MEMORANDUM OF UNDERSTANDINGFOR JOINT SUBMISSION TO BOARD OF SUPERVISORS REGARDING THE CLERICAL AND OFFICE SERVICES EMPLOYEE UNIT

THIS MEMORANDUM OF UNDERSTANDING made and entered into this 6th day of December 2022,

BY AND BETWEEN	Authorized Management Representative (hereinafter) referred to as "Management") of the County of Los Angeles (hereinafter referred to as"County")
AND	SEIU Local 721, CTW, CLC (hereinafter referred to as "Union").

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ARTICLE 1 PURPOSE

It is the purpose of this Memorandum of Understanding to promote and provide for harmonious relations, cooperation and understanding between Management and the employees covered by this Memorandum; to provide an orderly and equitable means of resolving any misunderstandings or differences which may arise under this Memorandum of Understanding; and to set forth the full and entire understanding of the parties reached as a result of good faith negotiations regarding the wages, hours and other terms and conditions of employment of the employees covered by this Memorandum, which understanding the parties intend jointly to submit and recommend for approval and implementation to the County's Board of Supervisors.

ARTICLE 2 RECOGNITION

Section 1.

Pursuant to the provisions of the Employee Relations Ordinance of the County of Los Angeles and applicable State law, Los Angeles County Employees Association, SEIU Local 721, was certified on April 23, 1970 by County's Employee Relations Commission (Employee Relations Commission File No. R-74-69) as the majority representative of County Employees in the Clerical and Office Services Employee Representation Unit (hereinafter "Unit") previously found to be appropriate by said Employee Relations Commission. The Los Angeles County Employee Relations Commission adopted an Amendment of Certification on February 26, 2007, transferring representational responsibilities to SEIU Local 721 for bargaining units formerly represented by SEIU Local 660 and SEIU Local 535.

Management hereby recognizes SEIU Local 721, as the certified majority representative of the employees in said Unit. The term "employee" or "employees" as used herein shall refer only to employees employed by County in said Unit in the employee classifications comprising said Unit as listed in the Salaries Article, as well as such classes as may be added hereafter by the Employee Relations Commission.

Section 2. Exclusive Recognition

Management agrees that it shall recognize SEIU Local 721, as the exclusive representative of the employees in said Unit when County rules, regulations or laws are amended and SEIU Local 721, has shown it has met the requirements of any such new rules.

ARTICLE 3 IMPLEMENTATION

This Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to County's Board of Supervisors. It is agreed that this Memorandum of Understanding shall not be binding upon the parties unless and until said Board of Supervisors:

A. Acts, by majority vote, formally to approve said Memorandum of Understanding;

B. Enacts necessary amendments to all County ordinances, including the Los Angeles County Code, required to implement the full provisions hereof; and

C. Acts to appropriate the necessary funds required to implement the provisions of thisMemorandum of Understanding which require funding.

Notwithstanding the foregoing, in the event the Board of Supervisors fails to take all actions necessary to timely implement this Memorandum of Understanding, it is understood that the parties may mutually agree to implement appropriate provisions of this Memorandum which do not require specific approval by the Board of Supervisors.

Implementation shall be effective as of the date approved by the Board of Supervisors. If the parties do not mutually agree to implement appropriate provisions of this Memorandum not requiring approval by the Board of Supervisors, then negotiations shall resume uponthe request of either party.

ARTICLE 4 AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this Memorandum of Understanding:

A Management's principal authorized agent shall be County's Chief Executive Officer, or his/her duly authorized representative [Address: 222 North Grand Avenue, Los Angeles, California, 90012; Telephone: (213) 974-4029], except where a particular

Management representative is specifically designated in connection with the performance of a specific function or obligation set forth herein.

B. The SEIU Local 721 principal authorized agent shall be the Executive Director or his /her duly authorized representative (Address: 1545 Wilshire Boulevard, Suite 100, Los Angeles, California 90017; Telephone: (877) 721-4968.

ARTICLE 5 OBLIGATION TO SUPPORT

The parties agree that subsequent to the execution of this Memorandum of Understanding and during the period of time said Memorandum is pending before the Board of Supervisors for action, neither SEIU Local 721, nor Management, nor their authorized representatives, will appear before the Board of Supervisors or meet with members of the Board of Supervisors individually to advocate any amendment, addition or deletion to the terms and conditions of this Memorandum of Understanding. It is further understood that this Article shall not preclude the parties from appearing before the Board of Supervisors nor meeting with individual members of the Board of Supervisors to advocate or urge the adoption and approval of this Memorandum of Understanding in its entirety.

ARTICLE 6 NON-DISCRIMINATION

The parties mutually recognize and agree fully to protect the rights of all employees covered hereby to join and participate in the activities of SEIU Local 721 and all other rights in the Employee Relations Ordinance and Government Code, Sections 3500 through 3511.

The provisions of this Memorandum of Understanding shall be applied equally to all employees covered hereby without favor or discrimination because of race, color, sex, sexual orientation, age, national origin, political or religious opinions or affiliations, or disability status or other factors not directly related to the successful performance of the job.

ARTICLE 7 TERM

The term of this Memorandum of Understanding shall commence on the date when the terms and conditions for its effectiveness, as set forth in Article 3, Implementation, are fully met, but in no event shall said Memorandum of Understanding become effective prior to 12:01 a.m. on April 1, 2022. This Memorandum of Understanding shall expire and otherwise be fully terminated at 12:00 midnight on March 31, 2025.

ARTICLE 8 RENEGOTIATION

In the event either party hereto desires to negotiate the provisions of a successor Memorandum of Understanding, such party shall serve upon the other its written request to commence negotiations as well as its initial written proposals for such successor Memorandum of Understanding, during the period of November 15 to November 30, 2024.

Negotiations shall begin no later than December 15, 2024. If full and entire agreement on the terms of a successor Memorandum of Understanding is not reached by February 1, 2025, an impasse shall be automatically declared on those issues which remain in dispute unless the parties mutually agree to continue negotiations.

ARTICLE 9 WORK RELEASE FOR NEGOTIATIONS

It is the intent of the parties to engage in good faith negotiations and endeavor to reach agreement on a successor Memorandum of Understanding.

The Chief Executive Office/Employee Relations Division will meet and consult with SEIU Local 721 thirty (30) calendar days prior to the commencement of negotiations for the purpose of obtaining information to ensure the release of a reasonable number of departmental employee representatives to attend and participate in successor contract negotiations.

For employees working on an evening or night shift the Chief Executive Office/Employee Relations Division will coordinate temporary work schedule/shift changes with Departments subject to operational considerations to facilitate negotiations for a successor MOU.

The parties shall be guided by past bargaining practice and ERCOM decisional precedent in releasing employee representatives to attend contract negotiations.

SEIU Local 721 shall provide a final list containing the names and departments for bargaining committee members (regular members and alternates) to the Chief Executive Office/Employee Relations Division at least thirty (30) days prior to the commencement of negotiations.

ARTICLE 10 COORDINATED BARGAINING

The parties agree that coordinated bargaining shall take place between the County and SEIU Local 721's Bargaining Policy Committee. Such bargaining shall include general salary movement, employee benefits, term, and common language provisions. Common language provisions shall be included in the individual unit MOUs.

Individual unit tables will continue to bargain economic matters including special pay practices, bonuses, recruitment and retention adjustments, step increases, differentials, and other compensation unique to their MOU's. Individual unit tables will also continue to bargain operational issues such as transfers, caseloads, training and other matters which are unique to their MOU's

The parties agree that the Fringe Benefits MOU will continue to be bargained between the County and SEIU's Local 721 Bargaining Policy Committee.

ARTICLE 11 GRIEVANCE PROCEDURE

Section 1. Purpose

The purpose of the grievance procedure is to provide a just and equitable method for the resolution of grievances without discrimination, coercion, restraint, or reprisal against any employee or employees who may submit or be involved in a grievance.

Section 2. Definitions

1. Wherever used the term "employee" means either employee or employees as appropriate.

2. "Grievance" means a complaint by an employee concerning the interpretation or application of the provisions of this Memorandum of Understanding or of rules and regulations governing personnel practices or working conditions, which complaint has not been resolved satisfactorily in an informal manner between an employee and his/her immediate supervisor.

   A group grievance is a common complaint by a number of employees within the department or a unit thereof.

3. "Business Days" mean calendar days exclusive of Saturdays, Sundays, and legalholidays.

Section 3. Responsibilities

1. SEIU Local 721, agrees to encourage an employee to discuss his/her complaint with his/her immediate supervisor. The immediate supervisor will, upon request of an employee, discuss the employee's complaint with him/her at a mutually satisfactory time.

2. Departmental Management has the responsibility to:

   A. Inform an employee of any limitation of the department's authority to fullyresolve the grievance; and

   B. Supply the employee with the necessary information to process his/hergrievance to the proper agency or authority.

3. The Union agrees to encourage an employee, who files a formal written grievance, to state clearly and concisely the specific action(s) being grieved, the article(s) violated and the specific remedy requested. If the grievance is returned to the employee, Management will state in writing the reasons for the return. If the grievance was timely filed, new time limits will be established in accordance with Section 7, Level 1 of this grievance procedure.

Section 4. Waivers and Time Limits

1. Failure by Management to reply to the employee's grievance within the time limits specified automatically grants to the employee the right to process the grievance to the next level.

2. Any level of review, or any time limits established in this procedure, may be waived or extended by mutual agreement confirmed in writing.

3. If an employee fails to appeal from one level to the next level within the time limits established in this grievance procedure, the grievance shall be considered settled on the basis of the last decision and the grievance shall not be subject to further appeal or reconsideration.

4. By mutual agreement, the grievance may revert to a prior level for reconsideration.

Section 5. Employee Rights and Restrictions

1. The employee has the right to the assistance of a Union representative in the preparation of his/her written grievance, and to represent the employee in formal grievance meetings.

   Subject to mutual agreement, considering the nature and complexity of the grievance, an employee may have additional representative(s).

2. The grievant may be required by either party to be present in meetings with Management for purposes of discussing the grievance.

3. A County employee selected as a representative in a grievance is required to obtain the permission of his/her immediate supervisor to absent him/herself from his/her duties to attend a grievance meeting. The employee representative shall give his/her supervisor reasonable advance notice to ensure that his/her absence will not unduly interfere with Departmental operations.

4. An employee may present his/her grievance to Management on County time. In scheduling the time, place and duration of any grievance meeting, both the employee and Management will give due consideration to the duties each has in the essential operations of the department. No employee shall lose his/her rights because of Management imposed limitations in scheduling meetings.

Section 6. The Parties' Rights and Restrictions

1. Only a person selected by the employee and made known to Management prior to a scheduled formal grievance meeting shall have the right to represent or advocate as an employee's representative.

2. If the employee elects to be represented in a formal grievance meeting, the department may designate a Management representative to be present at such meeting.

3. Management shall notify SEIU Local 721 of any grievance involving the terms and conditions of this Memorandum of Understanding.

4. The SEIU Local 721, representative has the exclusive right to represent employees at any formal grievance meeting concerning a grievance that directly involves the interpretation or application of the specific terms and provisions of the Memorandum of Understanding.

5. If the SEIU Local 721 representative elects to attend any formal grievance meeting, he/she must inform departmental Management prior to such meeting. The department may also designate a Management representative to be present at such meeting.

6. Only County employees who have direct, first-hand knowledge of the event giving rise to the grievance may be called on as witnesses by the grievant. Such witnesses may attend formal grievance hearings on paid County time.

