**SUMMARY OF AFSCME LOCAL 3090 ONLY, TENTATIVE AGREEMENT**

**These items are in addition to the LA City Coalition of Unions summary**

******WE GOT OUR SECOND FLOATING HOLIDAY!!!!******

**Travel Allowance** –

INCREASE - from $5.00 to $6.00 each day when an employee is required to do both report to a temporary job site and drive to another jobs site, in the same day.

**Uniforms** -

Airport Guides & General Services - Delivery Drivers– INCREASE - boot allowance to $200

Recreation and Parks, CIR – NEW -uniform allowance $17.50 per pay period

– INCREASE – uniform allowance to $35 per pay period for:

General Services - Delivery Drivers, LAWA - Airport Guides, LAPD - CIR’s and Police Service Representatives

- INCREASE – uniform allowance Park Services Attendants (El Pueblo only) – to 44 cents per hour for costumes including slacks
- INCREASE – uniform allowance Asst. Park Services Attendants (all other departments) doubled to 22 cents per hour

NEW – **ANNUAL** Uniform Allowance for PSR’s $275 **per year**.

NEW – Harbor Department – Port Police Dispatcher uniform allowance $30 per pay period

**Library Department – more than one-night assignment, same week** – Include Messenger Clerks, and Targeted Local Hire employees

**Computer Vision Care** – The city agrees to continue to pay the sum of $83,000 each fiscal year for the computer optical plan

**School Activity Leave** – Fought back restrictive language for half-time workers. Added employee who is a step-parent, foster parent or a person in loco parentis of a child as young as licensed child care provider verifiable school activity.

**Career Development Funds** - $120,000 for union-sponsored training

**NEW LANGUAGE**

**Joint Labor, Management Committee - Library Department** – Management agrees that Local 3090 shall be included at the JLMC-H&S bi-monthly meetings. Local 3090 will have 3 seats, (the president plus 2 members of the unions’ choosing) at the meetings on city time.

**LEAD PAY ASSIGNMENT**

Whenever an employee in a non-supervisory classification is designated and assigned by management to act as lead over another employee in a non-supervisory classification for over 50% of the employee’s work shift, the employee shall receive additional compensation at the second premium level rate (5.5%) non pensionable, for every day assigned
INEQUITES:

Animal Services – Shelters – Administrative Clerks and Senior Administrative Clerks – NEW – 5.5%, pensionable bonus

Office of Finance – Customer Service Specialist – NEW - increase to 5.5% bonus, pensionable

Office of Finance – Customer Service Specialist – Cannabis Regulations Unit - NEW - 5.5% regularly assigned, pensionable if daily non-pensionable.

Harbor Department – Port Police Dispatcher, CIRIII – NEW – 5.5% bonus, pensionable

Harbor Department – Port Police Dispatcher, CIRIII – NEW - CIRIII or Sr Administrative Clerk III - 5.5% training bonus for every day assigned, non-pensionable

Harbor Department – Port Pilot Dispatcher - NEW – CIRIII or Sr Administrative Clerk III, 5.5% training bonus for every day assigned, non-pensionable

Harbor Department – Wharfinger I and II - NEW – 5.5% salary increase

Harbor Department – NEW - Any Wharfinger assigned to facilitate and/or supervise film inquiries with production companies at least 50% or more in a work day shall receive compensation at the rate of 2.75% daily, non-pensionable

ITA 311 Call Center – CIR I, II & III – NEW – 5.5% bonus, pensionable

LAWA – Security Badging Unit – Administrative Clerks & Senior Administrative Clerks – NEW – 5.5% bonus pensionable

LAWA – Airport Guide II – NEW – 5.5% Salary increase for supervisor duties

LAPD – Police Service Representative I (fully qualified in all eligible units), II & III – NEW – 5.5% daily, non-pensionable) bonus for working, 911, 912, ATO, AUX, BCC. Bcc AUX, Off-Site RTO, RTO, RTOTO, Watch Commander Aide or similar PLUG-IN DUTY...ADDITIONALLY the city agrees to do an overall classification study of PSR regarding base pay

