

AMENDMENT NO. 1

**MEMORANDUM OF UNDERSTANDING NO. 14
REGARDING THE
SERVICE AND CRAFTS REPRESENTATION UNIT**

**This AMENDMENT NO. 1 to the Service and Crafts Representation Unit
Memorandum of Understanding No. 14 is made and entered into
This 2nd of February, 2021**

BY AND BETWEEN THE

CITY OF LOS ANGELES

AND THE

SERVICE EMPLOYEES INTERNATIONAL UNIT, LOCAL 721

JULY 1, 2018 – DECEMBER 31, 2022

AMENDMENT NO. 1

SERVICE AND CRAFTS REPRESENTATION UNIT (MOU 14)

Effective the first full pay period following City Council adoption, the following Articles, provisions, and Appendices are amended as follows, except where a specific effective date is cited:

ARTICLE 1.5 TERM

Article 1.5(A) is amended in its entirety as follows:

The term of this MOU shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 1.3, Implementation of Memorandum of Understanding, are fully met. In no event shall this MOU become effective prior to 12:01 a.m. on July 1, 2018. This MOU shall expire and otherwise be fully terminated at 11:59 p.m. on December 31, 2022.

All other provisions of Article 1.5 remain unchanged.

ARTICLE 2.3 PAYROLL DEDUCTION AND DUES

Article 2.3 is amended in its entirety as follows:

The following provisions shall apply to employees in classifications listed in the Appendices herein.

A. DUES

1. a. Payroll deductions as may be properly requested and lawfully permitted will be deducted by the Controller biweekly, in twenty-four (24) increments annually from the salary of each employee in the Unit where the Association identifies in writing to the Controller those individuals from whom Union-related deduction(s) should be lawfully taken. Said payroll deductions shall not be assessed in any biweekly pay period in which the affected employee is not paid a minimum of twenty (20) hours. Such amounts shall be determined by the Union and implemented by Management in the first payroll period which starts thirty (30) calendar days after written notice of the new amount from the Union is received by the Controller.
- b. Employees who are on an unpaid leave of absence or otherwise on inactive status due to lack of scheduled hours shall not have dues deducted during that period.
2. Notwithstanding any provisions of LAAC Section 4.203 to the contrary, during the term of this MOU, payroll deductions requested by employees in this Unit

for the purpose of becoming a member and/or to obtain benefits offered by any qualified organization other than the Association will not be accepted by the Controller. For the purpose of this provision, "qualified organization" means any organization of employees whose responsibility or goal is to represent employees in the City's meet and confer process.

3. Under current California law, the City has no input or control over the procedure for termination of union dues taken as payroll deductions from employees subject to this MOU, nor any legal ability to stop such deductions without the specific authorization of the Union. All procedures for termination of dues deductions are the Union's unilateral dues termination procedures; the City's sole obligation is to process such dues cancellations received from the Union pursuant to this subsection, subject to any future court decisions applicable to dues termination procedures. Any employee in the Unit may terminate such Union dues pursuant to procedures established by and administered solely by the Union. The Union will provide the City the appropriate documentation to process these membership dues cancellations. Employees with any questions relating to union membership dues shall direct those questions to the Union.

B. MANAGEMENT RESPONSIBILITIES

1. The Controller shall cause the amount of the dues or other proper deductions to be deducted from twenty-four (24) biweekly payroll checks of each employee in this Unit as specified by Union under the terms contained herein. "Dues" shall be the result of Union certification that it has and will maintain an authorization signed by the individual employee from whose salary or wages the deductions are to be made, provided in the form of a list by the Union to the City.
 - a. Remittance of the aggregate amount of all dues and other proper deductions taken from the salaries of employees covered hereunder shall be made to the Association by the Controller within thirty (30) working days after the conclusion of the month in which said dues and/or the deduction(s) were taken.
 - b. A fee of nine cents (\$.09) for the processing of each such deduction shall be assessed by the Controller for the processing of each payroll deduction taken. The Controller will deduct the aggregate amount of said fees on a biweekly basis.
2. The Controller shall also apply this provision to every permanent employee who, following the operative date of this Article, becomes a member of this Unit, within sixty (60) calendar days of such reassignment or transfer.
3. Management will provide the Union with Unit membership information pursuant to the Unit Membership List Article of this MOU.

