

City of Los Angeles MOU 8 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 8 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 8 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.

New hires and current employees below Step 6 will be moved (or started) at Step 6 of the salary range in the following classifications (effective fiscal year 2019/20):

- Architectural Associate
- Building Electrical Engineering Associate I
- Building Mechanical Engineering Associate I
- Civil Engineering Associate I
- Communications Engineering Associate I
- Control Systems Engineering Associate I
- Electrical Engineering Associate I
- Engineering Geologist Associate I
- Landscape Architectural Associate I
- Materials Testing Engineering Associate I
- Mechanical Engineering Associate I
- Environmental Engineering Associate I
- Street Lighting Engineering Associate I
- Structural Engineering Associate I
- Transportation Engineering Associate I

- Continued on Other Side -

Salary Notes:

- Risk Management/Prevention Program Specialists 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.
- Structural Engineering Associate II - IV 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.
- Risk Management/Prevention Program Specialists and Engineering Geologists I - IV certified in APSA (where not required for the job) to do aboveground storage tank inspection 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 \$200 biweekly bonus.

Congratulations! Now it's time to ensure MOU 8 obtains these benefits by voting YES on the enclosed official ballot.