LAPD – Fingerprint Identification Expert I & II – NEW – 5.5% salary increase, and FIE III 6.5% salary increase

LAPD – Criminal History Section – Senior Administrative Clerk – NEW – 5.5% equal to 8.25% (note J) bonus, pensionable

LAPD – Report Services Section – Senior Administrative Clerk – NEW – 5.5% equal to 8.25% (note J) bonus, pensionable

LAPD – Personnel Records Section of the Personnel Division – Administrative Clerk and Senior Administrative Clerk – NEW – 8.25% bonus, pensionable

Department of Transportation, Charter Bus Program Coordinator – Senior Administrative Clerk – NEW – 5.5% pensionable bonus: and on-call/disturbance pay daily bonus

Department of Transportation, Taxicab Franchise – Administrative Clerk and Senior Administrative Clerk – NEW – 5.5% pensionable bonus

Public works – Bureau of Street Lighting, Field Operations Division – Administrative Clerk and Senior Administrative Clerk – NEW – 13.75% bonus, pensionable

City Attorney – Accounting Clerk – NEW - salary increase parity with all Accounting Clerks

City Attorney – Family Violence Unit – NEW – 5.5% bonus & Letter of Intent to study the duties and classification

City Attorney – Legal Secretary – The city agrees to continue the Letter of Intent regarding the series

LACERS – Member Services Center – Office Trainee, Office Assistant, Administrative Clerk & Senior Administrative Clerk – NEW – assigned 50% in any one day shall receive salary at the appropriate step of the salary range for CIR II, bonus pensionable when regularly assigned, hourly or daily basis non pensionable
LACERS – Member Services Center – Senior Administrative Clerk – NEW – regularly assigned to supervise and process requests for service more than 50% of his/her time in any one day shall receive salary at the 5th premium level...when regularly assigned pensionable, when assigned hourly or daily basis non pensionable

Housing & Community Investment Department – NEW - Administrative Clerk – providing advance level public counter services 50% of his/her day shall receive 5.5% bonus, pensionable when regularly assigned, non-pensionable when assigned hourly or daily basis

Building and Safety – NEW- Clerk Stenographer assigned daily as a relief cashier – 5.5% non-pensionable bonus

Building and Safety – NEW - Clerk Stenographer- assigned to perform cashiering duties with less than 48 hours’ notice to report to work at a different location shall receive $35 per day additional non-pensionable compensation

NEW – All bonuses shall apply to all employees in Targeted Local Hire classifications (in the probationary classifications i.e. Office Assistant) who work in current salary notes: H, I, K, Q, R, S, X, Y, Z, AA, BB, DD, EE, KK.  **Note: these salary note alfa-indicators will change in the new agreement

**Last but not least....

**Items to be resolved after MOU Adoption**

**PART TIME EMPLOYMENT JLMC** - A process was agreed upon to address items not resolved at the bargaining table (see description in the Coalition of LA City Union’s Tentative Agreement summary pamphlet. A joint Labor Management Committee (JLMC) will convene to address **City wide part-time issues**, such as the 1040-hour cap, scheduling, including but not limited to adjusting contract language to be similar among all the Coalition units. Agreed upon changes to existing MOU language shall be reflected in amendments or side letter between the parties.

**JOINT CLASSIFICATION STUDY (CIR) WORK:** The city agrees to do an overall classification study regarding all classifications who do Communications Information Representative (CIR) work, regardless of current classification, in ITA, LACERS, LASAN HCID, HARBOR Port Pilot and Police Dispatch, DOT, Bureau of Street Services, and Recreation and Parks.
SUMMARY OF TENTATIVE AGREEMENT BETWEEN
THE CITY OF LOS ANGELES &
THE COALITION OF LA CITY UNIONS