4. The Controller shall notify the Union within sixty (60) calendar days of any employee who, because of a change in employment status, is no longer a member of the Unit or subject to the provisions of this Article.

C. UNION RESPONSIBILITIES

Except for claims resulting from errors caused by defective City equipment, the Union agrees to indemnify and hold harmless the City for any loss or damage arising from the operation of this Article.

D. CALIFORNIA GOVERNMENT CODE SECTION 1159 (a-b)

Existing California Government Code Section 1159 (a-b) states:

“(a) The Controller, a public employer, an employee organization, or any of their employees or agents, shall not be liable for, and shall have a complete defense to, any claims or actions under the law of this state for requiring, deducting, receiving, or retaining agency or fair share fees from public employees, and current or former public employees shall not have standing to pursue these claims or actions, if the fees were permitted at the time under the laws of this state then in force and paid, through payroll deduction or otherwise, prior to June 27, 2018.”

“(b) This section shall apply to claims and actions pending on its effective date, as well as to claims and actions filed on or after that date.”

ARTICLE 5.1 OVERTIME

Article 5.1(F) is amended to reflect negotiated changes to the maximum accumulation of overtime as follows:

However, during the term of this MOU, the maximum accumulation of overtime is increased to 240 hours.

All other provisions of Article 5.1 remain unchanged.

ARTICLE 5.10 SALARIES

1. Article 5.10 is amended to reflect negotiated changes to Salary Appendices as follows:

Appendix E – June 19, 2022

Appendix F – June 19, 2022

2. Article 5.10 (B) is amended to reflect negotiated changes to salary adjustments as follows:

- A. Effective June 19, 2022, the base hourly wages for all Unit employees shall be increased by 2.0%.
- B. Effective June 19, 2022, the base hourly wages for all Unit employees shall be increased by 2.0%.

All other provisions of Article 5.10 remain unchanged.

PERSONAL LEAVE

Effective February 28, 2021, amend this MOU by adding a Personal Leave Article as follows:

Effective February 28, 2021, each full-time unit member shall, in addition to all other compensatory time, receive 40 hours per calendar year as personal leave. Personal leave is defined as any event requiring a member's immediate attention. Personal leave shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost. Personal leave may be taken in one (1) hour increments. No employee shall be entitled to personal leave until the employee has completed six (6) months of satisfactory service. Under no circumstances shall such time be compensated in cash upon separating from City service, retirement, transfer to another bargaining unit, or any other reason.

Effective February 28, 2021, for calendar year 2021 only, each part-time unit member shall, in addition to all other compensatory time, receive personal leave as listed below. All other terms and conditions as provided for full-time employees are applicable.

- Civil Service half-time - 20 hours
- Exempt half-time - 10 hours
- Intermittent - 5 hours

Effective calendar year 2022, each part-time unit member shall, in addition to all other compensatory time, accrue personal leave based on hours worked in the prior calendar year not to exceed 40 hours in a calendar year. All other terms and conditions as provided for full-time employees are applicable.

Except for the Articles and provisions amended herein, all other Articles, provisions, and Appendices of the 2018-2022 MOU 14 shall remain in full force and effect during the July 1, 2018 – December 31, 2022 term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment NO. 1 to the 2018-2022 MOU No. 14 the day, month, and year written below.

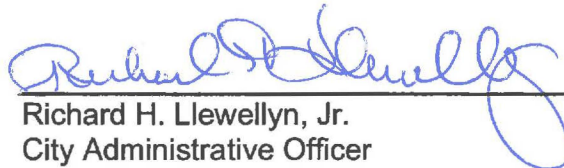
FOR THE UNION:



David Sanders, Regional Director
Service Employees International Union,
Local 721

2/1/2021
Date

FOR THE CITY:



Richard H. Llewellyn, Jr.
City Administrative Officer

2/1/21
Date

Approved as to Form and Legality:



Office of the City Attorney

February 2, 2021
Date

MOU 14
Appendix E
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2619	2	\$ 56,188	--	12	\$ 82,141
7511-0	Assistant Electrical Tester	2233	2	\$ 47,898	--	12	\$ 70,052
3704-5	Auto Body Builder and Repairer						\$3345.60/BW
3704-6	Auto Body Builder and Repairer						\$3620.00/BW
3707-5	Auto Electrician						\$3345.60/BW
3707-6	Auto Electrician						\$3620.00/BW
3721-5	Auto Painter						\$3345.60/BW
3721-6	Auto Painter						\$3620.00/BW
3725-0	Battery Technician						\$3251.20/BW
1485-1	Bindery Equipment Operator I	2926	6	\$ 73,873	--	12	\$ 91,788
1485-2	Bindery Equipment Operator II	3264	2	\$ 70,031	--	12	\$ 102,374
1497-0	Bindery Worker	2000	2	\$ 42,908	--	12	\$ 62,723
3733-0	Blacksmith						\$3539.20/BW
3733-H	Blacksmith - Harbor						\$3608.80/BW
1491-0	Book Repairer	1622	2	\$ 34,806	--	12	\$ 50,842
1491-9	Book Repairer	1320	2	\$ 28,313	--	12	\$ 41,425
3333-1	Building Repairer I	2233	2	\$ 47,898	--	12	\$ 70,052
3333-2	Building Repairer II	2413	2	\$ 51,761	--	12	\$ 75,669
3139-0	Camp Repairer	2149	2	\$ 46,103	--	12	\$ 67,421
3351-0	Cement Finisher Worker	2342	2	\$ 50,237	--	12	\$ 73,476
3802-0	Communications Cable Worker	3080	2	\$ 66,085	--	12	\$ 96,590
3541-0	Construction Equipment Services Worker	2149	2	\$ 46,103	--	12	\$ 67,421
3541-6	Construction Equipment Services Worker	2333	2	\$ 50,049	--	12	\$ 73,184
1493-0	Duplicating Machine Operator	2362	2	\$ 50,675	--	12	\$ 74,103
7514-0	Electrcal Equipment Tester	3264	6	\$ 82,413	--	12	\$ 102,374
7513-0	Electrcal Tester	3264	6	\$ 82,413	--	12	\$ 102,374
3711-0	Equipment Mechanic						\$3251.20/BW
3711-5	Equipment Mechanic						\$3345.60/BW
3711-6	Equipment Mechanic						\$3620.00/BW
3711-H	Equipment Mechanic - Harbor						\$3379.20/BW
3352-1	Floor Finisher I	2478	6	\$ 62,556	--	12	\$ 77,736
3352-2	Floor Finisher II	2631	2	\$ 56,438	--	12	\$ 82,538
2442-0	Gallery Attendant	1794	2	\$ 38,481	--	12	\$ 56,292
3538-0	Garage Assistant	1932	1	\$ 40,340	--	12	\$ 60,614
3531-0	Garage Attendant	1932	2	\$ 41,446	--	12	\$ 60,614

MOU 14
Appendix E
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3531-6	Garage Attendant	2082	2	\$ 44,662	--	12	\$ 65,312
3743-0	Heavy Duty Equipment Mechanic						\$3646.40/BW
3743-6	Heavy Duty Equipment Mechanic						\$3943.20/BW
3742-0	Helicopter Mechanic						\$3968.80/BW
3763-0	Machinist						\$3539.20/BW
3763-6	Machinist						\$3832.80/BW
3763-H	Machinist - Harbor						\$4178.40/BW
3771-0	Mechanic Helper	2100	2	\$ 45,059	--	12	\$ 65,897
3771-6	Mechanic Helper	2287	2	\$ 49,068	--	12	\$ 71,743
3413-0	Microfilm Camera Repair	2233	2	\$ 47,898	--	12	\$ 70,052
6220-0	Observatory Mechanic						\$3539.20/BW
3414-0	Office Equipment and Machince Repairer	2342	2	\$ 50,237	--	12	\$ 73,476
3738-0	Parking Meter Technician	2378	2	\$ 51,009	--	12	\$ 74,625
1481-1	Pre-Press Operator I	2926	6	\$ 73,873	--	12	\$ 91,788
1481-2	Pre-Press Operator II	3264	2	\$ 70,031	--	12	\$ 102,374
1489-0	Print Shop Trainee	2362	2	\$ 50,675	--	12	\$ 74,103
1494-1	Printing Press Oper I	2926	6	\$ 73,873	--	12	\$ 91,788
1494-2	Printing Press Oper II	3264	2	\$ 70,031	--	12	\$ 102,374
1500-0	Senior Dupliating Machine Operator	2517	2	\$ 53,995	--	12	\$ 78,905
7516-0	Senior Electrcl Equipment Testr	3660	6	\$ 92,373	--	12	\$ 114,777
3712-0	Senior Equipment Mechanic						\$3444.00/BW
3712-5	Senior Equipment Mechanic						\$3539.20/BW
3712-6	Senior Equipment Mechanic						\$3833.60/BW
3745-0	Senior Heavy Duty Equipment Mechanic						\$3848.00/BW
3797-0	Senior Welder						\$3190.40/BW
1835-1	Storekeeper I	2277	2	\$ 48,859	--	12	\$ 71,451
1835-2	Storekeeper II	2333	2	\$ 50,049	--	12	\$ 73,184
1835-M	Storekeeper M	2538	2	\$ 54,455	--	12	\$ 79,636
0710-A	Theater Technician A						\$16.18/HR
0710-B	Theater Technician B						\$18.88/HR
0710-C	Theater Technician C						\$21.57/HR
3727-0	Tire Repairer	2149	6	\$ 54,288	--	12	\$ 67,421
3727-6	Tire Repairer	2333	6	\$ 58,881	--	12	\$ 73,184
3723-0	Upholsterer						\$3263.20/BW
3723-5	Upholsterer						\$3345.60/BW