Section 7. Procedures

Level 1. Supervisor

A. Within ten (10) business days from the occurrence of the matter on which a complaint is based, or within ten (10) business days from his/her knowledge of such occurrence, an employee shall file a formal written grievance. Three copies of the departmental grievance form shall be completed by the employee stating the nature of the grievance and the remedy requested from his/her departmental Management. The employee shall submit two copies to his/her immediate supervisor and retainthe third copy.

B. Within ten (10) business days the immediate supervisor shall give his/her decision in writing to the employee on the original copy of the grievance and the reasons, therefore.

Level 2. Middle Management

A Within ten (10) business days from his/her receipt of the supervisor's written decision and using the returned original copy of the grievance form, the employee may appeal to the appropriate level of Management as previously indicated by the employee's Department Head. The Department Head has the authority to waive the middle Management level if such a level is not appropriate because of the size ofhis/her department.

The middle Management representative shall discuss the grievance with the supervisor concerned and the employee before a decision is reached by him/her.

B. Within ten (10) business days from receipt of the grievance, the middle Management representative shall give a written decision and the reasons therefore to the employee using the original copy of the grievance. Upon request, a copy of the decision will be given to the Union Representative.

Level 3. Department Head

A. Within ten (10) business days from his/her receipt of the decision resulting from the previous level, the employee may appeal to the Department Head using the original copy of the grievance.

B. Within ten (10) business days from the receipt of the employee's grievance, the Department Head or his/her designated representative who has not been involved in the grievance in prior levels shall make a thorough review of the grievance, meet with the parties involved and give a written decision and the reasons therefore to the employee and the Union representative. However, the Department Head or designate is not limited to denying a grievance for the reasons stated at any previous level in the procedure. Upon request, a copy of the decision will be given to the Union representative.

C. If the Department Head or his/her designated representative fails to give a decision within the specified time limit, the Union shall have the option of referring a grievance alleging a violation of the negotiated agreement between the parties toarbitration.

D. On matters that are not subject to arbitration pursuant to Section 8 hereafter, the written decision of the Department Head or his/her designated representative shall be final.

Section 8. Arbitration

1. Within thirty (30) business days from the receipt of the written decision of the Department Head, or his/her designated representative, SEIU Local 721, may request that the grievance be submitted to arbitration as provided for hereinafter.

2. Only those grievances which directly concern or involve the interpretation or application of the specific terms and provisions of this Memorandum of Understanding may be submitted to arbitration hereunder. In no event shall sucharbitration extend to:

A. The interpretation, application, merits or legality of any state or local law or ordinance, including specifically all ordinances adopted by County's Board of Supervisors; unless the arbitrator, in his/her discretion, finds it necessary to interpret or apply such state or local law in order to resolve the grievance which has been submitted to the arbitrator.

B. The interpretation, application, merits, or legality of any or all of the County of Los Angeles Civil Service Rules, nor matters under the jurisdiction of the Civil Service Commission for which said Commission has established procedures or processes by which employees or employee organizations may appeal to, or request review by, said Civil Service Commission, including, but not limited to, discharges, reductions, and discrimination.

C. The interpretation, application, merits or legality of the rules or regulations of the Department Head, the Chief Executive Office, or any other County Department, agency, or commission, unless the arbitrator, in his/her discretion, finds it necessary to interpret or apply such rules or regulations in order to resolve the grievance which has been submitted to the arbitrator.

D. Grievances on competent or better performance evaluations which do not meet the guidelines set forth at the Employee Relations Commission meeting of December 19, 1986. Management shall notify the Union within fifteen (15) business days prior to hearing if it intends to argue arbitrability. Both parties reserve the right to challenge a Commission decision in other forums.

3. In the event SEIU Local 721 desires to request that a grievance, which meets the requirement of Paragraph 2 hereof, be submitted to arbitration, it shall within the time requirements set forth above send a written request to County's Employee Relations Commission, with a copy thereof simultaneously transmitted to County's Chief Executive Officer and to the County Department Head or Officer affected. The written request shall set forth the specific issue or issues still unresolved through the grievance procedure and which are to be submitted to arbitration.

4. The parties shall select a mutually acceptable arbitrator and request the Employee Relations Commission to appoint him/her pursuant to their applicable rules and regulations.

If the parties cannot agree on an arbitrator, they shall notify the Employee Relations Commission and request that they provide the parties with a list of five names from which the parties will attempt to mutually select an arbitrator. If the parties cannot mutually agree upon an arbitrator from the lists of arbitrators provided by the Employee Relations Commission, they will select an arbitrator through an alternate striking of names from that list. The party to strike the first name will be determined by chance.

5. Arbitration of a grievance hereunder shall be limited to the formal grievance as originally filed by the employee to the extent that said grievance has not been satisfactorily resolved. Arbitration hereunder shall be conducted in accordance with applicable rules and procedures adopted or specified by County's Employee Relations Commission, unless the parties hereto mutually agree to other rules or procedures for the conduct of such arbitration. The fees and expenses of the arbitrator shall be shared equally by the parties involved, it being understood and agreed that all other expenses including, but not limited to, fees for witnesses, transcripts, and similar costs incurred by the parties during such arbitration, will be the responsibility of the individual party involved.

6. Prior to a hearing by an arbitrator, a representative of the County and the Union shall meet and prepare a submission statement setting forth the issue(s) to be determined which shall be submitted to the arbitrator. In the event the County and the Union cannot jointly agree on a submission statement, then at the hearing, each party shall present to the arbitrator, its own submission statement in which case the arbitrator shall determine the issue(s) to be resolved.

7. The decision of an arbitrator resulting from any arbitration of grievances hereunder shall not add to, subtract from, or otherwise modify the terms and conditions of this Memorandum of Understanding.

8. The decision of the arbitrator shall be binding upon the Union. To the extent the decision and award of the arbitrator does not require legislative action by the Board of Supervisors, such decision and award shall be binding upon the County. If within sixty (60) days of receiving notice of a decision and award requiring legislative action by the Board of Supervisors, such legislative action is not taken, the arbitrator's decision and award shall have no force or effect whatsoever. The Union may then resort to a court of competent jurisdiction to pursue whatever other legal remedies are available to it under the provisions of this Memorandum of Understanding.

9. A written decision of an arbitrator resulting from the arbitration of a grievance under the following Articles shall be entirely advisory in nature and shall not be binding upon any of the parties:

Purpose Recognition

Non - Discrimination

Implementation Term

Renegotiation Safety and

Health

Payroll Deductions and Dues

Authorized Agents Provisions of Law

Workplace Retraining

New Employee Orientation

10. Monetary awards not paid within ninety (90) calendar days of final determination (appeal process completed), shall require a formal notification to SEIU Local 721 stating the reason for the delay and anticipated compliance date. Each notification letter must be signed by the Departmental Human Resources Manager.

ARTICLE 12 GRIEVANCE MEDIATION

1. This procedure is an alternate dispute resolution and does not supersede the provision of Article11, Grievance Procedure.

2. Only those grievances which meet the requirements for submission to arbitration pursuant to Article11, Section 8, can be submitted to grievance mediation. Both Local 721 and Management must mutually agree to submit a qualifying grievance to grievance mediation.

3. After completion of the third level of the grievance procedure and by mutual agreement, either Management or Local 721 may request the assistance of a mediator from the State Mediation and Conciliation Service to resolve the grievance. It is the intent of the parties that the grievance mediation session shall begin as soon as practicable consistent with the mediator's schedule.

4. The parties agree that no stenographic record of the session will be made, there will be no representation by Counsel, and there will be no pre- or post-hearing briefs filed.

5. The mediator's role shall be to assist the parties to reach an agreement. The mediator shall not have authority to impose a settlement on the parties. Any final settlement of the grievance shall be reduced to writing and signed by Management, Local 721, and the grievant. The final agreement shall be binding on all parties.

Final agreements reached by the parties shall not be published or precedent setting in any other dispute.

6. The mediator may provide the parties with a private, informal, non-binding assessment of the procedural and substantive merits of the dispute, and how an arbitrator may likely decide the grievance.

7. All mediation sessions shall be confidential. The content of the mediation proceedings including, but not limited to, settlement proposal or any concessions agreed to or offered during mediation shall not be admissible in an arbitration of this grievance or any other similar dispute.

8. The parties agree that the provisions of this Article shall not be subject to arbitration.

ARTICLE 13 GRIEVANCES - GENERAL IN CHARACTER

In order to provide an effective mechanism whereby disagreements between SEIU Local 721 and Management concerning the interpretation or application of any of the provisions of this Memorandum of Understanding affecting the rights of the parties or the working conditions of a significantly large number of employees in the unit may be effectively resolved, the following procedures are agreed upon:

A. Where SEIU Local 721, has reason to believe that Management is not correctly interpreting or applying any of the provisions of this Memorandum of Understanding, SEIU Local 721, may request in writing that a meeting be held with the authorized representatives of the County who have authority to make effective recommendations for the resolution of the matter with copies to the Department Heads involved and to the Chief Executive Officer. Such written request shall be submitted within thirty (30) business days from the occurrence of the matter on which a complaint is based or within thirty (30) business days from the knowledge of such occurrence and shall set forth in detail the facts giving rise to the request for the meeting and shall set forth the proposed resolution sought.

Within ten (10) business days of receipt of the request for such a meeting, the parties will meet for the purpose of discussing and attempting to resolve the disagreement.

B. Within ten (10) business days of such meeting, and in the event the matter is not satisfactorily resolved, SEIU Local 721, shall have the right to meet with the principal representative(s) of the County who have the authority to resolve the matter. For purposes of this provision, Management's principal representative(s) shall mean the County Department Heads who have authority to resolve the matter or their authorized representatives, including the Chief Executive Officer or his/her authorized representative.

C. Within ten (10) business days after the meeting, Management's principal representative(s) shall respond to SEIU Local 721, in writing, setting forth Management's decision and reasons, therefore.

D. Within ten (10) business days from receipt of Management's written decision, if the matter is not satisfactorily resolved, and if the disagreement meets the requirements of Section 8, Subsection 2 of Article 11 the disagreement may be submitted to arbitration in accordance with the provisions of Section 8 of Article 11 of this Memorandum of Understanding.

It is further understood that this Article is not intended as a substitute or alternative for the grievance procedures set forth in Article 11 of this Memorandum of Understanding. Instead, this article is intended to provide a procedure to resolve disagreements affecting the rights of the parties or disagreements arising from the application of the terms of this Memorandum of Understanding affecting the working conditions of a significantly large number of employees in the unit, as distinguished from the rights of individual employees.

Accordingly, the parties agree that the procedures set forth herein shall not be implemented where the dispute or complaint involved is or could be effectively brought by an employee or employees, and otherwise processed through the grievance procedures set forth in Article 11 hereof.

ARTICLE 14 EXPEDITED ARBITRATION

1. This is an alternate to the procedure set forth in Section 8, Arbitration, of Article11, Grievance Procedure and will only be utilized upon mutual written agreement of the parties.

2. A joint submission statement setting forth the issue(s) to be determined will be prepared prior to the hearing by an arbitrator. If the parties cannot agree to a submission statement, the expedited arbitration procedure will not be utilized.

