

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

CF# 19-0845

Date: April 28, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **2018-2022 MEMORANDA OF UNDERSTANDING (MOUs) FOR THE FOLLOWING BARGAINING UNITS OF THE COALITION OF CITY UNIONS - MOUs 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 36, 37, 62, 63, 64**

RECOMMENDATION

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

1. Approve the attached Tentative Agreement with labor organizations representing certain bargaining units (specified below) regarding the salary reopener provisions contained in the 2018-2022 Memoranda Of Understanding (MOUs); 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 February 2021, the City Council approved an agreement with six employee labor organizations representing the Coalition of City Unions (Coalition) to modify the terms and conditions contained in the 2018-2021 Memoranda Of Understanding (MOUs), including but not limited to, extension of the term of each MOU (through December 2022), deferral of scheduled base wage increases, and agreement to reopen each MOU on or after January 1, 2022, to engage in discussions exclusively about wages (Salary Reopener).

At the direction of the Executive Employee Relations Committee (EERC), this Office met with the Coalition from January through April 2022. In accordance with EERC instructions, a Tentative Agreement has been reached with the Coalition for all of the bargaining units bargaining units listed in Attachment A to this report.

As part of the February 2021 MOU amendment, each Coalition bargaining unit listed in Attachment A agreed to defer two base wage increases (two percent from January 2021 to June 2022 and two percent from June 2021 to June 2022), the value of which equals 4.77% of an annual base wage for each bargaining unit member. The proposed Tentative Agreement provides for a cash payment to each full time and half-time bargaining unit member in two

installments (the first in FY2021-22, the second in FY2022-23) equal to the 4.77% of an annual salary or \$1,000 to intermittent employees.

FISCAL IMPACT

The General Fund impact of the Salary Reopener Tentative Agreement will be a total of approximately \$55MM, separated into two equal amounts in FY2021-22 and FY2022-23.

MWS:MCB:PAG:0722127

Attachments