Date: March 30, 2018

To: The City Council

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

Subject: REVISED - AMENDMENTS TO THE MEMORANDUM OF UNDERSTANDING FOR THE EQUIPMENT OPERATION AND LABOR EMPLOYEES REPRESENTATION UNIT (MOU NO. 4)

Recommendations

It is recommended that the City Council:

1. Approve Amendments No. 2 and No. 3 (attached) to the Memorandum of Understanding (MOU) between the City of Los Angeles and the Service Employees International Unit, Local 721, for the Equipment Operation and Labor Employees representation unit (MOU No. 4).

2. Authorize the City Administrative Officer and the Controller to correct any clerical errors in the MOU, or, if approved by the City Attorney, any technical errors.

Summary

At its meeting of June 9, 2017, the Executive Employee Relations Committee (EERC) instructed the Office of the City Administrative Officer (CAO) to negotiate salary adjustments for the Vocational Worker classification. The starting salary for Vocational Workers was authorized at $13.32 per hour. However, with the creation of the Targeted Local Hire Program (TLHP), the trainee in this same classification makes at least $15.00 per hour, thereby creating a disparity within the job classification. Amendment No. 2 to the MOU corrects the salary disparity that was created between Vocational Workers hired through the TLHP and traditional hiring, ensuring that employees hired outside of the TLHP will receive a salary of at least $15 per hour.

Amendment No. 3 to the MOU allows for certain classifications employed in the Solid Resources Processing and Construction Division (SRPCD) at the Bureau of Sanitation (SAN) to receive an annual uniform allowance for five sets of clothing. These uniforms are now required by SAN for approximately 37 SRPCD employees who work with trash, contaminants, and/or soil, and have daily interactions with the general public. The uniform allowance will also include a $35 biweekly allowance for cleaning, maintaining, and replacing such uniforms.
Fiscal Impact

Amendment No. 2 affects approximately 70 full-time and 43 part-time employees currently employed in the Vocational Worker classification at a salary rate less than $15 per hour. Increasing the salaries of these employees to at least $15 per hour will have an annual General Fund impact of approximately $300,000.

Amendment No. 3 allows for the annual issuance of five sets of uniforms and a biweekly maintenance fee at $1,475 per employee. The total annual cost for 37 employees will be approximately $54,600 per year. There is no General Fund impact as funding will be provided by the Solid Waste Resource Revenue Fund.

RHL:MHA:JDS:0718050

Attachments
AMENDMENT NO. 2

MEMORANDUM OF UNDERSTANDING NO. 4
REGARDING THE EQUIPMENT OPERATION AND LABOR EMPLOYEES
REPRESENTATION UNIT
(MOU 04)

This AMENDMENT NO. 2 to the 2015-2018 Equipment Operation and Labor Employees Representation Unit Memorandum of Understanding No. 4 is made and entered into this 30th day of MARCH, 2018.

BY AND BETWEEN THE

CITY OF LOS ANGELES

AND THE

SERVICE EMPLOYEES INTERNATIONAL UNIT, LOCAL 721

JULY 1, 2015 – JUNE 30, 2018
Amend the following class and salaries as indicated below:

**Appendix B – Salaries Operative on December 13, 2015**

<table>
<thead>
<tr>
<th>CLASS CODE</th>
<th>TITLE</th>
<th>RANGE #</th>
<th>SALARY RANGE/RATE (RANGE STEPS 2 – 11*)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3113-1</td>
<td>Vocational Worker I</td>
<td>1044 (11)</td>
<td>$31,842 - $31,842</td>
</tr>
<tr>
<td>3113-2</td>
<td>Vocational Worker II</td>
<td>1159 (8)</td>
<td>$32,614 - $35,370</td>
</tr>
</tbody>
</table>

**Appendix C – Salaries Operative on June 25, 2017**

<table>
<thead>
<tr>
<th>CLASS CODE</th>
<th>TITLE</th>
<th>RANGE #</th>
<th>SALARY RANGE/RATE (RANGE STEPS 2 – 11*)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3113-1</td>
<td>Vocational Worker I</td>
<td>1064 (10)</td>
<td>$31,633 - $32,489</td>
</tr>
<tr>
<td>3113-2</td>
<td>Vocational Worker II</td>
<td>1182 (7)</td>
<td>$31,507 - $36,080</td>
</tr>
</tbody>
</table>

**Appendix D – Salaries Operative on January 7, 2018**

<table>
<thead>
<tr>
<th>CLASS CODE</th>
<th>TITLE</th>
<th>RANGE #</th>
<th>SALARY RANGE/RATE (RANGE STEPS 2 – 11*)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3113-1</td>
<td>Vocational Worker I</td>
<td>1064 (10)</td>
<td>$31,633 - $33,387</td>
</tr>
<tr>
<td>3113-2</td>
<td>Vocational Worker II</td>
<td>1182 (7)</td>
<td>$31,507 - $37,082</td>
</tr>
</tbody>
</table>
Except for the Articles and Appendices specifically amended herein, all other Appendices, Articles and/or provisions of the 2015-2018 MOU No. 4 shall remain in full force and effect during the term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representative to execute this Amendment No. 2 to MOU No. 4, the day, month and year written below.

FOR THE UNION:

[Signature]
David Sanders
Regional Director
Service Employees International Union

01/11/2016
Date

FOR MANAGEMENT:

[Signature]
Richard H. Llewellyn, Jr.
Interim City Administrative Officer

3/30/19
Date

APPROVED AS TO FORM:

[Signature]
Office of the City Attorney

1/16/18
Date
AMENDMENT NO. 3

MEMORANDUM OF UNDERSTANDING NO. 4
REGARDING THE EQUIPMENT OPERATION AND LABOR EMPLOYEES
REPRESENTATION UNIT
(MOU 04)

This AMENDMENT NO. 3 to the 2015-2018 Equipment Operation and Labor Employees Representation Unit Memorandum of Understanding No. 4 is made and entered into this 30TH day of MARCH, 2018

BY AND BETWEEN THE

CITY OF LOS ANGELES

AND THE

SERVICE EMPLOYEES INTERNATIONAL UNIT, LOCAL 721

JULY 1, 2015 – JUNE 30, 2018
ARTICLE 6.4 - UNIFORM AND MAINTENANCE ALLOWANCES

Add Letter U to this Article to read in its entirety:

Full-time employees in the classes of Maintenance Assistant, Code 3108, Maintenance Laborer, Code 3112 and 3112-6; Refuse Collection Truck Operator, Code 3580-1 and 3580-2; Equipment Operator, Code 3525-6; Gardener Caretaker, Code 3141; Senior Gardener, Code 3143; Maintenance and Construction Helper, Code 3115-6; or Heavy Duty Truck Operator, Code 3584-6; assigned to the Solid Resources Processing and Construction Division, Bureau of Sanitation, shall receive five (5) sets of uniforms each year during the term of this MOU. These employees shall receive a thirty-five dollar ($35) biweekly allowance for cleaning, maintaining, and replacing such uniforms effective January 1, 2017, or the first pay period after receipt of their uniforms, whichever date is later.
Except for the Articles and Appendices specifically amended herein, all other Appendices, Articles, and/or provisions of the 2015-2018 MOU No. 04 shall remain in full force and effect during the term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representative to execute this Amendment No. 3 to MOU No. 04 the day, month, and year written below.

FOR THE UNION:

David Sanders  
Regional Director  
Service Employees International Union  

Date  

FOR MANAGEMENT:

Richard H. Llewellyn, Jr.  
Interim City Administrative Officer  

Date  

APPROVED AS TO FORM:

Paula Ryan  
Office of the City Attorney  

Date