

# MOUs 6 & 16

## Negotiating Team (Rank & File):

- Ardem Tajerian (Van Nuys)
- Matthew Rodriguez (Encino/Tarzana)
- Vi Ha (Teen'Scape)
- Barbara Metzenbaum (Studio City)
- Elyse Barrere (Sherman Oaks)

## Negotiating Team (Supervisors):

- Roy Stone (Fairfax)
- Henry Gambill (Brentwood)
- Denice Nossett (Wilmington)
- Selena Terrazas (Access Services)
- Joyce Cooper (Intern. Languages)
- Erika Caswell (Cypress Park)
- Sheila Nash (Art/Rec)
- Kian Daizadeh (Hollywood)

## A Look Back to May, 2014:

The City launched an aggressive attack on our city unions.

**City's Goal:** to take back what the unions fought for (and won) over the years and shift more costs onto the backs of the civilian workforce.

The attacks were unprecedented in scope and required an innovative, equally aggressive alternative solution.


# The City's Attacks would:

- Destroy Salary Potential: slash in half (from 5.5% to 2.75%) every step of our salary structure. It would have taken 11 years instead of 4 to reach the top – representing a 30 percent wage cut over the average worker's career.
- Decimate Wages: slash all bonuses, including bilingual and acting.
- Weaken Overtime Pay: make it harder to earn overtime pay by eliminating sick days, vacation days and holidays from OT accrual.

# The City's Attacks continued...

- Increase Costs for Health Coverage: require a new 10 % contribution for medical premium. Cost: \$148 month, or a 3% wage cut per avg. worker.
- Weaken Retirement Security: impose a regressive, “Tier 2” pension policy. After the city lost in court, they wanted to slash retirement benefits for new employees to lower than DWP and CA state levels.
- Decimate Workers Comp: Benefits to those injured on the job would have been cut by at least 30%.
- All while doing NOTHING proactively for our Communities.

## In Response: Coalition of City Unions “does Outreach”

- Partners with community allies.
-  “No Way – Fix LA” Created.
- Coalition uncovers that the City pays over \$300 million/yr in “fees” to Wall Street.
- Over 15 months of very difficult negotiating commences, including rallies, media/PR, diplomacy, marches and community events.

## The Result: Success!

- Our proposed MOU protects the pocketbooks, retirement and health plans of every member of the Coalition of LA City Unions.
- We also take steps in to rebuild the middle class; create new jobs; create new revenues; close income gaps; restore services; and bring greater transparency to government.

# A Tale of Two Tables:

- **Big Table (Coalition of LA City Unions):**

- Salaries: Step increases; COLAs
- Healthcare Benefits
- Other “big ticket” items.

- **Small Table** (Individual Bargaining Units):

- Focus on other MOU Articles (Working Conditions & Some \$\$ items).

## **Small Table: Librarians Fight against Takeaways**

### **Article 57 – Staffing for Extended Hours and Sunday Service.**

#### *What do Management and the CAO Propose?*

- Employees should be scheduled to work a second Sunday rotation (per month) “if operationally necessary.”
- Sunday Pay: Everyone only gets paid for hours worked. No more “work five hours get paid for eight hours.”
- Sundays could become 8 hour work days.



## We Fought Back:

### **Article 57 remains intact**

- Employees are only to be scheduled to work one Sunday in four.
- Full-Time Workers work five hours & get paid eight.

## Article 20 – Night Assignment & Shift Differential Pay

*What do Management and the CAO Propose?*

- Only earn the Second Night Bonus if 50% of your shift occurs after 5:00 PM.

(The CAO's Office is either trying to pull a fast one, or they don't know that we haven't closed at 9:10 PM since the early 1980's.)

# We Fought Back:

## Article 20 Remains (**with Improvement**):

HT Librarians (and CT's) now earn the additional night bonus, too.

# Article 53 – Personnel Folders

*What do Management and the CAO Propose?*

- Eliminate librarians' right to file rebuttals to written discipline.
- Eliminate librarians' right to request that adverse documents be sealed after 3 years.

## We Fought Back:

- Employees can still file a rebuttal (within 30 days)
- Retained right to request sealing of adverse documents.

## Other Major Gains:

- Article 29: Health & Safety: New language added that *finally* acknowledges threats of violence against employees (usually by patrons). Management will make every attempt to eliminate such threats.
- Article 24: Mileage: Management will provide reduced parking validation cards for Westlawn Garage at any meeting held at the Central Library attended by library staff.

# Article 37: Holidays & Holiday Pay

*We get Management to Clarify:*

- Whenever Christmas Day, New Years Day, Independence Day or Veteran's Day falls on a Sunday, the library is closed on Sunday and Monday.
  - If these holidays fall on a Saturday, the library is closed on Friday and Saturday.