3. Only those grievances which directly concern or involve the interpretation or application of the specific terms and provisions of this Memorandum of Understanding may be submitted to arbitration hereunder. In no event shall sucharbitration extend to:

   A. The interpretation, application, merits, or legality of any state or local law or ordinance, including specifically all ordinances adopted by County's Board of Supervisors; unless the arbitrator, in his/her discretion, finds it necessary to interpret or apply such state or local law in order to resolve the grievance which has been submitted to the arbitrator.

B. The interpretation, application, merits, or legality of any or all of the County of Los Angeles Civil Service Rules, nor matters under the jurisdiction of the Civil Service Commission for which said Commission has established procedures or processes by which employees or employee organizations may appeal to, or request review by, said Civil Service Commission, including, but not limited to, discharges, reductions, and discrimination.

C. The interpretation, application, merits or legality of the rules or regulations of the Department Head, the Chief Executive Office, or any other County department, agency or commission, unless the arbitrator, in his/her discretion, finds it necessary to interpret or apply such rules or regulations in order to resolve the grievance which has been submitted to the arbitrator.

4. It is agreed that representatives of the Chief Executive Office, Employee Relations Division, and SEIU Local 721, will meet and attempt to implement the procedure within sixty (60) business days from the implementation date of this Memorandum of Understanding.

5. The parties shall select an arbitrator from the panel of arbitrators previously agreed to by the parties and established for the purpose of conducting expedited arbitration proceedings:

   A. The arbitrator will be compensated at the contracted for flat daily rate. The cost of the arbitrator shall be borne equally by the parties. In addition, each party shall pay for all fees and expenses incurred by that party on its behalf, including but not limited to witness fees.

   B. The parties agree that 1) no stenographic record of the hearing will be made, 2) there will be no representation by counsel except for in-house staff counsel and 3) there will be no post hearing briefs.

6. The arbitrator selected shall hear the grievance(s) within ten (10) working days of his/her selection and may hear multiple cases during the course of the day. However, six (6) hours of hearings will constitute one day.

7. Arbitration of a grievance hereunder shall be limited to the formal grievance as originally filed by the employee to the extent that said grievance has not been satisfactorily resolved.

8. The arbitrator shall issue a "bench" decision at the conclusion of the parties' testimony. Only by mutual agreement of the parties and the arbitrator will a written decision be issued.

9. The decision of an arbitrator resulting from any arbitration of grievances hereunder shall not add to, subtract from, or otherwise modify the terms and conditions of this Memorandum of Understanding.

10. The decision of the arbitrator shall be binding upon the Union. To the extent the decision and award of the arbitrator does not require legislative action by the Board of Supervisors, such decision and award shall be binding upon the County. If within sixty (60) days of receiving notice of a decision and award requiring legislative action by the Board of Supervisors, such legislative action is not taken, the arbitrator's decision and award shall have no force or effect whatsoever.

11. Election of this binding forum shall constitute a waiver by all parties to this process of all other administrative processes for the resolution of this dispute in whole or in part and the award shall not be appealed. The decision from this arbitration shall not be precedent setting.

12. The decision of an arbitrator resulting from the arbitration of a grievance under the following Articles shall be entirely advisory in nature and shall not be binding upon any of the parties:

Purpose

Recognition

Non-

Discrimination

Implementation

Term

Renegotiation

Safety and Health

Payroll Deductions and

DuesAuthorized Agents

Provisions of Law

Workplace Retraining

New Employee Orientation

ARTICLE 15 PAYROLL DEDUCTIONS AND DUES/AGENCY SHOP

Section 1. Deductions and Dues

It is agreed that Union dues and such other deductions as may be properly requested and lawfully permitted shall be deducted, in accordance with the provisions of applicable State law, semi-monthly by Management from the salary of each employee covered where the union has authorization that such deductions be made or who is subject to an automatic Fair Share Fee or Agency Fee deduction pursuant to an agency shop provision.

Remittance of the aggregate amount of all dues and other proper deductions made from the salaries of employees covered hereunder shall be made to the Union by Management within thirty (30) working days after the conclusion of the month in which said dues and deductions were deducted.

Section 2. Agency Shop Defined

It is mutually agreed by the parties that the term "agency shop" means that every employee represented by this Unit shall, as a condition of continued employment, either join the certified majority representative organization, or pay the organization a Fair Share Fee equal to Union dues or pay an Agency Shop Fee; or pay a sum equal to the Agency Shop Fee to a non-religious, and non-labor charitable fund exempt from taxation under Section 501(c) (3) of the Internal Revenue Service Code.

Section 3. Religious Objections

Any employee who is a member of a bona fide religion, body, or sect who has historically held conscientious objections to joining or financially supporting public employee organizations, shall not be required to join or financially support the Union. Such employee shall, in lieu of periodic dues or Fair Share Fees, pay sums equal to Agency Shop Fees to a non-religious, and non-labor charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Service Code. Such sums shall be paid through payroll deduction to eligible charitable agencies available through the Los Angeles County Charitable Giving Program.

Section 4. Agency Shop

It is mutually agreed by the parties that this Unit is an agency shop Unit. It is the intent of the parties that the agency shop provisions in the Memorandum of Understanding comply with applicable state law (Government Code Section 3502.5).

Section 5. Rescission

It is mutually agreed by the parties that the agency shop provisions in this Memorandum of Understanding may be rescinded by a majority vote of all the employees represented by this Unit, under procedures established by the Employee Relations Commission. In the event such agency shop provisions are rescinded, then the procedures as described in Section 1 and 6 shall prevail. There can only be one election during the term of this Memorandum of Understanding.

Section 6. Security Clause

Any employees in this unit who have authorized Union dues deductions on the effective date of this Memorandum of Understanding or at any time subsequent to the effective date of this Memorandum of Understanding shall continue to have such dues deduction made by the County during the term of this Memorandum of Understanding; provided, however, that any employee in the Unit may terminate such Union dues during the twenty-one day period preceding the employee's date of hire anniversary within the last twelve months of this Memorandum of Understanding, by notifying the Union of their termination of Union dues deduction. Such notification shall be by certified mail and should be in the form of a letter containing the following information: employee name, employee number, job classification, department name and name of Union from which dues deductions are to be cancelled. The union will inform a member of his/her dues termination period upon request. The Union will provide the County's Auditor-Controller with the appropriate documentation to process these dues cancellations within ten (10) business days after the close of the withdrawal period.

Section 7. Union Responsibilities - Hudson Notice

The Union agrees to provide notice and maintain constitutionally acceptable procedures to enable non-member agency shop fee payers to meaningfully challenge the propriety of the use of agency shop fees as provided for in *Chicago Teachers Union, Local No. 1, AFT, AFL-CIO et al. v. Hudson*, 106 S. Ct. 1066 (1986). Such notice and procedures shall be provided to non-member agency shop fee payers for each year that the agency shop Memorandum of Understanding is in effect.

Section 8. Implementation

Any employee hired by the County subject to this Memorandum of Understanding on or after the date of implementation of this Article, shall be provided, through the employee's department, with a notice advising that the County has entered into an Agency Shop agreement with the Union and that all employees subject to the Memorandum of Understanding must either join the Union; pay a Fair Share Fee equal to Union dues; or pay an Agency Shop Fee to the Union; or execute a written declaration claiming a religious exemption from this requirement. Such notice shall include a payroll deduction authorization form for the employee's signature authorizing payroll deduction of Union dues, Fair Share Fees, Agency Shop Fees or execution of a written declaration claiming a religious exemption from this requirement. Said employee shall have thirty (30) working days following the initial date of employment to fully execute the authorization form of his/her choice and return said form to the Union or departmental payroll office. If the form is not completed and returned within thirty (30) working days, the County Auditor shall commence and continue a payroll deduction of a Fair Share Fee equal to Union dues from the regular pay warrants of such employee.

The effective date of deducting Union dues, Fair Share Fees, Agency Shop Fees, or charitable contributions shall be the first pay period following thirty (30) working days of employment or the pay period this Article becomes implemented for current employees,whichever is later.

Section 9. List of New Employees/Separations

The County will furnish the Union with a semi-monthly list of employees/separations. The list shall contain the name, employee number, item step, salary rate, classification, title, item number, item sub, department, work location, latest hire date, job appointment date, work phone number, home phone number and home address of all employees who covered by this Memorandum of Understanding. The semi-monthly list shall also contain information which includes the names and effective dates of employees leaving this Bargaining Unit. The County will furnish the Union with a semi-monthly list of employees who are in a no-pay status.

Section 10. Indemnification Clause

The Union agrees to indemnify and hold the County of Los Angeles harmless from any liabilities of any nature which may arise as a result of the application of the provisions of this Article. SEIU Local 721 certifies that it currently has and will maintain on file individual employee authorizations for all payroll deductions requests made to the County Auditor-Controller.

ARTICLE 16 NEW EMPLOYEE ORIENTATION

Subject to prior approval of the Department Head, SEIU Local 721 representatives shall be notified of and participate in new employee orientation on County time for the sole purpose of providing employees information regarding SEIU Local 721 Union membership.

This Article shall be subject to advisory arbitration.

ARTICLE 17 MANAGEMENT RIGHTS

It is the exclusive right of the County to determine the mission of each of its constituent departments, boards, and commissions, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations. It is also the exclusive right of the County to direct its employees, take disciplinary action for proper cause, relieve its employees from duty because of lack of work or for other legitimate reasons, determine the methods, means and personnel by which the County's operations are to be conducted, to reorganize any county department during the term of this agreement; however, Management shall at the earliest time possible meet and confer with the Union on the impact of any decision to reorganize when such issues are not covered by Civil Service rules or Memoranda of Understanding; provided, however, that the exercise of such rights does not preclude employees or their representatives from conferring or raising grievances about the practical consequences that decisions on these matters may have on wages, hours and other terms and conditions of employment.

ARTICLE 18 FULL UNDERSTANDING, MODIFICATIONS, WAIVER

Section 1.

It is intended that this Memorandum of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety. It is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right, and agrees that the other shall not be required, to negotiate with respect to any subject or matter covered herein.

With respect to other matters within the scope of negotiations, negotiations may be required during the term of this agreement as provided in Section 2 of this Article.

Section 2.

It is understood and agreed that the provisions of this Section are intended to apply only to matters which are not specifically covered in this agreement.

It is recognized that during the term of this agreement it may be necessary for Managementto make changes in rules or procedures affecting the employees in the Unit.

Where Management finds it necessary to make such change it shall notify the Union indicating the proposed change prior to its implementation.

Where such change would significantly affect the working conditions of a significantly large number of employees in the Unit; where the subject matter of the change is subject to negotiations pursuant to the Employee Relations Ordinance and where the Union requests to negotiate with Management, the parties shall expeditiously undertake negotiations regarding the effect the change would have on the employees in the Unit.

The phrase "significantly large number" shall mean (a) a majority of the employees in the Unit, (b) all the employees within a department in the Unit, or (c) all of the employees within a readily identifiable occupation such as Stenographer or Truck Driver.

Any agreement resulting from such negotiations shall be executed in writing by all parties hereto, and if required, approved and implemented by County's Board of Supervisors. If the parties are in disagreement as to whether any proposed change is within the scope of negotiations, such disagreement may be submitted to the Employee Relations Commission for resolution.

In the event negotiations on the proposed change are undertaken, any impasse which arises may be submitted as an impasse to the Employee Relations Commission.

Section 3.

Nothing herein shall limit the authority of Management to make necessary changes required during emergencies. However, Management shall notify the Union of such changes as soon as practicable. Such emergency assignments shall not extend beyond the period of the emergency. "Emergency" is defined as an unforeseen circumstance requiring immediate implementation of the change.