2018-2021 MEMORANDUM OF UNDERSTANDING

AFSCME LA City Local Unions
741 – LA City Part Time Recreation & Parks Employees
901 – LA City Recreation & Parks Supervisors
2006 – LA City Professional Medical Employees
2626 – Librarians’ Guild, Supervisory and Rank & File
3090 – LA City Clerical & Support Staff
3672 – LA City Executive Administrative Assistants

Laborers’ 777

LA/Orange Counties Building &
Construction Trades Council

Operating Engineers Local 501

SEIU Local 721

LAPMA – LA Professional Managers’ Association

Teamsters Local 911

Operating Engineers Local 501
**WE HEARD YOU LOUD AND CLEAR!**

**HERE ARE SOME OF THE KEY ITEMS THE AGREEMENT INCLUDES:**

- ✔ Bargained a total 9.65% raise with retroactive pay to October 28, 2018!
- ✔ Fought off city proposal for members to pay 10% of their health insurance premiums, which means we protected 100% of the cost of health care at the Kaiser Family rate.
- ✔ No increases in steps on the step system ladder!
- ✔ In addition, our strong agreement protects—and further advances—the rights of Coalition members.

"United, We Bargain. Divided, We Beg."

**WE WON WHAT YOU ASKED FOR!**

**NOW YOUR BARGAINING TEAMS RECOMMEND A YES VOTE!**

The Coalition of LA City Unions, which includes your union, is excited to announce this strong Tentative Agreement with the City of Los Angeles.

We rejected the city’s takeaway agenda and prevailed in further protecting and advancing your rights, wages and benefits.

We started Coalition bargaining last spring with a slew of management-proposed takeaways, including:

- ✔ No pensionable raises
- ✔ A hike in employees’ out of pocket medical costs
- ✔ Expand current 12-step wage scale to 15 steps

Our Unions are stronger together! Thanks to the strength of our 22,000-member Coalition of LA City Unions, we were able to push back at the bargaining table. Ultimately, we not only staved off these and other cutbacks, but won important new victories, including:

- ✔ Successfully bargained pensionable pay raises
- ✔ No additional medical costs
- ✔ Protected current step system from expansion to 15 steps
- ✔ Protected overtime pay structure
- ✔ Reaffirmed “side letter” agreements to better the lives of LA’s working families and communities at large.

In addition, each individual bargaining unit won many more victories (see unit insert).
TERM

- July 1, 2018 to June 30, 2021

WAGE INCREASES TOTALLING 9.65%!

- 2.9% salary increase effective 10/28/18
- 2.75% salary increase effective 1/19/20
- 2% salary increase effective 1/31/21
- 2% salary increase effective 6/20/21

SALARY STRUCTURE — PROTECTED!

- We saved the current 12-step salary structure and rejected the harmful changes that the city had proposed to move us to a 15-step plan.

HEALTHCARE COVERAGE — PROTECTED!

- We were able to fend off the city’s attack on our health care benefit in a massive victory. From the first day of negotiations, city officials made clear their intention to implement an across-the-board 10 percent employee contribution for medical. That would have hiked medical costs for individual employees and families. We were steadfast in saying, NO WAY! The city ultimately dropped the proposal.

VACATION LEAVE — IMPROVED!

- Everyone in the Coalition can now accrue up to 3 years vacation hours rather than the current 2 year limit before you start losing time.

FLOATING HOLIDAYS — IMPROVED!

- Everyone in the Coalition will now be provided with a total of at least two floating holidays.

STAMPING DOWN ON OUTSOURCING!

- We recommitted the city to a “side letter” agreement regarding the outsourcing of city work. It adds a new Working Group to discuss contracting issues and make further recommendations.

CREATING OPPORTUNITY FOR “NEXT DOOR” PROGRAM!

- With the high cost of housing in Los Angeles making it unaffordable to many of us, we agreed to create a Working Group with the city to discuss the potential implementation of a new “City Worker Next Door” program. This program would provide optional low-interest loans for employees to move within Los Angeles city limits.

FAMILY LEAVE — ENHANCED!

