



July 13, 2021

The Honorable Board of Commissioners
Los Angeles County Development
Authority
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Commissioners:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

3-D July 13, 2021

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CELIA ZAVALA
EXECUTIVE OFFICER

**APPROVE TWO MEMORANDA OF UNDERSTANDING WITH THE LABORERS'
INTERNATIONAL UNION OF NORTH AMERICA LOCAL 777 AND A GENERAL SALARY
ADJUSTMENT
(ALL DISTRICTS) (3 VOTES)**

SUBJECT

This letter recommends approval of two one-year Memoranda of Understanding (MOUs) between the Los Angeles County Development Authority (LACDA) and the Laborers' International Union of North America Local 777 (LIUNA), and a General Salary Adjustment (GSA) for all employees.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve and authorize the Executive Director or his designee to execute, and if necessary, amend two one-year MOUs between the LACDA and LIUNA for both the Maintenance Worker and Program Specialist bargaining units, to be effective January 1, 2021 through December 31, 2021.
2. Approve a GSA of two percent (2%) to the LACDA's Salary Schedule to be applied to all represented and non-represented employees effective January 1, 2021.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The LACDA has a total of 537 employees, comprised of 314 non-represented employees and 223 employees represented by the Laborers' International Union of North America (LIUNA) in two bargaining units - the Maintenance Worker Unit and Program Specialist Unit. The existing Memorandum of Understanding with LIUNA expired on December 31, 2020. The LACDA has been actively engaged in negotiations with LIUNA to secure a successor MOU for both bargaining units for

the 2021 calendar year and recently secured a tentative agreement pending ratification by membership.

The General Salary Adjustment (GSA) will be applied to all represented and non-represented LACDA employees.

FISCAL IMPACT/FINANCING

There is no impact on the County general fund.

The GSA is proposed for implementation as a single 2% adjustment retroactive to January 1, 2021, totaling approximately \$1.7 million to be funded by Program and Administrative Funds included in the LACDA's approved Fiscal Year (FY) 2020-2021 and FY 2021-2022 budgets. The General Salary adjustment will be applied to represented and non-represented LACDA employees.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

LIUNA was certified on April 14, 2009, by the State Mediation and Conciliation Service of the Department of Industrial Relations, State of California, as the majority representative for the Commission-classified Maintenance Worker and Program Specialist Bargaining Units. The current MOUs expired December 31, 2020.

The LACDA's most recent General Salary Adjustment (GSA) was applied to all employees as follows: 3% effective January 1, 2019 and 2.5% effective January 2020. With the approval of this letter, the LACDA's salary schedule will be updated to reflect the GSA.

ENVIRONMENTAL DOCUMENTATION

This action is exempt from the provisions of the National Environmental Policy Act (NEPA) pursuant to 24 Code of Federal Regulations, Part 58, Section 58.34 (a)(3), because it involves administrative activities that will not have a physical impact on or result in any physical changes to the environment. The action is also not subject to the provisions of CEQA pursuant to State CEQA Guidelines 15060(c) (3) and 15378, because it is not defined as a project under CEQA and does not have the potential for causing a significant effect on the environment.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

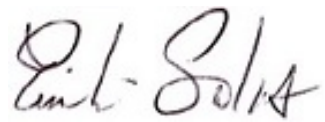
The recommended actions are consistent with the principle of promoting the well-being of employees and their families.

The Honorable Board of Commissioners

7/13/2021

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Respectfully submitted,

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Emilio Salas

Executive Director

ES:JD