

## LETTER OF AGREEMENT

### PAID SICK LEAVE FOR THE USE OF UNION HIRING HALL FOR TEMPORARY USE OF OPERATING ENGINEERS (MOU 62)

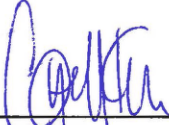
The City of Los Angeles and the International Union of Operating Engineers, Local 501, have entered into the following Agreement regarding paid sick leave for the period of July 1, 2015 through the operative date of Memorandum of Understanding for the Use of Union Hiring Hall for Temporary Use of Operating Engineers (MOU 62), Amendment No. 1.

1. Paid Sick Leave Credit – Upon the effective date of this Agreement, any bargaining unit member (unit member) who is employed by the City of Los Angeles as a member of MOU 62 and who was also employed as a member of this Unit between July 1, 2015 and the operative date of the paid sick leave provision in MOU 62, Amendment No. 1, shall be entitled to the following:
  - (a) A credit of 128 hours of paid sick leave for the period July 1, 2015 to June 30, 2017;
  - (b) For the period of July 1, 2017 to the operative date of MOU 62, Amendment No. 1, unit members shall accrue paid sick leave at a rate of one (1) hour for every 29 hours worked (overtime is not included); and,
  - (c) For the period of July 1, 2017 to the operative date of MOU 62, Amendment No. 1, unit members shall receive a one-time cash payment of 50% of the current salary rate at the date of payment of the existing balance of accrued sick leave over 128 hours. (The Parties agree that this 50% cash payment is considered full payment of any accrued sick leave above the 128 hours.)
2. Effective on the operative date of MOU 62, Amendment No. 1, paid sick leave for unit members in this Unit shall be implemented in accordance with Amendment No. 1.
3. The City is not required to provide compensation to a unit member for accrued paid sick days upon termination, resignation, retirement or other separation from employment.
4. If a unit member separated from City employment between July 1, 2015 and the operative date of MOU 62, Amendment No. 1 and was rehired by the City within one (1) year from the date of separation, any accrued paid sick leave shall be reinstated and administered in accordance with the aforementioned provisions of this Agreement.
5. Upon implementation of Sections 1 and 2 above, this Agreement will terminate.

Except for the Article amended herein, all other articles, provisions, and appendices of the 2014 MOU 62 shall remain in full force and effect during the term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Letter of Agreement the day, month and year written below.

FOR THE UNION:

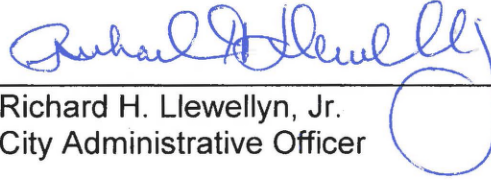


\_\_\_\_\_  
Gavin Koon  
Business Representative

11/26/2018

Date

FOR MANAGEMENT:



\_\_\_\_\_  
Richard H. Llewellyn, Jr.  
City Administrative Officer

11/27/18

Date