- Married couples and domestic partners will no longer be required to share the bank or be prohibited from taking family leave at the same time.
- Employees may now use 75% sick time for “family” illness after exhausting all of their 100% sick time.

DISABILITY RETIREMENT & CONTINUANCE TO BE IMPROVED!

- Providing the ability for those on disability retirement to convert to service retirement where eligible
- Providing the ability to continue benefits for disabled adult children.
- Providing disability retiree health subsidies at a formula rate of 40% at 10 years to 100% at 25 years, with a minimum of one-party Kaiser subsidy after five years of service.

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2% salary increase effective 1/31/21
2% salary increase effective 6/20/21

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Everyone in the Coalition will now be provided with a total of at least two floating holidays.
AGREEMENT SUMMARY

OVERTIME PAY — PROTECTED!

- The city tried to weaken our overtime pay provisions, but we prevented that from happening.

CITY-UNION RELATIONS — IMPROVED!

- The Coalition and the city will create a "release time" pilot program focused on improving union-related administrative issues. We have also bargained the right of Coalition unions to file grievances on behalf of two or more employees.
- In addition, we have reaffirmed a "Steward Certification" program with the creation of a joint labor-management training program for stewards and frontline supervisors, in part to expedite resolution of workplace disputes.
- Unions will now have full access to new employees for the purposes of outreach and organizing.

BETTER BENEFITS FOR INTERMITTENT & PART-TIME EMPLOYEES WITH CPTO!

- Employees with Compensated Personal Time Off (CPTO) will now be able to carry that time over (up to 48 hours) if they move into a regular position.
- Intermittent part time employees will now have sick leave in addition to CPTO.

RECOMMITMENT TO SIDE LETTER AGREEMENTS

The city and unions will reaffirm special letters of agreement that we created in the last bargaining cycle, to bolster further progress and enforcement. These include:

- **Part-Time Employment Agreement**: Coalition concerns will continue to be addressed and resolved regarding the city's overuse & abuse of its PT workforce. The improvements in language will be placed in all Coalition partners' MOUs.
- **Service and Workforce Restoration & Targeted Local Hire Program**: To assure that the goals and full potential of this landmark program will be met, the city and unions created a new Working Group. The group will seek to create additional job opportunities for underrepresented communities, restore city services, and alleviate the city's chronic understaffing problem.
- **Revenue Commission Agreement**: This flagship Commission will continue to meet its purpose of maximizing revenues for the city's General Fund. We clarified the commission's use of funding. The commission will further develop recommendations to the city council and mayor to create new revenues that will support the restoration of services and staffing.
- **Alternative Dispute Resolution (ADR)/Workers' Comp Agreement**: This program improves workers’ comp benefits and procedures to ensure that employees get prompt medical care and a speedier recovery, as well as access to a neutral, third party ombudsman, if needed.
- **Outsourcing of Bargaining Unit Work**: We remain committed to limiting the city's outsourcing of bargaining unit work and increasing transparency in contracts to provide greater job security, alleviate understaffing, and end the exploitation of contracted workers. A working group will be formed to promote improvements in this area.
- **Retirement Medical**: Everyone’s retirement medical remains protected.
THANK YOU TO OUR BARGAINING TEAM MEMBERS!

COALITION PRINCIPALS
Victor Gordo, Co-Chair
Bob Schoonover, Co-Chair
Chris Hannan
Jody Klipple
Steve Koffroth
Gavin Koon
Charley Mims
Josie Mooney
Carlos Rubio
David Sanders

AFSCME LOCAL 741
RECREATION AND PARKS DEPARTMENT
Judy West
Novell Thompson
Linda Hughing

HUGE SUPPORT:
Luciana Giorgi,
AFSCME Business Representative

AFSCME LOCAL 8901
Austin Dumas — RAP
Juan Guzman — RAP
Cesar Varela — RAP
Deanna Tustalle — RAP

HUGE SUPPORT:
Ling Esangga,
AFSCME Business Representative

AFSCME LOCAL 2006
Dr. Hellal Dabbous — Personnel Medical Services
Sara Hicks, LVN — Personnel Medical Services
Benjamin Esparza — LAFD