Section 4.

Where Management makes any changes in working conditions because of the requirements of law, including ordinances adopted by the Board of Supervisors, the County shall not be required to negotiate the matter or manner of compliance with such law where the manner of compliance is specified by such law.

Section 5.

The waiver of any breach, term or condition of this Memorandum of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms andprovisions.

Section 6.

The County will advise SEIU Local 721 when there is a need to utilize DSW workers and share centralized recruitment communications for departmental personnel. In addition, when feasible, County will make every effort to provide Union with the ability to consult over communications.

ARTICLE 19 PROVISIONS OF LAW

It is understood and agreed that this Memorandum of Understanding is subject to all current and future applicable Federal, State and County laws; Federal and State regulations; the Charter of the County of Los Angeles, and any lawful rules and regulations enacted by County's Civil Service Commission, Employee Relations Commission, or similar independent commissions of the County. If any part or provision of this Memorandum of Understanding is in conflict or inconsistent with such applicable laws, rules or regulations, or is otherwise held to be invalid or unenforceable by any tribunal of competent jurisdiction, such part or provision shall be suspended and superseded by such applicable law, regulations, or rules, and the remainder of this Memorandum of Understanding shall not be affected thereby.

ARTICLE 20 CONTRACTING OUT AND CONTRACTING IN

Section 1. Los Angeles County-SEIU Local 721 Contracting-in Committee

The County and the Union shall form a joint labor management committee to discuss minimizing the contracting out of work needed for the County, and to discuss steps to contract-in for this needed work. The Committee shall engage in discussions to:

- Explore establishing workload forecasting by County departments;
- Examine barriers that have previously led to contracting out, such as hiring challenges, and identify solutions to eliminate those barriers;
- Identify opportunities for contracting-in;
- Explore what specific positions can be brought in-house and a potential target timeframe to do so for each of these positions;
- Address other issues or topics as mutually agreed to.

The Committee shall be comprised of six (6) Union representatives and six (6) County representatives. The Committee shall meet as frequently as needed and work release time is to be provided subject to operational needs. Release time for each member shall be limited to no more than 16 hours per month unless otherwise mutually agreed to.

Section 2. Contracting Out

If the County desires to contract out Proposition A services that have been historically or traditionally performed by Union-represented employees, the County shall notify the Union and the Los Angeles County-SEIU 721 Contracting-In Committee no later than thirty (30) days prior to issuance of any invitation to bid, request for statement of qualifications, request for proposal, grant for services, or amendment to or extension of an existing contract, whichever comes sooner. If SEIU 721 timely demands to bargain over such proposed contract for services, the

County shall thereafter comply with any duty to bargain and/or participate in applicable impasse resolution procedures required by the Meyers-Milias-Brown Act.

In the event the County enters into any agreement with another public employer or private entity which involves the transfer of functions now being performed by employees in this representation Unit or the law provides for the transfer of functions now being performed by employees in this Unit to another public or private agency, the County will advise such public or private entity of the existence and terms of this Memorandum of Understanding and will immediately advise the Union of such agreement or law. In addition, the County will consult with the employer absorbing a County function to encourage utilization of affected employees by the new employer.

Prior to the release of a Request for Proposal (RFP), the Department shall provide a copy of the RFP to SEIU Local 721 and, in coordination with the Chief Executive Office Employee Relations Division, offer to meet and consult with the Union within fifteen (15) business days. Additionally, prior to the release of any Government Code Section 31000.4 and Proposition A contract RFP, the parties agree to jointly review and consult on said contracts. The review will include, but is not limited to, the cost savings, service delivery, and the quality control aspects of the recommended contract(s).

When advance knowledge of the impact of pending changes in function, organization, or operations is available which will result in the abolishment of positions or when there is any major reassignment of functions from one department to another or to another agency, Management will make an intensive effort to either reassign or transfer affected employees to other positions for which they qualify, or train affected employees for new positions in order to retain their services.

Section 3. Contracting-in

A. Pilot Projects

The County will implement the insourcing pilot projects identified in the Workforce Development Strategies 2018 report. The CEO will provide the Union with regular status updates.

The County recognizes the value of using County employees even for temporary assignments. The County has established the TempLA Temporary Services Registry pilot project. The County will provide the union with regular status updates of the pilot. Upon conclusion of the pilot, the County will meet with the Union to explore its efficacy and expansion.

B. Review and Develop for Consideration a Plan to Contract-In

In conjunction with findings of the Contracting-in Committee and in accordance with the July 16, 2019 BOS directive, the County will review and develop a 3-year phased-in plan for bringing positions in-house, including the identification of barriers for doing so, and develop preliminary recommendations to address these barriers; and examine potential multi-year funding strategies, if any, to address any incremental cost increases associated with bringing-in previously contracted out positions.

Section 4. Information Sharing

To enable the parties to track and monitor contracts submitted to and approved by the Board of Supervisors or their designees, the County will develop a process to share relevant information, which will include a copy of each executed contract and any subsequent amendments; amount of the approved contract; name(s) of contractor(s) and subcontractor(s); duration of the contract; costs encumbered by the County each year for each contract; annual costs for each contract.

Section 5. Neutrality in Labor Relations

The County will prohibit contractors from using any consideration received under a County contract to hinder, or to further, organization of, or collective bargaining activities by or on behalf of the contractor's employees, except that this restriction shall not apply to any expenditure made in the course of good faith collective bargaining, or to any expenditure pursuant to obligations incurred under a bona fide collective bargaining agreement, or which would otherwise be permitted under the provisions of the National Labor Relations Act or Meyers-Milias-Brown Act.

ARTICLE 21 STRIKES AND LOCKOUTS

During the life of this agreement no work stoppages, strikes, slowdowns, or picketing shall be caused or sanctioned by the Union, and no lockouts shall be made by the County.

In the event any employees covered by this agreement, individually or collectively, violate the provisions of this Article and the Union fails to exercise good faith in halting the work interruption, the Union and the employees involved shall be deemed in violation of this Article and the County shall be entitled to seek all remedies available to it under applicable law.

ARTICLE 22 ALTERNATIVES TO LAYOFFS

Section 1. Board Policy on Work Force Reductions

It is the intent of the parties that during the term of this MOU to comply with the June 21 and April 4, 1995, Board Policy on workforce reductions.

If the County determines that workforce reductions are necessary, it will reduce to the greatest extent feasible the planned number of County personnel to be demoted or laid off by:

a) discontinuing non-County contracted temporary personnel (Government Code Section 31000 et seq.) who perform functions comparable to Countypositions subject to demotion or layoff, and

b) take other action appropriate to mitigate the adverse impact on workforce reductions on permanent employees.

Permanent or temporary County employees laid off will not be replaced by a contract employee.

Section 2. Department of Human Resources

The Department of Human Resources shall coordinate with Departmental management to implement Board Policy on workforce reductions on a County-wide basis and enhance the County's on-going efforts to find alternative placement for employees subject to layoff ordemotion due to workforce reductions.

Management shall factor in attrition, implement transfers of qualified employees to available vacancies, recommend to the Board and/or CEO to reduce or discontinue departmental personnel services contracts, and allow voluntary demotions before laying off any member of a bargaining unit.

In order to further mitigate the adverse impact of workforce reductions the Department of Human Resources and Chief Executive Office shall coordinate the use of the County's Enhanced Voluntary Time-off program with operating departments.

The Department of Human Resources and Department Management shall implement a program which will match employees scheduled to be laid off with departments who arehiring workers.

Section 3. Civil Service Rules

Nothing in Section 1 and 2 of this Article shall limit the Director of Human Resources or the appointing authority's discretion to implement layoffs pursuant to Civil Service Rules.

Section 4. Proposition A Contracts

Where permanent employees in this Unit have received a notice of layoff, or are on a County re-employment list, the Department of Human Resources and Department Management will make every reasonable effort to place or, if laid off, rehire such employees prior to using any new Proposition A contract employee provided such County employees are qualified to perform the available work.

Nothing in Section 4 has any impact on Proposition A contracts in effect on October 1, 1993. New Proposition A Contracts do not include Proposition A contract renewals, extensions, or rebids of existing Proposition A contracts.

Section 5. Notice Provisions for Layoffs and Demotions

To the greatest extent feasible the Department of Human Resources and/or Department Management will give ten (10) business days' notice prior to any layoff, demotion, or involuntary transfer of a permanent County employee.

ARTICLE 23 EMPLOYEE BENEFITS

The parties agree that the provisions of the Memoranda of Understanding regarding Fringe Benefits, Mileage and Retirement between the County of Los Angeles and SEIU Local 721, in effect during the term of this agreement shall apply to employees in this Unit.

ARTICLE 24 ASSIGNMENT OF ADDITIONAL RESPONSIBILITIES

Any permanent, full-time employee shall be entitled to additional compensation equivalent to two standard salary schedules for the performance of additional responsibilities of a higher level which are assigned or approved by the Department Head or designated Management representative and approved by the Chief Executive Office.

Within ten (10) business days, the Department shall notify an employee in writing of the approval or denial of his/her written request for the Additional Responsibilities Bonus.

To qualify for this additional compensation, a full-time, permanent employee must either perform significant duties of a higher level class or be assigned a special project or assignment which requires the performance of additional duties and carries additional responsibilities beyond those typically assigned to the employee's class. The assignment of additional duties normally performed by incumbents of the employee's class shall not qualify for this additional compensation.

This additional compensation shall begin on the first day the additional responsibilities are assigned by Management and performed by the employee and shall end on the day theadditional responsibilities are no longer performed.

Management shall notify the employee of the termination of any assignment for which he or she qualifies for the Additional Responsibilities' Bonus. In no event shall an employee receive compensation pursuant to this Section and receive the out-of-class bonus pursuant to Article 25 for the same assignment.

The additional compensation provided in this Article shall not constitute a base rate.

ARTICLE 25 OUT-OF-CLASS ASSIGNMENTS

Section 1. Definition

A. For the purpose of this Article, an out-of-class assignment is the full-time performance of all the significant duties of an allocated vacant*, funded position in one class by an individual in another class.

B. The amount of the bonus shall be two standard salary schedules and shall not constitute a base rate. When a class is compensated on a flat rate, the amount of the bonus shall not exceed 5% of the base rate. Where the difference between rates of the employee's class and the out-of-class assignment is less than the above bonus, the employee shall receive the rate for the higher class. This bonus is paid pursuant to the conditions described below.

Section 2. Conditions

A. If an employee is assigned to an out-of-class assignment for more than twenty (20) consecutive working days, Management shall upon the employee's or Union's written request for relief either:

appoint the employee according to Civil Service Rules. If the person is appointed within thirty (30) calendar days from the date of request for relief, no bonus under this article is to be paid;

*For the purpose of this article, vacancies due to leaves of absence shall be defined as in County

return the employee to an assignment in his/her own class. If such return is made within thirty (30) calendar days of the request for relief, no bonus under this article is to be paid; or

pay the employee the bonus. The bonus is paid from the date of request for relief, and terminates when the conditions of this article are no longer met.

This bonus is not applicable to persons employed on a temporary, recurrent, or less than full time basis.

B. It is the intent of Management to avoid working an employee on an out-of-classassignment for a prolonged period of time.

Section 3. Special Provisions

A. Nothing herein shall be construed to limit the authority of Management to make temporary assignments to different or additional locations, shifts or work duties for the purpose of meeting emergency situations over which the department has no control. However, such assignment shall not extend beyond the period of such emergency.

