

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the 2018-21 successor Memoranda of Understanding (MOU) for the Coalition of City Unions.

Recommendations for Council action:

1. APPROVE the:
 - a. 20181-21 MOUs for bargaining units 3, 6, 7, 10, 11, 16, and 37, attached to the Council file.
 - b. Letters of Agreement as detailed in the August 5, 2019 City Administrative Officer (CAO) report and attached to the Council file.
2. AUTHORIZE the Controller and the CAO to correct any clerical errors or make necessary technical connections subsequent to City Council approval.

Fiscal Impact Statement: The CAO reports that the fiscal impact of the immediate and ongoing costs related to general salary increases for the Coalition and those associated with the "me too" language in affected civilian MOUs is \$185 million over the term of the contracts. In addition, the contracts include 281 proposed Special Adjustments with a total obligation of \$96.8 million during the contract term, the elimination of the healthcare contribution and the salary restructuring for MOUs 63 and 64 which will cost approximately \$165,000 annually, and a special adjustment for MOUs 8 and 17 to resolve an outstanding grievance from the outgoing contract with an ongoing annual cost of \$4.4 million plus a one-time \$6.6 million retroactive payment.

Community Impact Statement: None submitted.

Summary:

On August 7, 2019, your Committee considered an August 5, 2019 CAO report relative to the 2018-21 successor Memoranda of Understanding (MOU) for the Coalition of City Unions. According to the CAO, in accordance with Executive Employees Relations Committee instructions, agreement has been reached with the six employee organizations comprising the Coalition of Los Angeles City Unions (Coalition) on the implementation of successor MOUs for the 21 bargaining units. Specific to this Council file are the following MOUs:

MOU	Bargaining Unit Name	Employee Organization
3	Clerical and Support Services	
6	Librarians' Guild	
7	Recreation Assistants	
10	Professional Medical Services	American Federation of State, County and Municipal Employees (AFSCME)
11	Recreational	
16	Supervisory Librarian Librarians	

37 Executive Administrative
Assistants

All of the above MOUs were ratified by the bargaining unit members. The key provisions of the agreements establish parity with other Coalition bargaining units related to salary structure and the elimination of employee health care contributions. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations contained in the CAO report and the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



MEMBER VOTE

KORETZ: YES

SMITH: YES

PRICE: YES

ARL

8/7/19

-NOT OFFICIAL UNTIL COUNCIL ACTS-