# Major Gains (continued):

- Article 11: Notice of Change in Work Rules: a more clear quantification of “reasonable and timely notice” for changes in work rules. Will now be 15 calendar days to meet & consult.
- Article 30: Intradepartmental Transfers: Now have 7 business days, instead of 5 business days, to apply for transfer.



# Major Gains (continued):

## Article 55: Librarians' Educational Advancement Program:

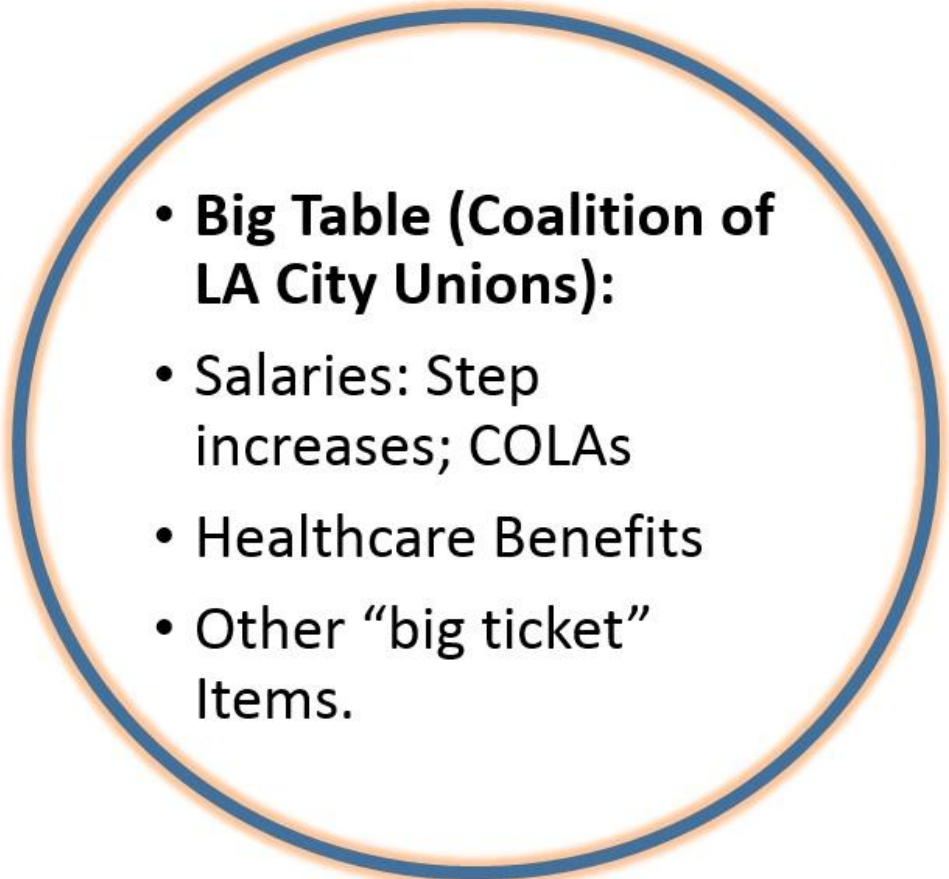
- For both MOUs, respectively, will now budget \$15k per fiscal year for training programs and/or attendance at conferences.
- Currently, only \$25k for entire span of MOU 6 and \$20k for span of MOU 16. (Five-year contracts).
- Also, now up to \$600 per Librarian for attendance at CA Conferences; \$750 for conferences outside CA. (*Currently up to \$500 per librarian*).

# Major Gains (continued):

## Article 56: Staffing for Training Opportunities:

- MOU 6: \$10k per fiscal year to provide Sub coverage while Staff is Training.
- MOU 16: \$5k per fiscal year for Sub coverage.
- Current MOU (which was supposed to only be a five year contract) allotted essentially \$4k per year per MOU.

# Now, back to the Big Table (Coalition) Gains:

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- **Big Table (Coalition of LA City Unions):**
  - Salaries: Step increases; COLAs
  - Healthcare Benefits
  - Other “big ticket” Items.

# Wages:

Management proposes a FREEZE on Salaries: No Raises and COLAs.

**Negotiations Conclude:** 4.75% raises over 3 years: a 2% COLA on June 25, 2017 and a new step increase of at least 2.75% on January 7, 2018.

**Plus:** After Coalition pushes for \$15 Minimum Wage for all Angelinos, the Contract assures that our City's lowest paid workers will receive at least \$15/hour, but 3.5 years ahead of schedule.

