

# MOU 8 City of LA Tentative Agreement Summary

## Securing the Largest Raises in City of Los Angeles History!

After months of contract negotiations, including 3 consecutive days of intensive bargaining that included Mayor Karen Bass herself, and being on the verge of a 2nd ULP strike, we're proud to announce that we've reached a landmark 5-year Tentative Agreement with the city of Los Angeles.

**The TA includes our largest general salary increase in Coalition of LA City Unions history — a 22% increase over a 5-year span, including a 6% raise in the first year.** In addition, our agreement fast-tracks every Coalition of LA City Unions member to earn a \$25/hr. minimum wage by 2026.

**Your bargaining team strongly recommends a YES vote to approve this historic agreement.**

### Term

December 31, 2023 – the end of the last payroll period for 2028, with bargaining over successor agreement to begin July 1, 2028.

### Wages

#### General Salaries

Effective Date	Salary Increase
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April 1, 2024	3%
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October 1, 2024	3%
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July 1, 2025	4%
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July 1, 2026	4%
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July 1, 2027	3%
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January 1, 2028	3%
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July 1, 2028	2%
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<b>TOTAL</b>	<b>22%</b>
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#### Minimum Wage Adjustments

Starting step & employees moved to the step that provides at least the amounts indicated & flat rated positions increased to the amounts indicated:

April 21, 2024	\$20.00/hour
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October 20, 2024	\$21.50/hour
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June 29, 2025	\$23.00/hour
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June 28, 2026	\$25.00/hour
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### **Bilingual Pay**

Employees receive an additional premium (2.75% for conversing & 5.5% for conversing and interpreting) for each language they use and for which employees are authorized.

### **Graveyard Shift**

Employees who work more than 50% of their shift between 12:00 am and 8:00 am receive three premium levels (8.25%) for that shift (increase of 2.75% from the current night shift pay). Part-time employees are also eligible for shift pay.

### **Acting Pay**

Employees qualify after 10 cumulative days of acting status in a twelve-month period (previously 10 consecutive days) – two premium levels (5.5%).

### **Supervisory/Lead Increment**

Beginning February 1, 2024, there will be a limited reopener over the two premium level (5.5%) difference between a supervisor/lead and their subordinate.

### **DWP Equity**

Beginning July 1, 2024, there will be a limited reopener over potential adjustments for flat-rated positions below their DWP equivalent.

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## **Vacancy Rates**

Beginning January 2025, the parties will meet to discuss the impact of vacancy rates and potential remedies for those positions that exceed 15% vacancy.

## **Salary Step Reform**

Beginning January 2025, the parties will meet to discuss potential alternative arrangements to the current salary step structure.

## **Leave**

### **Sick Leave Payout**

Pilot program during the term which provides 100% payout of unused sick leave pertaining both to annual payouts and upon retirement. These provisions will take effect on the first day of the successor MOUs (to include the 2023 calendar year).

### **Paid Parental Leave**

Make pilot program permanent and increase the paid time off to 12 weeks.

### **Personal Leave**

Pilot program during the term which converts two days to floating holidays and the remaining 24 hours of personal leave is eligible for payout if unused at the end of each calendar year (previously use it or lose it). The first payment for unused personal leave time will occur in January 2025 (to account for the unused time credited in calendar year 2024) – equivalent up to a 1% bonus if PL time is unused.

### **Part-Time Employees**

Beginning with adoption of the MOU, the City shall begin placing into escrow an amount equal to the prorated compensated hours relative to the half-time employee medical benefit (\$9.70/hour on average). The parties will concurrently meet and confer and intend to work out any logistical barriers related to providing part-time employees who work more than 400 hours in a twelve-month period, the single-party Kaiser health benefit. Funds placed in escrow shall apply to providing such benefits to part-time employees.

Beginning July 1, 2024, the parties will meet to discuss potential alternative arrangements for part-time employees:

- Proportional sick leave accrual
- Caps in the number of hours worked, and
- Disciplinary process reform

### **Contracting Out**

Expand notification requirements for bargaining unit work which is proposed to be contracted out.

### **Housing**

The parties will meet about and discuss potential alternative arrangements/remedies for housing related issues, including:

- Providing mortgage/rent reduction benefits for employees who live in the City or are otherwise housing burdened (spend more than 30% of their disposable income on housing)
- Adding Social Housing and Permanent Supportive Housing units on City owned property, built under Project Labor Agreements and managed/maintained by LA City Coalition members – a portion of which would be set aside for LA City Coalition members, and
- Establishing a Housing Development Committee and appropriate staffing levels to address housing needs.

### **Union Rights**

Adjust language to ensure provision of membership information.

# MOU 8

1. Increase in overtime meal allowance from \$12.00 to \$24.00.
2. Improvement for the Uniform shoes/boots: increase in the cash allowance of \$300 per year to obtain shoes/boots required for the job and new language creating a consistent process for each department/division for employees to obtain uniform shoes/boots (removed optional voucher process).
3. Improved Joint-Labor Management Committee (JLMC) language requiring the establishment of a JLMC as needed and at the request of the Union or City.
4. Improved and expanded language for reimbursement of and time off for required Registrations, Certifications, and Licenses.
5. Increase in bonus for sludge, cesspool or raw sewage sample testing for Department of Public Works, Bureau of Sanitation from \$1.50 to \$3.00 per hour when assigned (Salary Note 5).
6. Extended the incentive for the CASp Certification for specific classifications to receive additional pensionable salary at the first premium level rate above the appropriate step for the position (Salary Note 17).
7. New Salary Note: Effective December 31, 2023, one (1) Chemist II (Class Code 7833-2) and one (1) Civil Engineering Associate II (Class Code 7246-2), assigned to work within the Bureau of Sanitation, Watershed Protection Division, Watershed Assessment Team & Emergency Response (W.A.T.E.R) Section who obtain and maintain a valid OSHA 40 hour HAZWOPER Certificate issued by the State of California shall be eligible to receive additional pensionable compensation of eighty dollars (\$80.00) biweekly.

**Congratulations! Now it's time to ensure we secure these benefits by voting YES on your official ballot.**

