Date: January 29, 2021

To: The City Council

From: Richard H. Llewellyn, Jr., City Administrative Officer

Subject: 2018-2022 MEMORANDA OF UNDERSTANDING (MOUs) AMENDMENTS FOR SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) - MOUs 4, 8, 14, 15, 17 AND 18

RECOMMENDATION

The City Administrative Officer (CAO) recommends that the City Council:

1. Approve the attached 2018-2022 MOU amendments for bargaining units 4, 8, 14, 15, 17, and 18; and

2. Authorize the Controller and the CAO to correct any clerical errors in the MOU, or make necessary technical corrections subsequent to City Council approval.

SUMMARY

In accordance with Executive Employee Relations Committee instructions, agreement has been reached with the Coalition of Los Angeles City Unions (Coalition) on an extension to the 2018-2021 MOUs. The units represented by SEIU are a part of this tentative agreement. In a previous transmittal, the other Coalition MOUs were submitted to Council for approval. This transmittal contains amendments to the SEIU MOUs.

All of the MOU amendments were ratified by the bargaining unit members. The attached amendments include an 18-month extension of the MOU expiration date from June 30, 2021 to December 31, 2022. In addition to the key provisions listed below, these amendments include some unique terms for MOUs 4 and 8 to address salary compaction issues.

KEY PROVISIONS

- Term – July 1, 2018, through December 31, 2022.
- Salary Deferrals
  - The 2% salary adjustment scheduled for January 31, 2021, shall be deferred to June 19, 2022
  - The 2% salary adjustment scheduled for June 20, 2021, shall be deferred to June 19, 2022.
• Unpaid Days – In addition to the two previously agreed upon unpaid days (November 3, 2020 and April 2, 2021), two (2) additional unpaid days in Fiscal Year 2020/2021 shall be taken on February 12, 2021 and May 28, 2021.
• Furloughs - No furloughs will be implemented during Fiscal Year 2020/2021. Further, the parties agree to meet and confer on furloughs before implementation of furloughs in any other years during the term of this MOU.
• Layoffs - No layoffs will be implemented during Fiscal Year 2020/2021.
• Salary Reopener – Parties agree to reopen on salaries only no earlier than January 1, 2022.
• Maximum Accumulation of Overtime - During the term of this MOU, the maximum accumulation of overtime is increased to 240 hours.
• Personal Leave - Effective July 1, 2021, each unit member shall, in addition to all other compensatory time, receive up to 40 hours per calendar year as personal leave.

FISCAL IMPACT

Implementation of these contract extension amendments will result in savings of $56.26M in direct costs over FY 20/21 and 20/22 for the entire Coalition. This includes savings achieved from the deferral of raises as well as two unpaid days to be taken in FY 20/21.

There is an additional cost of $1.4M over the term of the contract extension associated with the salary adjustments to SEIU units to address compaction.