MOU 14
Appendix E
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY	STEP	SALARY		
3590-0	Vehicle Maintenance Coordinator	2287	2	\$ 49,068	--	12	\$ 71,743	
3113-D	Vocational Worker Garage Attendant	1932	1	\$ 40,340	--	12	\$ 60,614	
3113-F	Vocational Worker Warehouse and Toolroom	1996	1	\$ 41,676	--	12	\$ 62,577	
1832-G	Warehouse and Toolroom Worker G	2148	2	\$ 46,082	--	12	\$ 67,358	
1832-1	Warehouse and Toolroom Worker I	1996	2	\$ 42,824	--	12	\$ 62,577	
1832-2	Warehouse and Toolroom Worker II	2089	2	\$ 44,808	--	12	\$ 65,521	
3796-0	Welder						\$3539.20/BW	
3796-5	Welder						\$3630.40/BW	
3796-6	Welder						\$3833.60/BW	
3796-9	Welder						\$3654.40/BW	
3796-H	Welder - Harbor						\$3608.80/BW	

MOU 14
Appendix F
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3808-0	Assistant Communication Cable Worker	2673	2	\$ 57,357	--	12	\$ 83,791
7511-0	Assistant Electrical Tester	2277	2	\$ 48,859	--	12	\$ 71,451
3704-5	Auto Body Builder and Repairer						\$3412.80/BW
3704-6	Auto Body Builder and Repairer						\$3692.80/BW
3707-5	Auto Electrician						\$3412.80/BW
3707-6	Auto Electrician						\$3692.80/BW
3721-5	Auto Painter						\$3412.80/BW
3721-6	Auto Painter						\$3692.80/BW
3725-0	Battery Technician						\$3316.00/BW
1485-1	Bindery Equipment Operator I	2985	6	\$ 75,376	--	12	\$ 93,625
1485-2	Bindery Equipment Operator II	3329	2	\$ 71,430	--	12	\$ 104,420
1497-0	Bindery Worker	2040	2	\$ 43,764	--	12	\$ 63,997
3733-0	Blacksmith						\$3609.60/BW
3733-H	Blacksmith - Harbor						\$3680.80/BW
1491-0	Book Repairer	1654	2	\$ 35,475	--	12	\$ 51,907
1491-9	Book Repairer	1348	2	\$ 28,918	--	12	\$ 42,261
3333-1	Building Repairer I	2277	2	\$ 48,859	--	12	\$ 71,451
3333-2	Building Repairer II	2461	2	\$ 52,805	--	12	\$ 77,172
3139-0	Camp Repairer	2194	2	\$ 47,063	--	12	\$ 68,778
3351-0	Cement Finisher Worker	2390	2	\$ 51,281	--	12	\$ 75,000
3802-0	Communications Cable Worker	3141	2	\$ 67,379	--	12	\$ 98,532
3541-0	Construction Equipmenet Services Worker	2194	2	\$ 47,063	--	12	\$ 68,778
3541-6	Construction Equipmenet Services Worker	2379	2	\$ 51,030	--	12	\$ 74,646
1493-0	Duplicating Machine Operator	2410	2	\$ 51,698	--	12	\$ 75,585
7514-0	Electrcal Equipment Tester	3329	6	\$ 84,062	--	12	\$ 104,420
7513-0	Electrcal Tester	3329	6	\$ 84,062	--	12	\$ 104,420
3711-0	Equipment Mechanic						\$3316.00/BW
3711-5	Equipment Mechanic						\$3412.80/BW
3711-6	Equipment Mechanic						\$3692.80/BW
3711-H	Equipment Mechanic - Harbor						\$3446.40/BW
3352-1	Floor Finisher I	2527	6	\$ 63,809	--	12	\$ 79,281
3352-2	Floor Finisher II	2684	2	\$ 57,587	--	12	\$ 84,188
2442-0	Gallery Attendant	1830	2	\$ 39,254	--	12	\$ 57,420
3538-0	Garage Assistant	1972	1	\$ 41,175	--	12	\$ 61,846
3531-0	Garage Attendant	1972	2	\$ 42,302	--	12	\$ 61,846

