



RESOLUTION NO. _____

BOARD LETTER APPROVAL


BRADLEY J. HUDSON
Chief Administrative Officer – Corporate Services


DAVID H. WRIGHT
General Manager

DATE: February 28, 2019

SUBJECT: Approval of the Memorandum of Understanding for the Security Bargaining Unit Represented by the Service Employees International Union for the Term of October 1, 2017 through September 30, 2022

SUMMARY

Representatives from the Office of the City Administrative Officer, LADWP, and Service Employees International Union (SEIU) have reached agreement on the terms of the attached MOU for the period October 1, 2017 through September 30, 2022.

City Council approval is required in accordance with Charter Sections 219 and 373.

RECOMMENDATION

It is recommended that the Board of Water and Power Commissioners adopt the attached Resolution approving the benefits and recommending City Council approval of the salaries agreed to in the SEIU MOU for the period of October 1, 2017 through September 30, 2022.

ALTERNATIVES CONSIDERED

No alternatives were considered.

FINANCIAL INFORMATION

The fiscal impact associated with the proposed contract is approximately \$1.39 million for the period of October 1, 2017 through September 30, 2022, for direct costs, or \$2.34 million, including an estimated impact to overtime and the uniform/shoe allowance. Assumptions are based on Cost-of-Living Adjustments (COLA) of

2.9 percent based on the Consumer Price Index (CPI) and other identified miscellaneous new MOU provisions. Any additional funding needed to cover these estimated costs will be pursued through LADWP's budgetary re-estimation process.

BACKGROUND

The following is a summary of the MOU Amendments recommended for approval:

- 1) Five-year term from October 1, 2017, through September 30, 2022.
- 2) Effective October 1, 2017, Retroactive COLA payment of 3 percent.
- 3) Effective December 1, 2017, Retroactive COLA payment of 1.5 percent.
- 4) Effective October 1, 2018, Retroactive COLA payment of 2.9 percent.
- 5) Effective October 1, 2019, COLA based on CPI.*
- 6) Effective October 1, 2020, COLA based on CPI.*
- 7) Effective October 1, 2021, COLA based on CPI.*

*Salary ranges shall be increased by a percentage equal to the percentage increase in CPI for Urban Wage Earners and Clerical Workers as measured from August of the prior year to August of the current year for United States City Average (1982-84=100); however, provided that the CPI increases less than or equal to 2 percent, the salary ranges shall be increased by 2 percent, and if the CPI increases by 4 percent or more, the salary ranges shall be increased by 4 percent.

- 8) New Article – Annual Performance Evaluations/Career Development establishes annual performance evaluations for all employees to facilitate and promote employees continuous growth, development, and success.
- 9) Revised Article – Uniform/Shoe Allowance increases the uniform allowance for employees in this Unit from \$110.43 to \$150.00, monthly, retroactive to October 1, 2017.
- 10) Revised Article – Accumulated Overtime Accrual increases the allowable amount of overtime hours that can be banked from 40 hours to 80 hours.
- 11) New Article – Cash Out, effective July 1, 2019, allows an employee to elect to reduce the amount of overtime hours in their overtime bank by cashing out between 40 and 80 hours for a lump sum payment in the month of July. This election is available only once per year.
- 12) New Article – Non-Bidded Remote Locations provides meals and/or lodging to Lead Security Officers when assigned to a non-bidded remote location, which is

defined as 50 miles or more from the John Ferraro Building when daily return is prevented.

- 13) New Article 8.8 – Union Release Time establishes a process for an employee to be temporarily loaned to SEIU to work in furtherance of union business based on operational needs of LADWP. During the loan period, all salaries and benefits are fully reimbursed by SEIU. (Note: SEIU has the same agreement with other City departments.)
- 14) Revised Article – Accumulated Overtime. The Accumulated Overtime Log system is used to ensure equitable distribution of overtime. The Agreement to allow “call-offs” to count in the Accumulated Overtime Log system to be counted towards an employee’s worked or offered overtime hours. A “call off” is defined as an employee’s withdrawal or cancellation of working overtime after the employee has committed to working the overtime.

Miscellaneous Clean-Up and Clarification

- 15) Revised Article – Union Dues and Security adds language that codifies management’s obligation to provide certain contact information of new employees within 30 days of hire.
- 16) Revised Article – School and Childcare Activities adds language that codifies the provisions of the School Partnership Act. The Act allows an employee who is a parent, grandparent, or guardian up to take 40 hours of per calendar year to participate in child-related activities for their own child.
- 17) Revised Article – Non-Discrimination Clause updates the non-discrimination clause language to include all protective categories as defined by the City of Los Angeles and applicable State and Federal laws.
- 18) Revised Article – Use of Sick Time for Family Illness updates language to reflect expansion of definition of family illness per new legislation.
- 19) Revised Article – Contract Security clarifies that the previous agreement of use of contract security services of no more than 25 percent of budgeted positions is based on budgeted positions of this Unit, represented by SEIU.

ENVIRONMENTAL DETERMINATION

Determine item is exempt pursuant to California Environmental Quality Act (CEQA) Guidelines Section 15060 (c)(2). In accordance with this section, an activity is not subject to CEQA if it will not result in a direct or reasonably foreseeable indirect physical change in the environment. Providing security services for the Department will not result in any physical change in the environment. Therefore, this action is not subject to CEQA.

CITY ATTORNEY

The Office of the City Attorney reviewed and approved the Resolution and MOU as to form and legality.

ATTACHMENTS

- Resolution
- MOU