Code Section 6.20.110.

B. Nothing in this article shall be construed as limiting Management's authority to make temporary incidental assignments on higher rated classifications work, or to assign employees out-of-class for the purpose of training without any additional compensation for the duration of such training.

Written confirmation of such assignment will be placed in the employee's personnel file upon request of the employee.

C. It is agreed that the provisions of this article will be applied within departments and districts within the County and is not intended to apply across departmental organizational units.

D. Upon the employee's written request, a written confirmation of his/her out-of-class assignment shall be placed in the employee's personnel file after completion of the out-of-class assignment. A copy will be provided to the employee.

E. Grievances filed under this article may be filed under the expedited arbitration procedure set forth in this MOU.

ARTICLE 26 POSITION CLASSIFICATION STUDY

Section 1 Definition and Authority

For the purpose of this article, a classification study is a study by the Director of Personnel or by the Personnel Office of the Department, of the duties and responsibilities assigned to a position in order to determine whether the position is properly classified.

Section 2. Intent

It is the intention of the parties that this article be included only to inform employees of the established processes and procedures to follow when requesting a classification study on their own behalf and to further inform them of the parties' understanding on the acknowledgment of such studies and follow-up reports.

Section 3. Procedures

A request for a classification study by an employee who believes his/her position is misclassified must be submitted in writing to the employee's department. If the employee's department cannot support the employee's request, it will be returned to the employee within thirty (30) days with an explanation. If the employee still believes the request is justified, the employee has the right to resubmit the request to the employee's department, which shall in turn schedule and conduct a classification study as defined by the Director of Personnel.

Section 4. Acknowledgment and Follow-Up Reports

Management agrees that all employee-initiated classification study requests shall be promptly acknowledged. Further, the department will inform the employee, and the Union may request a status report on the estimated completion date of the study. The departmental Management will keep the employee informed of study progress and forward written objections from the employee to either the Director of Personnel or the departmental Personnel Office, whichever is appropriate. It is further agreed that, if, within ninety (90) days, no action has been taken on an employee-initiated study, the departmental Personnel Officer or the Director of Personnel shall provide progress reports to the employee and to the Union upon the request of either.

The County agrees to provide Local 721 notice and consult pursuant to County Code Section 5.04.090 (A) regarding new classifications, the primary duties of which are derived from Local 721 represented classifications. Further, subject to approval of said new classifications by the Board of Supervisors, and upon accretion of said classes to the appropriate bargaining unit, upon the request of Local 721, the parties agree to negotiate and recommend proposed salaries to the Board of Supervisors for approval. Nothing in this paragraph shall limit Management's authority to classify or reclassify County positions pursuant to Civil Service Rule 5, Classification.

ARTICLE 27 PERSONNEL FILES

An employee, or his/her certified representative with the written consent of the employee, may inspect that employee's personnel file with the exception of all material obtained from other employers and agencies at the time that employee was hired.

An employee shall be advised of, and entitled to read, any written statement by the employee's supervisor or departmental Management regarding his/her work performance or conduct if such statement is to be placed in his/her personnel file. The employee shall acknowledge that he/she has read such material by affixing his/her signature on the copy to be filed, with the understanding that such signature merely signifies that he/she has read the material to be filed but does not necessarily indicate agreement with its content. If the employee refuses to sign, the supervisor shall note his/her refusal on the copy to be filed along with the supervisor's signature and the signature of a witness to the employee's refusal to sign.

The employee may file a grievance regarding any such document within the prescribed time limits of the grievance procedure. If the employee fails to file a grievance within the designated time limits, the document becomes part of the official file. If the employee does file a grievance within the designated time limits, said document shall not be placed in the official file nor referenced in any Performance Evaluation or Appraisal of Promotability until the grievance procedure or civil service appeal rights have been exhausted. Grievances filed under this provision shall not be subject to the Arbitration provisions of the Grievance Procedure unless they involve violation of a specific provision of this agreement.

Management agrees that no properly used full paid sick leave used in the twelve months immediately prior to an Appraisal of Promotability or a Performance Evaluation will be referenced on such forms. The employee may attach his/her statement to any document within twenty (20) business days if he/she chooses not to file a grievance regarding such document or within ten (10) business days following final determination if he/she has filed a grievance regarding such document.

On reviewing his/her personnel file, an employee may request and have any written warnings issued more than one year prior placed in an envelope and sealed in his/her personnel file except as such may be a part of an official permanent record. On the face of the sealed envelope, it shall read "The contents herein shall be disclosed only upon written consent of the subject employee or by subpoena or other legal process from a public body of competent jurisdiction." The date the contents of the sealed envelope will be destroyed shall also appear on the face of envelope. That date shall be two (2) years from the date of issue of the documents in the sealed envelope.

An employee on reviewing his/her personnel file, may request and have any written warnings or reprimand(s) issued more than two (2) years prior removed from his/her personnel file except as such may be a part of an official permanent record.

All departments employing peace officers covered by the Peace Officers Bill of Rights shall comply with its provisions.

ARTICLE 28 LEAVES OF ABSENCE

Section 1. Medical Leave

Pursuant to applicable provisions of the Civil Service Rules, County Code, and other law, medical leaves of absence will be granted by the employee's Department Head upon request only upon submission of a doctor's certificate or other satisfactory medical evidence of the employee's need for such leave.

Section 2. Educational Leave

Pursuant to applicable provisions of the Civil Service Rules, and subject to the staffing needs of the department, educational leaves will be granted to permanent employees upon presentation of a plan for schooling designed to improve the employee's value to the County, and evidence of acceptance by an accredited college or university.

Section 3. Pregnancy Leave

The parties agree that departmental Management shall grant a leave of absence without pay to any full-time permanent employee who becomes disabled as a result of pregnancy, which disability prevents her from performing the duties of her position. Such leave must be requested in writing by the employee and will be granted pursuant to Civil Service Rules and such procedures as are determined by the Director of Personnel and by the Department Head.

The parties further agree that upon commencement of an authorized pregnancy leave of absence, any full-time permanent employee disabled as a result of pregnancy, which disability prevents her from performing the duties of her position as certified by her primary care giver (physician, nurse practitioner or nurse mid-wife), may use sick leave benefits for which she is otherwise eligible in the same manner as for any other disability resulting from sickness or injury. Additionally, the employee may use accrued vacation, holiday or compensatory time when on an authorized pregnancy leave of absence during such period of disability.

Section 4. Employee Organization Leave

SEIU Local 721 requests for employee organizational leave for at least thirty (30) calendar days shall be made in writing to the CEO/Employee Relations Division and to the affected Department at least ten (10) business days in advance of the leave. SEIU Local 721 may not have more than ten (10) employees in the Bargaining Unit on leave of absence to accept employment with SEIU Local 721. These leaves are subject to the Civil Service Rules.

The employee must have a minimum of one (1) year's continuous employment with the County. The requested leave shall only be granted if the prime reasons for the leave shall be to conduct SEIU Local 721 business as it is related to County functions. The leave shall be without County pay or benefits of any kind. In no case shall an individual employee's leave extend beyond a year. Except by mutual agreement, no more than one (1) employee shall be on such leave from any given department.

Section 5. Family Leave

A. The parties agree that employees covered by this Memorandum of Understanding are subject to the provisions of the California Family Rights Act of 1993 (CFRA) and the Federal Family and Medical Leave Act of 1993 (FMLA), as amended and the California Fair Employment and Housing Act (FEHA) Pregnancy Disability Leave(POL).

"Nothing in this Section is intended to provide additional benefits beyond what is mandated by Federal and/or State Law, except that a domestic partner and their children may qualify an employee as eligible for FMLA/CFRA".

B. The parties agree that within sixty (60) days of implementation of this contract, upon the request of the employee, the County shall provide the employee with a summary of the County of Los Angeles Family Leave Policy Guidelines.

C. Absences incurred for a Family Leave qualifying reason may not be used for purposes of placing or keeping an employee on certified time or cited or referenced in any Performance Evaluation or Appraisal of Promotability. Employees on certified time with FMLA qualifying absences shall not be required to provide medical certifications for those FMLA absences above and beyond the medical certification requirements in the County Family Leave Policy.

D. An employee shall be entitled to file a grievance for violation of the provisions of this Article in addition to the rights provided by law.

Section 6. Jury Duty and Witness Leave

During the time an employee is actually reporting to the court for jury duty and following receipt of "Certificate of Jury Service" (Jury Form 4), the Department Head or his/her designate will convert the employee's usual shift to a regular five-day Monday through Friday day-shift basis.

Any person holding a permanent position ordered to serve on a jury shall be entitled to his/her regular pay provided the employee deposits his/her fees for service, other than mileage, with the County Treasurer.

Whenever any full-time permanent employee is required to be absent from work by a proper subpoena, issued by a court or commission legally empowered to subpoena witnesses, which compels the employee's presence as a witness, unless the employee is a party or an expert witness, the employee shall be allowed the time necessary to be absent from work at the employee's regular pay to comply with such subpoena, provided the employee deposits any witness fees, except mileage, with the County Treasurer.

Section 7. Other Leaves

The parties agree that employees covered by this Memorandum of Understanding are subject to other County authorized leave provisions including but not limited to: military leave, disaster leave, leave for civil service examinations and leave for school or child-day- care program activities. Specific leave information is available in the Appendix.

ARTICLE 29 ENHANCED VOLUNTARY TIME-OFF PROGRAM

Program Description:

EVTO is a special temporary program through which employees may individually volunteer to help reduce County Expenditures during periods of budgetary shortfall by taking one or more unpaid leaves of absence without the full loss of benefits usually associated with unpaid leave. This program will assist in achieving budgetary savings without significantadverse impact on critical public services.

Program Requirements:

The EVTO program includes the following elements and requirements:

Implementation of the provisions of the Enhanced Voluntary Time - Off Program withineach Department shall be subject to prior authorization by the Chief Executive Officer.

The Chief Executive Officer may establish procedures and issue administrative instructions regarding the operation of the Enhanced Voluntary Time-Off Program.

In order to maintain critical public services, all requests by employees for unpaid EVTO leave must be in writing and be approved in advance by the Department Head or his/her designee.

During specific times each fiscal year, employees who wish to participate in EVTO will pledge the number of hours to be taken as EVTO. This will assist the departments in determining projected savings.

In the event of an industrial injury or unforeseen hardship which significantly impacts an employee's decision to request EVTO, such employee shall be able to rescind or modify his or her EVTO pledge. However, a change or modification in schedulingdays off must be approved by department Management.

In the event of a County emergency affecting public health or safety, a Department Head may rescind all or part of any EVTO pledge, and require such employee to return to work immediately. Nothing in this paragraph reduces the authority of a Department Head to terminate any leave of absence as described in Civil ServiceRule 16.04.

An employee may take up to sixty (60) calendar days of EVTO each fiscal year during this program (see below for EVTO after sixty (60) days) with the following benefit guarantees:

EVTO may be taken as sixty (60) or fewer consecutive calendar days; as a reduced work-week schedule (4/36 or other); or as occasional days off withManagement approval.

EVTO will not affect flexible benefit plan County contributions, or vacation and sick leave accrual. However, employees may wish to schedule occasional EVTO days to avoid loss of pay for weekend and holiday days.