MOU 14
Appendix F
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION				
			STARTING		MAXIMUM		
			STEP	SALARY	STEP	SALARY	
3531-6	Garage Attendant	2126	2	\$ 45,601	--	12	\$ 66,690
3743-0	Heavy Duty Equipment Mechanic						\$3719.20/BW
3743-6	Heavy Duty Equipment Mechanic						\$4022.40/BW
3742-0	Helicopter Mechanic						\$4048.00/BW
3763-0	Machinist						\$3609.60/BW
3763-6	Machinist						\$3909.60/BW
3763-H	Machinist - Harbor						\$4261.60/BW
3771-0	Mechanic Helper	2144	2	\$ 45,998	--	12	\$ 67,275
3771-6	Mechanic Helper	2333	2	\$ 50,049	--	12	\$ 73,184
3413-0	Microfilm Camera Repair	2277	2	\$ 48,859	--	12	\$ 71,451
6220-0	Observatory Mechanic						\$3609.60/BW
3414-0	Office Equipment and Machince Repairer	2390	2	\$ 51,281	--	12	\$ 75,000
3738-0	Parking Meter Technician	2427	2	\$ 52,074	--	12	\$ 76,107
1481-1	Pre-Press Operator I	2985	6	\$ 75,376	--	12	\$ 93,625
1481-2	Pre-Press Operator II	3329	2	\$ 71,430	--	12	\$ 104,420
1489-0	Print Shop Trainee	2410	2	\$ 51,698	--	12	\$ 75,585
1494-1	Printing Press Oper I	2985	6	\$ 75,376	--	12	\$ 93,625
1494-2	Printing Press Oper II	3329	2	\$ 71,430	--	12	\$ 104,420
1500-0	Senior Dupliating Machine Operator	2567	2	\$ 55,081	--	12	\$ 80,513
7516-0	Senior Electrcl Equipment Testr	3732	6	\$ 94,231	--	12	\$ 117,074
3712-0	Senior Equipment Mechanic						\$3512.80/BW
3712-5	Senior Equipment Mechanic						\$3609.60/BW
3712-6	Senior Equipment Mechanic						\$3910.40/BW
3745-0	Senior Heavy Duty Equipment Mechanic						\$3924.80/BW
3797-0	Senior Welder						\$3254.40/BW
1835-1	Storekeeper I	2324	2	\$ 49,861	--	12	\$ 72,871
1835-2	Storekeeper II	2379	2	\$ 51,030	--	12	\$ 74,646
1835-M	Storekeeper M	2591	2	\$ 55,582	--	12	\$ 81,223
0710-A	Theater Technician A						\$16.5/HR
0710-B	Theater Technician B						\$19.26/HR
0710-C	Theater Technician C						\$22/HR
3727-0	Tire Repairer	2194	6	\$ 55,373	--	12	\$ 68,778
3727-6	Tire Repairer	2379	6	\$ 60,071	--	12	\$ 74,646
3723-0	Upholsterer						\$3328.80/BW
3723-5	Upholsterer						\$3412.80/BW