HUGE SUPPORT:
Ling Esangga,
AFSCME Business Representative

AFSCME LOCAL 2626
Librarians’ Guild
MOU 6: Elyse Barrere
Anna-Marie Farquhar
Vi Ha
Matthew Rodriguez
Kadie Seitz

MOU 16: Henry Gamble
Denise Nossett
Lisa Palombi
Jeff Sargeant
Brooke Sheets
Arden Tajerian
Selena Terrazas

HUGE SUPPORT:
Teresa Sanchez, AFSCME Business Representative
(For adding 2+2 and all needs)

AFSCME LOCAL 3090
BUILDING AND SAFETY
Carmen Hayes-Walker
Adriane Buchanan
RECREATION AND PARKS
Kathy Peters
LAPD 911
Eva Espinosa
ITA 311
Mesha McGowan

CITY ATTORNEY
Colleen Juarez

PUBLIC WORKS — BUREAU OF SANITATION
Carla Jones
PORT OF LOS ANGELES
René Decker

HUGE SUPPORT:
Teresa Sanchez,
AFSCME Business Representative

AFSCME LOCAL 3672
POLICE COMMISSION
Angie Roman
PUBLIC WORKS DEPARTMENT
Leticia Gonzalez
LAPD
Liberty Yorba

HUGE SUPPORT:
Luciana Giorgi,
AFSCME Business Representative

LIUNA LOCAL 777:
MOU 12 BARGAINING COMMITTEE:
David Bunjac
David Yuen
Lemuel Fleming
Beverly Samuel
Art Sweatman
Sylvia Vasquez

LOS ANGELES/ ORANGE COUNTIES
BUILDING & CONSTRUCTION TRADES COUNCIL:
MOU 2
Arthur Limon
LAWA Paint Shop, Grayeayard Shift
UA Local 250
Enrique Labansat, LAWAN

IBEW LOCAL 11:
MOU 2:

Jeffrey Luna, DOT
MOU 13:
Daryl Martin, POLA
SHEET METAL LOCAL 105
MOU 13:
Gavin Koon
Sheet Metal Supervisor

PLUMBERS UA LOCAL 78
MOU 2:
Jason Winter
Department of Rec & Parks
IBEW LOCAL 45:
MOU 2:
Ken Fitzler, LAWAN

MOU 13:
Octavio Saucedo, ITA
CARPENTERS LOCAL 409
MOU 2:
Eddie Carrera, LAWAN

TEAMSTERS LOCAL 911

MOU 4:
Doris Weston
Savanah Robinson
Bonita Straughter
Malvinder Grover
Carlos Rubio

MOU 14:
SERVICE AND CRAFTS
REPRESENTATION UNIT
Brian Mattox
Albert Arriaga
John Gibbs
Marcos Rojas
Armando Ruiz
Jose Martinez

MOU 15:
Service Employees Representation Unit
Mirna Garcia
Sylvia Alvarado
Chris D. Collier
Saundra Dixon
Anthony Blandon
Luis Urzua, Jr.

MOU 17:
Supervisory Professional
Engineering and Scientific Unit
Carlos Baldenegro
Charles Lee
Guillermo Martinez Jr.
Kyaw (Ryan) Thiha
Stacee Karmya

MOU 18:
Safety/Security Representation Unit
Eric Goss
Deandre Spencer
Cindy Blunt
Pedro Antonio Conde
Samuel Saucedo
Maria Estevez

LAPMA
MOU 36
Management Employee Unit
Charley Mims, Executive Director
Sal S. Zambrano
Mario La Faurie
Patricia Delgado
Robert Potter
Steven Mangold
Roger Fernandez
Mary Nemick

MOU 63
Personnel Directors Unit
Harold Fujita
Rafael Porter

MOU 64
Confidential Senior Personnel
Analyst Unit
Jeanie Molinar
Javlin Wells

(List continues)