An employee will receive retirement credit for each month in which the employee has any retirement eligible earnings. In the event the employee's earnings are less than enough to pay the employee contribution to LACERA, the employee may pay the required employee contribution directly to LACERA to receive retirement credit for that month. Such payments shall be made within thirty (30) days following the end of the month in which the contribution was not made.

EVTO will not constitute a break in service and will count towards time in service for step advancement and continuous service date.

An employee may take a total of one (1) year of EVTO with the following parameters:

A full year of EVTO will not constitute a break in service and will count towards time in service for step advancement and continuous service date.

After the first sixty (60) days of EVTO, the sixty (60) day EVTO benefit guarantees will not apply.

Retirement service credit will not accrue during this period.

FLSA Non-exempt employees may request EVTO in increments as little as onehour.

FLSA Exempt employees must request EVTO in full work day increments.

EVTO is granted without requiring employees to first use accumulated vacation and compensatory time-off.

EVTO is not available to employees on any other paid or unpaid leave.

Department Heads may continue to approve other unpaid leave of absences.

If the employee's request is not approved, Management will respond in writing to the employee giving the reason(s) for denial.

EVTO will be actively encouraged by Management and Local 721 in order to achieve savings.

Special Unpaid Voluntary Time-Off

(60-Day Program)

Benefits Protected	Benefits Not Protected
Vacation Accrual	Jury Leave
Sick Leave Accrual	Bereavement Leave
Savings and Horizons Plan[1]	Witness Leave
Flexible Benefit Contributions	Civil Service Examination Leave
Step Advance	Weekend Pay
Retirement Service Credit[2]	Holiday Pay
Military Leave	

For Retirement Plan E, service credit will not accrue for any month in which an employee has no retirement eligible earnings.

[1] County matching contributions will continue (unless deferred or suspended) in any month in which the employee contributes to the plan.

[2] Retirement Service Credit for plans A-D and Plan G will accrue for any month in which an employee receives retirement eligible earnings and earns sufficient salary to pay employee LACERA contribution, or makes such contribution other than with County earnings.

ARTICLE 30 EMPLOYEE LISTS

Within sixty (60) days from the effective date of this Memorandum of Understanding, SEIU Local 721 may request a computer electronic text file of the names, gender, employee numbers, item numbers, item title, item sub., department numbers and pay location and home addresses of all employees in the Unit. Every reasonable effort shall be made to provide the electronic text file in the format specified by SEIU Local 721. Such electronictext file listing may be requested monthly.

Management will make available to each new employee entering the Unit a card furnished by SEIU Local 721, written as follows:

> SEIU Local 721, has been certified as your majority representative. SEIU Local 721 is certified to represent you in negotiations with the County on salaries, hours of work, and conditions of employment.
>
> If you want information, or if you wish to join SEIU Local 721, call (877) 721-4968 or see your Union Representative where you work.
>
> SEIU Local 721, 1545 Wilshire Boulevard, Suite 100, Los Angeles, CA 90017.

ARTICLE 31 EMPLOYEE PAYCHECK ERRORS

Section 1. Underpayments

Management will rectify a significant underpayment on the employee's payroll warrant within three (3) calendar days, exclusive of Saturdays, Sundays, and legal holidays, after receipt by the Auditor-Controller of a written request from the affected employee's departmental payroll section. An affected employee's departmental payroll section shall within one (1) business day forward a written request for a corrected or supplemental pay warrant for the affected employee to the Auditor-Controller. An employee shall be deemed to have waived the above indicated time limits, and to have indicated that he/she is willing to accept an adjustment on the following payroll warrant if he/she does not request a corrected or supplemental warrant within two (2) calendar days after receipt of the regular payroll warrant, exclusive of Saturdays, Sundays, and legal holidays.

Corrected or supplemental warrants will be sent by regular County messenger service to the employee's departmental payroll section. In emergencies the departmental payroll section will arrange to have the supplemental or corrected warrant either hand delivered to the employee or picked up by the employee at the Auditor's public counter.

The provisions of this section may be implemented even if the employee cashes the payroll warrant.

Section 2. Overpayments

Management will endeavor to notify the affected employee of an overpayment on the employee's payroll warrant(s) prior to making any deduction to recover any such overpayment from the employee's subsequent payroll warrant(s). Upon request by the affected employee Management will establish a reasonable method of repayment.

County agrees to determine the feasibility of having an affected employee repay an overpayment with accumulated benefits that the employee would be entitled to a termination of employment. County agrees to consult with the Union on this issue within ninety (90) days after implementation of this MOU, in accordance with the Employee Relations Ordinance (5.04.090(A)).

Recovery of more than fifteen percent (15%) of net pay will be subject to a repayment schedule established by the appointing authority under guidelines issued by the Auditor-Controller. Such recovery shall not exceed fifteen percent (15%) per month of disposable income (as defined by State law), except, however, that a mutually agreed-upon acceleration provision may permit faster recovery.

Section 3. Grievances

Any grievances regarding this Article shall be processed beginning with level three (3) of the Grievance Procedure.

Section 4. Notice

In the event an employee incurs a significant underpayment in his/her payroll warrant and it is determined that the underpayment is due to an error on the part of the County, Management agrees, upon a formal written request from the employee, to provide a standardized letter that states the reason(s) the affected employee's payment was late.

Section 5. Garnishments

Management shall notify the affected employee of a garnishment of wages and the amount of percentage to be garnished promptly upon receipt by the County of an order to garnish.

Section 6. Pay Statements when on Leave

An employee off work due to an extended absence does not have access to the eHR Timekeeping and Pay Check record system. Effective October 1, 2018, for any employee where his/her department is responsible for entering timekeeping, the County, upon request by the employee, will ensure that employee is mailed a copy of his/her pay stub through eHR to the employee's residence of record.

ARTICLE 32 EMPLOYEE PARKING

Section 1. Employee Participation in Regulation XV Plans

The Union recognizes the County's obligation to fulfill employer requirements for traffic reduction under the South Coast Air Quality Management District Regulation XV. It is the Union's intent to assist the County in fulfilling its obligation.

Upon commencement of this MOU, the Union agrees to designate employee representatives at each affected worksite to participate in a Worksite Labor-Management Transportation Committee. The committee shall develop recommendations for new traffic reduction plans or for the enhancement of existing plans at the worksite. Plans are to include development, implementation, and monitoring of progress. Affected worksite is defined as a work location covered by a Parking Plan presented by Management.

Section 2. Union Right to Negotiate Traffic Reduction Plans

Recommendations from worksite Labor-Management Transportation Committees shall be implemented no earlier than October 1, 1994. If, at the end of the one year test period, it is determined that the labor-management parking plan(s) is not effective in meeting the SCAQMD standard for worksite AVR goal, then the County may implement Management proposed plans. If Local 721 wishes to negotiate any such plan it shall notify the County in writing ten (10) business days from receipt of such recommendation. The parties agree to expeditiously undertake such negotiations prior to implementation.

Section 3. Safe and Adequate Parking

County Management will continue to make every reasonable effort to provide adequate free parking facilities for employees who regularly find it necessary to use their own vehicle for transportation to their work location.

County Management will make every feasible effort to provide safe and free parking facilities at parking lots nearest the employees work location for evening and night shift personnel.

Section 4. Safe and Adequate Parking

County Management will continue to make every reasonable effort to provide adequate free parking facilities for employees who regularly find it necessary to use their own vehicle for transportation to their work location.

County Management will make every feasible effort to provide safe and free parking facilities at parking lots nearest the employees work location for evening and night shift personnel.

ARTICLE 33 WORKPLACE RETRAINING

Section 1.

The County agrees to establish a training fund in the amount of $1.5 million in each year of the contract. The Department of Human Resources will administer the training budget that will be dedicated to training and/or retraining employees represented by SEIU Local 721.

Any balance from the Training Fund received from the County for fiscal year 2018-2019 will be forwarded to fiscal year 2019-2020. Any balance from fiscal year 2019-2020 will be forwarded to fiscal year 2020-2021. Any balance from the fiscal year 2020-2021 will be carried over into the next fiscal year. In no event shall the total dollar amount, including any balances from any fiscal year (2018-2019, 2019-2020, 2020-2021, July 1, 2021, to September 30, 2021) exceed $1.5 million.

The parties agree that the Training Fund and other sources of funding, allocated to the County for SEIU Local 721 members, as applicable, placed in the Training Fund, shall be used to address emerging departmental needs, mitigate workforce reductions, displacement of permanent represented employees, for skills-based training to meet critical department needs and academic-based career development training programs.

Section 2. Solicitation of Funds

The County agrees to work with Local 721 to seek State and/or Federal Funds available to the County to address retraining needs of employees represented by SEIU Local 721 adversely impacted as a result of re-engineering/organizational restructuring as ordered by the Board of Supervisors. The County agrees to consult with SEIU Local 721 regarding its efforts to obtain State and Federal funds for displaced workers affected by layoffs and to partner with SEIU Local 721 for the joint solicitation of funds as appropriate.

Further, the County agrees to work with SEIU Local 721 to seek State and Federal funding for workforce training and career skills enhancement for SEIU Local 721 members. The State and Federal funding received, as approved by the CEO, shall be in addition to the $1.5 million allocated in Section 1.

Section 3.

The Parties agree to create a Joint Labor Management Committee (JLMC), composed of eight (8) members selected by management and eight (8) members selected by SEIU Local 721. The JLMC shall operate as a partnership with shared decision-making about participation, selection, development, implementation and evaluation of proposed Training Fund programs commensurate with a training implementation plan for each course that shall be developed by the JLMC.

Section 4.

County paid release time for employees attending these trainings are subject to approval by the CEO. Participants who successfully complete the training may request a lateral transfer across departments to positions for which they have completed training or are otherwise eligible consistent with County policies. Department of Human Resources will provide appropriate County departments a list of employees who successfully complete each training program for placement consideration.

Section 5.

In each fiscal year, a separate fund of $250,000 will be set aside to support programadministration and the training of the JLMC.

This Article shall be subject to advisory arbitration.

ARTICLE 34 LOCAL 721 COUNTY-WIDE JOINT LABOR-MANAGEMENT COMMITTEE

The parties agree to establish a Local 721 County-wide Joint Labor-Management Committee to consult in accordance with the Employee Relations Ordinance [5.040.090 (A)] on productivity enhancement, training, bilingual staffing, clerical classification structure, contracting out, child care, and other issues of mutual concern.

The Committee shall be limited to a total of ten (10) members Countywide, unless the parties mutually agree otherwise. Five (5) members shall be appointed by Management and a total of five (5) members representing all Local 721 Units shall be appointed by the Executive Director, SEIU Local 721.

The committee shall have the authority to develop its own internal procedures, including the scheduling of meetings and use of consultants. Management shall provide pertinent information as provided for under the Employee Relations Ordinance and the Public Records Act.

ARTICLE 35 WORK ACCESS

Authorized SEIU Local 721 representatives shall be given access to work locations during working hours to investigate and process grievances, observe working conditions and post bulletins on bulletin boards. SEIU Local 721 representatives desiring access to a work location hereunder shall state the purpose of the visit and request from the Department Head or his/her designate, authorization for a reasonable amount of time before the intended visit unless the parties mutually agree to waive notice. SEIU Local 721 agrees that its representatives will not purposely interfere with operations of departments or anyfacility thereof.

SEIU Local 721, shall give to each Department Head and the Chief Executive Officer of the County of Los Angeles a written list of all authorized representatives, which list shall be kept current by SEIU Local 721. Access to work locations will only be granted to representatives on the current list.