MOU 14
Appendix F
Operative on June 19, 2022

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION					
			STARTING			MAXIMUM		
			STEP	SALARY	STEP	SALARY		
3590-0	Vehicle Maintenance Coordinator	2333	2	\$ 50,049	--	12	\$ 73,184	
3113-D	Vocational Worker Garage Attendant	1972	1	\$ 41,175	--	12	\$ 61,846	
3113-F	Vocational Worker Warehouse and Toolroom	2036	1	\$ 42,511	--	12	\$ 63,892	
1832-G	Warehouse and Toolroom Worker G	2191	2	\$ 47,000	--	12	\$ 68,716	
1832-1	Warehouse and Toolroom Worker I	2036	2	\$ 43,680	--	12	\$ 63,892	
1832-2	Warehouse and Toolroom Worker II	2131	2	\$ 45,727	--	12	\$ 66,857	
3796-0	Welder						\$3609.60/BW	
3796-5	Welder						\$3703.20/BW	
3796-6	Welder						\$3910.40/BW	
3796-9	Welder						\$3727.20/BW	
3796-H	Welder - Harbor						\$3680.80/BW	

LETTER OF AGREEMENT

2018-2022 MEMORANDUM OF UNDERSTANDING NO. 14

CONTRACT EXTENSION AMENDMENTS

This Letter of Agreement (LOA) is made and entered into by and between the City of Los Angeles ("City") and the Service Employees International Union (SEIU), Local 721 for Memorandum of Understanding (MOU) No. 14 Service and Crafts Representation Unit (Unit). The parties agree to the following LOA provisions:

1. AMENDED MOU TERM – The term of this MOU is July 1, 2018, through December 31, 2022.
2. 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.
3. LAYOFFS – No layoffs will be implemented during Fiscal Year 2020/2021.
4. MAXIMUM ACCUMULATION OF OVERTIME – During the term of this MOU, the maximum accumulation of overtime is increased to 240 hours.
5. PERSONAL LEAVE – Effective February 28, 2021, each full-time unit member shall, in addition to all other compensatory time, receive 40 hours per calendar year as personal leave. Personal leave is defined as any event requiring a member's immediate attention. Personal leave shall only be taken in the calendar year in which it is credited and, if not taken, such time shall be deemed waived and lost. Personal leave may be taken in one (1) hour increments. No employee shall be entitled to personal leave until the employee has completed six (6) months of satisfactory service. Under no circumstances shall such time be compensated in cash upon separating from City service, retirement, transfer to another bargaining unit, or any other reason.

Effective February 28, 2021, for calendar year 2021 only, each part-time unit member shall, in addition to all other compensatory time, receive personal leave as listed below. All other terms and conditions as provided for full-time employees are applicable.

Civil Service half-time - 20 hours

Exempt half-time - 10 hours

Intermittent - 5 hours

Effective calendar year 2022, each part-time unit member shall, in addition to all other compensatory time, accrue personal leave based on hours worked in the

prior calendar year not to exceed 40 hours in a calendar year. All other terms and conditions as provided for full-time employees are applicable.

6. SALARY DEFERRALS – The amended Salary Adjustment effective dates are as follows:
 - A. The 2% salary adjustment scheduled for January 31, 2021, shall be deferred to June 19, 2022, as reflected in Appendix E.
 - B. The 2% salary adjustment scheduled for June 20, 2021, shall be deferred to June 19, 2022, as reflected in Appendix F.
7. TECHNICAL CORRECTIONS – The parties agree that all resolved technical corrections and clean up language has been incorporated in this MOU.
8. UNPAID DAYS – Notwithstanding two (2) 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 as follows:
 - A. On Friday, February 12, 2021, all employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations.
 - B. On Friday May 28, 2021, all employees will take an unpaid day. In operations where minimum staffing levels must be maintained, employees will be paid for hours worked in accordance with FLSA regulations.
9. WAGE REOPENER – The parties agree to reopen negotiations to meet and confer on wages only no earlier than January 1, 2022.

LETTER OF AGREEMENT

2018-2022 MEMORANDUM OF UNDERSTANDING NO. 14

CONTRACT EXTENSION AMENDMENTS

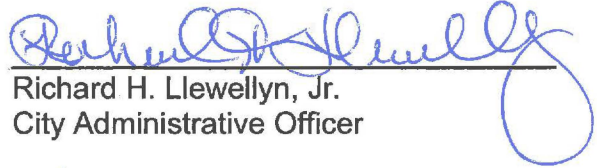
FOR SEIU, LOCAL 721:



David Sanders
Regional Director

2/1/21
Date

FOR THE CITY:



Richard H. Llewellyn, Jr.
City Administrative Officer

2/1/21
Date

Approved as to Form and Legality:


Office of the City Attorney

February 2, 2021
Date