fifty percent (50%) of a work shift, such employee shall receive additional non pensionable compensation of \$180.00 for each day so assigned.

Letter of Intent

Evaluate the Refuge Collection Truck Operator 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 4 obtains these benefits by voting YES on the enclosed official ballot.