ARTICLE 36 BULLETIN BOARDS

Section 1.

Management will furnish adequate bulletin board space to SEIU Local 721; where there are existing bulletin boards for the employees in this Unit and where adequate bulletin boardspace has not yet been made available. Bulletin board space will be visible and accessible.

The boards shall be used for the following subjects:

A. SEIU Local 721, recreational, social and related SEIU Local 721, news bulletins;

B. Scheduled SEIU Local 721, meetings;

C. Information concerning SEIU Local 721, elections or the results thereof;

D. Reports of official business of SEIU Local 721, including SEIU Local 721, newsletters, reports of committees or the Board of Directors; and

E. Any other written material which first has been approved and initialed by the designated representative of the Department Head. The designated representative must either approve or disapprove a request for posting within twenty-four (24) hours, excluding Saturday, Sunday and legal holidays from the receipt of the material and the request to post it. Failure to do so will be considered approval topost the material.

The designated representative will approve all reasonable requests.

The parties may mutually waive the provisions of this Article if a satisfactory posting policyon bulletin boards is currently in effect.

Section 2.

The parties agree to meet and consult on the subject of Electronic Bulletin Boards withinninety (90) days of the Board's approval of the MOU.

ARTICLE 37 SAFETY AND HEALTH

Section 1. Parties' Responsibilities

A. Management and the Union mutually agree that safety and health conditions in employment in the County of Los Angeles are subject to the provisions of the Occupational Safety and Health Act of 1970 and the California Occupational Health Act of 1973, the Joint Commission and California Code of Regulations, where applicable.

B. It is the intent of Management to make every reasonable effort to provide and maintain a safe and healthy place of employment. The Union shall cooperate by encouraging all employees to perform their work in a safe manner. It is the duty of all employees in the course of performing their regularly assigned duties to be alert to unsafe and/or unhealthy practices, equipment, and conditions and/or to report any such unsafe and/or unhealthy practices, equipment or conditions to their immediate supervisors.

1. Management will provide personal protective equipment (PPE) appropriate to the unit service or department and consistent with the County's safety standards.

2. Employees are advised to notify their supervisors of any and all incidents involving injury or illness.

C. It is Management's intent not to place Registered Nurses in unsafe work situations which may compromise their health/safety or that of their unborn child.

D. If a hazardous or unsafe condition cannot be satisfactorily remedied by the immediate supervisor, the employee or his representative may submit the matter to the local facility safety officer or the Department Safety Officer, if there is no local safety officer. The names, locations and phone numbers of the local safety officer and the departmental safety officer shall be posted in each facility adjacent to
Cal/OSHA notices.

E. The Safety Officer will respond within five (5) working days. If the employee or his representative is not satisfied with the response of the Safety Officer, the Union may consult with the Risk Management Branch of the CEO or designee. A representative of such branch shall respond to the Department Head and the Union within ten (10) days. If the Union is not satisfied with the response of the Risk Management Branch of the CEO or designee, the issue may be taken within ten (10) days to arbitration as set forth in Article 9, Grievance Procedure. During these ten (10) days, consultation between the Department Head and the Union will take place, as an attempt to remedy the complaint.

F. In the event an employee is exposed to any infectious/communicable disease or hazardous condition and develops a condition as a direct result of that exposure, the County will be liable under applicable workers' compensation laws.

G. Employees who have been exposed to a communicable disease will be informed within 5 calendar days once the county receives confirmed notice of the communicable disease. Existing facility/departmental Infection Control policies are to be followed as appropriate.

Section 2. First Aid

The Department Safety Officer or appropriate representative will ensure access to first aid at all work facilities.

Section 3. Committees

A. Where health/safety committees exist in the Departments of Health Services, Mental Health and the Sheriff's Department, and the concerns of these committees include nursing health and safety matters, there shall be Registered Nurse representation. The Registered Nurses' Committee in each facility/department where health/safety committees exist will select two (2) Registered Nurses to serve on the committee. Registered Nurses who are appointed to health and safety committees will serve during working hours without loss of compensation and will receive copies of minutes within thirty (30) working days.

B. The Registered Nurses' Committee may recommend a maximum of two (2) Registered Nurses to serve on the Infection Control Committees where such committees exist in the Departments of Health Services. The Registered Nurses who are on the Infection Control Committee will serve during working hours without loss of compensation.

C. Countywide health/safety issues shall be discussed at the Countywide Registered Nurses' Committee (Reference, Article 54).

Section 4. Blood Borne Pathogen Exposure

A. Employees in this Unit who are at risk of direct exposure to blood or blood contaminated body fluids shall be entitled to receive Hepatitis B vaccine at no cost.

Management shall provide supplies/equipment and periodic education to ensure implementation of universal precautions as recommended by Centers for Disease Control and Prevention (CDC).

1. Direct care Registered Nurses will be involved in the facility's product evaluation for the selection of safety equipment.

B. Management will create at each department or facility policies which delineate reasonable care in the event an employee is exposed to a communicable disease or hazardous substance on the job. Such policies will be consistent with local, State and Federal health and safety regulations and guidelines.

C. Employees requiring information regarding blood borne pathogen exposure or related issues may reference/contact any of the facility/department resources:
infection control policies and procedures, infection control coordinator, employee/occupational health services, Los Angeles County Department of Public Health, and the Center for Disease Control and Prevention at telephone number 1 (888) 232-3228 or website at www.cdc.gov.

Section 5. Visitor Access

A. Departments of Health Services, Public Health and Mental Health will implement models of controlled visitor access at all patient care facilities. Such models shall include restricted visiting hours as deemed appropriate by facility management. Further, Management will, where possible, restrict visitor/patient access to emergency room triage areas through use of various security methods and/or devices.

B. Where possible, Management will designate separate entrances for employees and secure entrances in a manner that discourages casual use.

C. Management shall provide security to all clinics whose hours extend past sunset while employees are on duty.

Section 6. Critical Incident Response

The Registered Nurses' Committee at each facility/department shall assist in the development of crisis intervention and non-violent crisis intervention education programs.

Registered Nurses will have access to crisis intervention through Department of Mental Health (213-738-4431), Employee Assistance Program (213-738-4200) or Employee Support Services (Sheriff Department, 213-738-3500) after experiencing a traumatic event during the course of employment.

Management will allow employees who work in the field to attend management approved personal safety training on County time.

ARTICLE 38 ADVANTAGE HUMAN RESOURCES MANAGEMENT SYSTEM (ERH)

The established Joint Labor Management committee will work collaboratively on implementation of major e-HR system changes/updates.

If it is determined that it is necessary for the County to make changes toe-HR, the County will notify SEIU Local 721 in writing at least 90 calendar days prior to making such changes of any impact the proposed changes may have on wages, hours or other terms and conditions of employment. If SEIU Local 721 wishes to negotiate with the County regarding the impact of any such system changes on wages, hours or other terms and conditions of employment, SEIU Local 721 shall notify the County within 30 calendar days from receipt of such notice. Negotiations shall commence within 10 working days from receipt of SEIU Local 721's demand to negotiate and shall be subject to the provisions as set forth in the Employee Relations Ordinance. However, such negotiations, excluding impasse procedures, shall not exceed 45 days unless mutually agreed by the parties.

ARTICLE 39 PERSONNEL PRACTICES

Section 1.

The parties agree to establish a Labor-Management Committee to consult on personnel practices. The Committee will consist of five (5) representatives selected by the County and five (5) representatives by the SEIU Local 721. The Chief Executive Officer will designate a representative from CEO/Employee Relations and Department of Human Resources who have authority to resolve issues. The Committee will meet quarterly and consult on County-wide personnel practices including, but not limited to, performance evaluations, appraisals of promotability, grievance, arbitration, appeal processes, and resolution and payment of awards. The Committee will discuss practices regarding retention of discipline in personnel files and whether or how historic discipline is used or cited in future disciplinary actions.

Section 2. Dignity and Professionalism in the Workplace

1. The Union and Management are committed to working together to ensure a healthy and professional work environment free from emotional and psychological abuse and intimidation and to promote dignity for all workforce members.

2. The Union and Management agree to work together to develop a training program open to managers and SEIU Local 721 represented employees through the Workforce Development Program, the Million Dollar Training Fund and/or other sources of funding designated to promote dignity, prevent and reduce intimidation and other forms of emotional and psychological abuse in the workplace and create awareness of its negative impact.

3. Labor and Management are committed to working together to address complaints of intimidation and other forms of emotional and psychological abusein the workplace in a timely manner.

4. The County Department of Human Resources is committed to working with the Union to develop policy to promote dignity and respect at the workplace and to prevent intimidation and other forms of emotional and psychological abuse in theworkplace.

Section 3. Communication through County E-mail

Recognizing that e-mail is a standard medium of business communication, the County will meet with representatives of the Union to consider the feasibility of communication with bargaining unit members through their County e-mail addresses.

This workgroup will complete its work within 60 days of the Board of Supervisors' approval of the MOU. The workgroup will present recommendations to the Board of Supervisors for any policy changes.

Section 4. Education-Based Discipline

Education-Based Discipline (EBO) is offered when an employee must serve a suspension from duty as a result of some type of policy violation, but rather than serving the suspension days at home with a loss of pay, some or all of those days can be substituted for a relevant training class or classes. Participation in the program is voluntary for the employee.

The Personnel Practices Committee defined in Section 1 will meet to discuss expansionof EBO to all departments in the County.

ARTICLE 40 STEWARDS

Section 1. Legal Rights of Shop Steward

Management recognizes that Local 721 Shop Stewards are the official on-site representatives of the Union and further acknowledges that no Steward or Alternate shall be discriminated against because of the exercise of their rights and duties under the MOU.

Section 2.

It is agreed by the parties of the Memorandum of Understanding that SEIU Local 721, may select a reasonable number of stewards for this Unit. SEIU Local 721 shall give to each Department Head a written list of employees from his/her department who has been selected as stewards. This list shall be kept current by SEIU Local 721.

Stewards may spend a reasonable amount of time to promptly and expeditiously investigate and process formal grievances, or attend employee orientation meetings, without loss of pay or benefits of any kind. Stewards, when leaving their work locations to transact such investigations or processing, shall first obtain permission from their immediate supervisor and inform the supervisor of the nature of the business. Permission to leave will be granted promptly unless such absence would cause an undue interruption of work. Except, however, denial of permission will automatically constitute an extension of the time equal to the amount of the delay. If such permission cannot be granted promptly the steward will be immediately informed when time will be made available.

Such time will not be more than twenty-four **(24)** hours, excluding Saturday, Sunday, and holidays, after the time of the steward's request unless otherwise mutually agreed to.

Upon entering a work location, the steward shall inform the cognizant supervisor of the nature of the steward's business.

Permission to leave the job will be granted promptly to the employee involved unless such absence would cause an undue interruption of work.

Except, however, denial of permission will automatically constitute an extension of the time equal to the amount of delay. If the employee cannot be made available, the steward will be immediately informed when the employee will be made available. Such time will not be more than twenty-four (24) hours, excluding Saturday, Sunday, and holidays after the time of the steward's request, unless otherwise mutually agreed to.

SEIU Local 721 agrees that a steward shall not log compensatory time or premium pay time for the time spent performing any function of a steward.

Management will make every reasonable effort not to reassign a steward if there is any other employee in the same classification who meets the specific qualifications of the vacancy.

