

Communication from Public

Name:

Date Submitted: 05/18/2020 12:32 PM

Council File No: 20-0600

Comments for Public Posting: Honorable Mayor Garcetti, Council President Martinez, and Honorable Members of the Budget & Finance Committee: My name is Gina with SCOPE and a resident of West LA. Along with over 40 organizations and numerous individuals, I am requesting that funding for the Climate Emergency Mobilization Office (CEMO), the Climate Emergency Commission (CEC), and Community Assemblies be fully protected in the 2020-21 budget. We know you face difficult choices every day that impact the well-being of Angelenos, including how to manage a budget deficit provoked by pandemic-induced economic shutdown. We also appreciate your aspiration to be forward-thinking in your response, and your recognition that we will create a “new normal” when we finally get past this crisis rather than going back to the “old normal” we left behind. That “new normal” must include preparing our city for inevitable crises of the future -- both other pandemics predicted to be more common and the impacts of climate change, which in the long term could be more severe than COVID-19. With a genuine crisis of leadership at the federal level, LA has the opportunity to continue leading on climate by offering a model of deep democracy and bold vision for the rest of the country and the world. We support Councilmember Koretz’s motion (#20-0482) to classify as essential emergency services any efforts to reduce greenhouse gas and toxic emissions. Consistent with that, we look forward to working with the Mayor, the City Council President, and the Budget and Finance Committee to secure these funds. Thank you in advance for your time and consideration. Thank you!

Communication from Public

Name: Steven Belhumeur EAA
Date Submitted: 05/11/2020 08:51 AM
Council File No: 20-0600
Comments for Public Posting: See attached response from EAA



May 11, 2020

To: Honorable Members
Budget and Finance Committee
Los Angeles City Council
From: Steven E. Belhumeur, EAA Executive Director
Re: The Mayor's Proposed Budget FY 20/21

The Engineers and Architects Association (EAA), affiliated with the International Brotherhood of Electrical Workers (IBEW), is the exclusive representative of nearly 6,000 heroes working in Units 1, 19, 20, and 21. EAA members:

- Manage Emergency Shelter Operations
- Decontaminate COVID-19 exposed worksites
- Provide background Investigations and polygraph exams for LAPD recruits
- Collect and process revenue, conduct audits, and monitor tax compliance

This response is to express our opposition to imposing work schedule reductions on EAA members to balance the budget and the unilateral decision to transfer bargaining away from the CAO to the City Council.

In 2019, EAA negotiated landmark MOU's which acknowledged EAA's shared sacrifice during the great recession and this budget as proposed nearly wipes out every gain. Specifically, our members whom are nearing retirement will have their benefit permanently diminished.

We believe that the pandemic requires a quarterly approach to the budget, rather than an annual approach and that permanent, precedent setting actions should be avoided.

If the Council adopts the Mayor's budget as proposed, we would strongly urge management to delay the implementation of any furloughs until an agreement can be reached with EAA. Any agreement will include, at minimum, a start date and an end date and must be ratified by our membership.

Please find attached the Impacts of the Mayor's Proposed Budget on EAA and Alternatives.



IMPACTS OF THE MAYOR'S PROPOSED BUDGET FY 20/21

MOU IMPLEMENTATION ISSUES ARE LEFT UNRESOLVED

- | | |
|---|-----------------------|
| • Background Investigators II, III | CODE 1764 |
| • Polygraph Examiners II, III | CODE 2240 |
| • Paralegals II, III | CODE 0577-0, 0577-1 |
| • Transportation Investigators | CODE 4271 |
| • Environmental Compliance Inspector series | CODE 4292, 4293, 4289 |

Each classification provides a critical public service and the costs of resolution are minimal.

Recommendations:

Authorize Step 4 Placement for CODE 1764 (II and III)

Authorize Step 8 Placement for CODE 2240 (II and III)

Authorize Salary Range Adjustments for CODE 0577-0, 0577-1, as presented by EAA

Authorize COLA correction for CODE 4271, for 1/19/20

Continue Letter Of Intent (LOI) discussions for CODES 4292, 4293, and 4289

Recommit to the LOIs for Paid Parental Leave and Classification reviews

DIMINISHED RETIREMENT EARNINGS

Retirement eligible members whose salary is temporarily reduced will receive a permanently diminished benefit. EAA members volunteered for the ERIP to save younger workers, went years without COLA's, and paid higher healthcare costs than other workers until January 1, 2020 and have therefore earned an undiminished retirement benefit.

Recommendations: Allow EAA members to retire without any diminished retirement benefit.

VIOLATES THE TERMS OF EAA MOU'S – ARTICLE 5.1

MOU's 1, 19, 20, 21 each state in part: "Employees shall be compensated for 40 hours per week at the regular hourly rate for their class and pay grade".

EAA's position is that our agreements are Charter obligated to the General Fund and that any change is a mandatory subject of bargaining which must be ratified by EAA members.

Recommendations:

Do not unilaterally impose schedule reductions on EAA members.



ALTERNATIVES TO THE MAYOR'S PROPOSED BUDGET

TRANSPARENT COLLABORATION WITH LABOR

Recommendation: Establish a COVID-19 BUDGET TASK FORCE to meet quarterly with representatives of Labor. Include EERC, City Attorney, CAO, CLA, the Office of Finance, and LACERS to review economic indicators and recommend options to the Mayor and Council.

Benefit: Open and transparent communications between Labor and Management will be critical as the impacts of the pandemic become clear.

ALLOW AN UNDIMINISHED RETIREMENT FOR EAA MEMBERS

Recommendation: Allow employees to retire gracefully. Create a program like the LAWA SIP and use the salary savings to fill the budget gap.

Authorize the transfer of \$50M to civilian salaries to fund incentives for retirement eligible employees as defined by LACERS by January 31st, 2021.

Benefit: Eliminate the budget shortfall through retirement.

ENCOURAGE VOLUNTARY WORK SCHEDULE REDUCTIONS – ARTICLE 5.3

Recommendation: Call for all city employees to voluntarily reduce their work schedule for a pre-defined period ranging from 3 to 12 months according to the ability of each member.

Benefit: This example achieves a voluntary reduction of 50% in each quarter and allows other members who are near retirement or caring for vulnerable populations to keep working.

Workforce, % of	Voluntary Reduction	Pre-defined period
10%	26 Days	FY 20/21
15%	13 Days	FY 20 or FY 21
25%	7 Days	FY 20 (Q1 or Q2) or FY 21 (Q3 or Q4)

COMPENSATED TIME OFF (CTO)

Recommendation: Expand the use of CTO in FY 20/21 to defer salary costs to FY 21/22.

Benefit: Salary deferment to FY 21/22.

ELIMINATE ALL PROPOSED NEW PROGRAMS

Recommendation: Defer or eliminate all new programs proposed for FY 20/21.

Benefit: Avoid all new commitments until funding is restored to current commitments.