# Salary Structure:

- Management proposes changing our 8-step salary structure with 5.5% step increases (mostly) to a 15-step structure with only 2.75% step increases.
- Promotions would only be 2.75%, as well.
- What takes 4 years (now) to get to top step would take 11 years. *Workers lose 30% of their career earning potential.*



# Negotiations Conclude:

## **SALARY STRUCTURE PROTECTED** — *A New 12-Step Salary Structure*

Current Coalition Step System	New Coalition Step System
NA	Step 1: New “Trainee” step added for bona fide Training Program with the mutual agreement of City and Unions; 2.75% below Step 2
NA	Step 2: New 2.75% below Step 3. Employee moves up to next step after 9 months.
NA	Step 3: New 2.75% below Step 4. Employee moves up to next step after 9 months.
Step 1: Entry	Step 4: Same as old Step 1
Step 2: 5.5% on anniversary	Step 5: 5.5% on anniversary
Step 3: 5.5% on anniversary	Step 6: 5.5% on anniversary
Step 4: 5.5% on anniversary	Step 7: 5.5% on anniversary
Step 5: 5.5% on anniversary	Step 8: 5.5% on anniversary
Step 6: 2.75% on anniversary	Step 9: 2.75% on anniversary
Step 7: 2.75% on anniversary	Step 10: 2.75% on anniversary
Step 8: 2.75% on anniversary	Step 11: 2.75% on anniversary
NA	Step 12: New Step effective January 7, 2018 — 2.75%

New  
Step →

**Plus: All promotions will always be at least 5.5% increase.**

# Retirement Security:

- Management fights to keep unilaterally-implemented “Tier 2” Retirement Plan, which drastically reduced benefits for our newest hires.

Negotiations Conclude: Tier 2 Eliminated. All Tier 2 members move to Tier 1. New hires (after MOU adopted) enrolled in new Tier 3.



ITEM	LACERS Tier1	LACERS Tier 2	LACERS Tier 3
Normal (Unreduced) Retirement Eligibility	Age 60/10 yrs service Age 55/30 yrs service Age 70	Age 65/10 yrs service Age 70	Age 63/10 yrs service Age 55/30 yrs service Age 70
Early Retirement Eligibility	Age any/30 yrs service Age 55/10 yrs service	Age 55/10 yrs service	Age any/30 yrs service Age 60/10 yrs service
Benefit Formula	2.16%	2.0%	2.1% @ 63/30 yrs service 2.0% @ 63 2.0% @ 55/30 yrs service 1.5% @ 60/10 yrs service
Final Pay	1 Year	3 Year Excludes bonuses	3 year Includes bonuses as detailed in MOU
Maximum Benefit	100%	75%	80%
Employee Contribution	7% pension 4% retiree medical	8.3% pension 1.7% retiree medical Adjusted every 3 years as 75% Normal Cost & 50% of UAAL	7% pension 4% retiree medical
COLA	3% max, COLA bank	2% max, No COLA bank	2% max with discretionary Purchasing Power Adjustment, No COLA bank
Survivor Continuance	50% continuance	None, reduced allowance option	50% continuance
Retiree Health Subsidy	Eligibility: Age 55/10 yrs service Subsidy: Two-party Kaiser coverage Vesting: 40% with 25 yrs service	Eligibility: Age 55/10 yrs service Subsidy: Single-party Kaiser subsidy Vesting: 40% with 30 years service	Eligibility: Age 55/10 yrs service Subsidy: Two-party Kaiser subsidy Vesting: 40% with 25 yrs service
Disability Retiree Health Subsidy	Same as retirement subsidy deferred to retirement eligibility Reopener.	Same as retirement subsidy deferred to retirement eligibility	Same as retirement subsidy deferred to retirement eligibility Reopener.
Death Benefit (post retirement)	\$2,500	\$2,500	\$2,500
Disability	> 5 yrs – maximum 1.43% per yr of service or 33% of final pay < 5 yrs contrib. fund Reopener	> 10 yrs – 1.11% per yr of service < 10 yrs – same as termination	> 5 yrs – maximum 1.43% per yr of service or 33% of final pay < 5 yrs contrib. fund Reopener
Termination	< 5 yrs – contrib refund > 5 yrs – deferred ret benefit	< 5 yrs – contrib refund > 5 yrs – deferred ret benefit	< 5 yrs – contrib refund > 5 yrs – deferred ret benefit
Government Service Buy Back	Member contribution only	Full actuarial cost; limited to 4 years (Not valued)	Full actuarial cost; limited to 4 years Member contribution cost only for buy back of military time and maternity leave
Part Time Retiree Medical Health	Administrative code will be amended to provide the same vesting schedule as full time employees and prorated service credit, benefit amount based on pro-rated service credit		Administrative code will be amended to provide the same vesting schedule as full time employees and prorated service credit, benefit amount based on pro-rated service credit



# Healthcare:

- Management proposes that workers pay new 10% toward medical premium.
- This means everyone (from CAO to lowest paid worker) pays approx. \$148/month out of pocket per month.

Negotiations Conclude: No true “out of pocket” payment. A new 1.5% Health & Wellness bonus provided by City each paycheck will offset a new 1.5% employee contribution.

# Healthcare continued...

- Article 40: Family illness: Will be increased from 12 days to 15 annually, and “immediate family” will include Great Grandparents & Great Grandchildren.
- Article 39: Sick Leave: Preventative Medical Treatment:
  - Full Time Workers: 24 hours increases to 40 hours.
  - Half Time Workers: 12 hours increases to 20 hours.

# Bonuses: Bilingual, Acting Assignment.

*What do Management and the CAO Propose?*

- Bilingual: eliminate 2.75% bonus (Conversing) and 5/5% bonus (Interpreting). Make It a Nonpensionable Flat Rate.
- Acting Assignment: Cut in half from 5.5% to 2.75%

After Negotiations: Bilingual Bonus and Acting Assignment Bonus remain intact!

## Overtime:

*What does CAO and management propose?*

Reduce overtime to “actual hours worked.” So if you take FI that week, and are directed to work overtime after you get back to work, you only get your normal hourly rate, not overtime.

After Negotiations: Status Quo preserved.

# Worker's Compensation

*What do Management and the CAO Propose?*

Slash to CA State Level: If you are injured on job, you take 1/3 less pay for days missed than you do presently.

After Negotiations: Maintained Full Worker's Comp levels.

Also: City agrees to expand Alternative Dispute Resolution to Coalition Bargaining Units.

City adding a 3rd Party Ombudsman to help ensure that workers receive prompt medical care for faster, improved recovery.

Mayor Executive Directive: Enforce light duty and return to work policies.

## **In Addition: Letters of Intent & Other Tentative Agreements**

- Commitment to add 5000 city jobs to provide services.
- Mayor to order Department Managers to encourage & allow HT workers to transition to FT.
- Establishment of Labor-Management Committee to focus on revenue enhancement. Will keep sharp eye on contracting out.
- Publish accessible online database of outsourced contracts to promote transparency.

## **Another TA: End Part Time Abuse:**

- Part time workers will now qualify for benefits in half the time.
- Landmark new recourse for part time workers: provisions for third party review of disciplinary matters.



## In Summary:

### Management Goals v. Worker Bargaining Victories

Item	Management Takeaways	WE PUSHED BACK!
COLA	ZERO!	<b>OBTAINED 4.25%</b> over 4 years – includes 2% COLA, effective July 2017 and step increases
Salary Ranges	INCREASE 5-step salary structure to 15-steps with 2.75% for each step, cutting career earnings (av.) by 30%.	<b>PROTECTED</b> salaries
Health Care	Workers pay an extra 10% for family health care—costing each family up to \$160/month—with annual increases	<b>NO OUT-OF-POCKET COSTS TO WORKERS!</b> 1.5% health and wellness bonus given to workers to be contributed back to health care costs.
Workers Comp	Make “cost-saving” measures	Maintained full salary protection
Supervision Differential Pay	CUT IN HALF from 5.5% to 2.75%	<b>PROTECTED 5.5%</b>
Acting Pay	CUT IN HALF from 5.5% to 2.75%	<b>PROTECTED 5.5%</b>
Lead Pay	CUT IN HALF from 5.5% to 2.75%	<b>PROTECTED 5.5%</b>
Promotional Step Placement	CUT IN HALF from 5.5% to 2.75%	<b>PROTECTED 5.5%</b>
Bilingual pay, Shift differential pay	CUT IN HALF from 5.5% to 2.75%	<b>PROTECTED 5.5%</b>
Union-Sponsored/Extra Benefits	ELIMINATE	<b>SAVED</b>
Union-Sponsored Training	ELIMINATE	<b>SAVED</b>
LACERS—Tier 2 Pension	Union to DROP opposition	<b>IMPOSED TIER 2 ELIMINATED &amp; ALL EMPLOYEES PROTECTED!</b> Workers currently in Tier 2 will move to Tier 1 with same entitlements & benefits as all other Tier 1 employees. Those hired 7/12/15 or after will be enrolled in Tier 3 (“the New 2”). Over 700 members will be reimbursed on difference.
Overtime	CHANGE definition of “hours worked”	<b>STOPPED</b> proposed change
Family/Medical Leave	CUT hours worked eligibility from 1,040 to 1,250 per FMLA and CFRA	<b>PROTECTED</b> Family/Medical Leave
Lift City’s PT workers out of poverty	No wage increases	<b>INCREASE MINIMUM WAGE TO \$15 for 2,500 Coalition members</b> effective 1/1/16 (ahead of Citywide increase).
Better Protection for City’s PT workers		<b>INCREASE</b> employee recourse in disciplinary cases.
DWP Retirement Reciprocity	Union to DROP opposition	<b>RESOLVE</b> in legal forums



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