The SEIU Local 721 President, Vice President, and Chair of the Bargaining Policy Committee will be allowed reasonable time off without loss of pay to perform the responsibilities of his/her position.

The County will provide up to 1200 hours per year of release time for stewards.

ARTICLE 41 DEPARTMENT OF HEALTH SERVICES AND DEPARTMENT OFPUBLIC HEALTH QUALITY AND RESTRUCTURING

Section 1. Labor-Management Meetings on Quality and Restructuring

Regular meetings shall be established between the Union and Departmental Management to address their shared interest in developing collaborative approaches to meeting joint goals. Topics for discussion include, but are not limited to:

- Improving quality standards
- Patient safety lines
- Preparing for and responding to changes under healthcare reform and newhealthcare legislation
- Expanding opportunities to enhance and integrate personal/public health
- Achieving operational efficiencies
- Generating new and increased revenue to the respective departments
- Restructuring initiatives

When appropriate, this Labor Management Quality and Restructuring Committee will propose recommendations to the appropriate department based upon the work and findings of the committee.

Participants on this Labor Management Committee will consist of the bargaining chair, or alternate, from each of the OHS and DPH SEIU 721 Bargaining Units, SEIU Local 721 representatives, OHS and DPH operational, clinical or executive representatives and CEO staff.

When appropriate (based upon the matter to be discussed), Management will ensure thatthe appropriate facility-level manager/administrator participates on the committee.

In the event that health related services from multiple departments become integrated the County and Local 721 will meet in accordance with Article 41.

Section 2. Restructuring

Upon written request by the Union, Management agrees to meet and confer with the Union on the impact of implementing work rule changes specifically related to restructuring when such matters are not covered by the Memoranda of Understanding or Civil Service Rules. During the term of this agreement, when such work rule changes are implemented, the significant numbers provision of the Full Understanding, Modification and Waiver Article shall not apply to matters subject to restructuring impact negotiations within each department.

Section 3. Staffing

A. The Department of Health Services, and the Department of Public Health and the Union shall make a reasonable attempt to jointly develop recommendations for submission to the Department of Human Resources regarding new classifications and classification changes identified by the Labor Management Quality and Restructuring Committee or otherwise required.

If the County determines that a hiring freeze in the Department of Health Services and/or the Department of Public Health is necessary during the term of this MOU, the Union will be provided with a copy of the report given to the Board of Supervisors.

Management agrees to make available to the Union on a quarterly basis, data on the use of registry/agency workers and Position Status Reports for health services units in the Department of Health Services and the Department of Public Health.

B. Labor, OHS and DPH Management recognize that staffing and workload issues are integral to continuing departmental quality and restructuring, meeting regulatory mandates, providing quality patient care and assuring compliance with regulatoryrequirements.

Labor, OHS and DPH Management agree that the Labor-Management Quality and Restructuring Committee will establish the structure and direction for a joint staffing committee responsible for the development and implementation of staffing plans within the Departments, and provide recommendations for action. This joint process will continue within 30 business days of Board of Supervisor's approval of this MOU.

C. This Section is intended to provide a general structure and process within which the Union and Department of Health Services and/or the Department of Public Health Management can jointly develop creative solutions to the challenges of adequate staffing and patient classification systems and ratios in order to provide quality patient care.

It is not the intent of this language to preclude Management's right to exercise control and discretion over its organization and operations during the term of this agreement.

It is not intended to pre-empt the right of the parties to negotiate specific staffing provisions relevant to individual classes of bargaining units.

D. Civil Service Rules and applicable Board of Supervisors' policies will be applied to employees affected by the Department of Health Services and/or Department of Public Health restructuring plans or similar plans/programs ordered by the Board of Supervisors.

Section 4. Training

A The parties agree to establish a Labor-Management Training Board composed of twelve (12) members. There will be six (6) Union members and six (6) Management members to administer any funds allocated for the training program. The TrainingBoard will begin meeting by January 31, 2001.

8. Current County employees in the bargaining unit who are negatively impacted by restructuring shall have first priority for placement in a training program funded as a direct result of Department of Health Services and/or Department of Public Healthrestructuring.

C. Throughout the term of this MOU, employees of the Department of Health Services and/or Department of Public Health who do not receive the Bilingual Bonus pursuant to County Code Section 6.10.140, may, upon request of the employee, enroll in a basic language course other than English offered by the Worker Education Resource Center (WERC). Upon successful completion of the course, each employee shall be issued a certificate.

D. Management shall make every reasonable effort to release employees to attend training offered through the Worker Education Resource Center (WERC). If the program, including clinical rotations, is in an area of critical need such as but not limited to nursing, radiology, health information technology and laboratory, OHS may release participants for up to sixteen hours per week on county time for HCWDP sponsored projects. SEIU Local 721 and OHS and DPH will jointly monitor releases to ensure reasonable access to training.

E. Any employee in a career track workforce development training program, including but not limited to the Worker Education Resource Center (WERC) may request to be placed on an Irregular 40 hour work schedule, which includes two (2) regular work days release time, as part of their work week during the duration of their training in order to provide them time to attend classes.

F. Employees who graduate from Worker Education Resource Center (WERC) career path programs for critically needed acute care classifications, including but not limited to ancillary staffing and nursing shall be able to accept the position with noloss of salary in accordance with the County Code.

Section 5. Reassignment/Involuntary Transfer within OHS, DPH

A. If the Department of Health Services and/or Department of Public Health determine that reassignments are necessary as a result of restructuring and/or workforce reductions, management shall notify SEIU Local 721 as soon as administratively possible on the subject prior to implementation. Management shall first use pre- existing geographical preferences as expressed on the Employee Verification Notices. Employees will be assigned to vacancies within their classification based on geographic preference by County seniority. Employees may also be reassigned to vacancies within the same series that require the same qualifications and minimum requirements. This provision shall not be construed to entitle any employee to a promotion.

B. If the number of employees within a classification expressing a preference for a geographic region exceeds the number of vacancies within the region, then reassignments will be made by County seniority.

C. If there are vacancies to be filled that do not match employee preferences, then employees within that classification will be reassigned using inverse County seniority, unless other transfer/reassignment procedures have already been agreed to in the MOU. Management agrees to not unreasonably deny a represented employee's preference to be transferred to any vacant item that they qualify for.

D. Whenever the impacted department has advance knowledge of specific facilities, or job classes that may be subject to reassignment, the department's Human Resources office shall offer potentially impacted employees the opportunity to submit or amend their Employee Verification Notices.

E. Management will endeavor to give at least twenty (20) business days' notice to any employee scheduled for an involuntary reassignment and/or relocation.

F. Management will give first consideration to transfer requests where two (2) employees have expressed to management a mutual desire to exchange job assignments/locations.

G. Employees who have been approved vacations and are subsequently involuntarily transferred from their vacation scheduling unit shall retain their right to take approved vacation in their new assignment area.

For the purpose of approving future vacation requests, employees affected by involuntary reassignment/relocations shall retain their seniority in their new assignment area defined as "total amount of continuous service within the County". This section is not intended to pre-empt the rights of the parties to negotiate and/or enforce specific vacation provisions relevant to individual classes or bargaining units.

Section 6. Safe Patient Handling (Patient Transport and Lift Teams)

The parties agree that it is a mutual goal to reduce industrial injuries resulting from patient lifting and transport. The parties support the establishment of Patient Transport and Patient Lift Teams in Department of Health Services' facilities and will work together to overcome any economic barriers to implementation. Los Angeles County will make every reasonable effort to ensure that Patient Lift and/or Patient Transport Teams are available at all times. The County will make every reasonable effort to ensure that there will be no fewer than two (2) trained and designated team members to safely lift, reposition or transfer patients to/from beds, chairs, gurneys, and other areas; in accordance with OHS policy. Management will make every effort to ensure that equipment is provided that is in accordance with legal, professional and industry standards for the lifting and transporting of patients.

Upon written request of Local 721, a Joint Labor-Management Work Group shall be convened with the goal of developing a plan for expansion of Patient Transport and/or Patient Lift Teams within the Department of Health Services. The Work Group shall consist of a core of three Labor representatives, three Management representatives, and one representative from the Healthcare Worker Education Resource Center (WERC). An additional two (2) members each from Labor and Management will be added from each healthcare facility where Patient Transport and/or Patient Lift Teams are being formed.

Department of Health Services (OHS) Management will endeavor to make training, standards, guidelines and responsibilities clear and uniform throughout OHS.

Section 7. Notification and Response to Disasters and Public Health Emergencies andEmployee Safety

The Department of Health Services and the Department of Public Health are committed to maintaining a healthful working environment and continuing their compliance in meeting the regulations and guidelines established by the Centers for Disease Control, OSHA, and the Joint Commission.

A. Bioterrorism, Natural and Human-Made Disasters

1. The Department of Health Services and the Department of Public Health have established a Decontamination Response Plan for a variety of disasters. The Department shall notify the union within 60 days of any proposed changes to any currently established decontamination plan.

The Departments shall provide all medically necessary treatments to public health disasters, including but not limited to decontamination services and prophylaxis to affected employees.

2. The Department of Health Services and the Department of Public Health shall provide training, educational materials and public health advisories on an ongoing basis to all employees who are assigned to areas that provide direct patient care about the safe response to, including but not limited to, chemical, biological, radiological, and nuclear contamination or disasters. Such training shall be provided on County time.

B. Employee Safety

1. Management will initiate a comprehensive assessment of employee and patient safety in conjunction with CEO Risk Management. Upon completion of this assessment, management shall meet with the union pursuant to County Code Section 5.04.090(A).

2. The County shall develop and implement a policy addressing communicable disease notification, protection and treatment for employees who are assigned to work in health facilities. Related training shall be provided to the employees.

3. The County shall make safety alarm devices available to employees working in psychiatric inpatient, outpatient and emergency departments in County facilities. The budget for the safety alarm devices shall not exceed twenty thousand dollars ($20,000). The budget will be used to purchase and maintain safety alarm devices and replace broken or damaged alarm through the term of this MOU. In consultation with the Union, the County shall develop a plan for distribution and replacement of the safety alarm devices.

4. A Code Gold Team (or Behavioral Response Team) is defined as Department of Health Services or Department of Public Health responders to violent or extreme patients that warrant intervention. Code Gold Teams would be established to aid, when necessary, County security in situations where a multi-person intervention is needed. Under no circumstances will Code Gold Teams replace existing security measures in place in county facilities.

   Code Gold Team response members shall be provided with designated coverage staff to provide continuity of patient care.

In consultation with SEIU Local 721 and the Committee of Interns and Residents/SEIU Management will develop a standardized policy addressing the establishment of a Code Gold Team in each department facility and on each shift where applicable within 60 business days of Board approval of this MOU. Said policy will address training, team leadership, classification participation and protocols of the Code Gold Teams.

During the term of the MOU, the Emergency Codes policy will be reviewed, with the explicit purpose of addressing changes or updates to the policy, upon the request of either party at mutually agreeable times and locations. In order to make meetings effective management will notify Local 721, in writing, of any proposed changes or updates, or Local 721 will notify management, in writing, of any requested changes or updates. All proposed/requested changes shall be provided at the time of meeting request.

5. In the event of an attack on an employee by a patient, or onsite visitor, Management shall assist with making arrangements for medical attention and counseling services.

6. Management and SEIU Local 721, mutually agree to implement and adhere to a workplace violence prevention standard, by implementing a violence incident log and maintaining records of workplace violence incidents. Both must also implement a Workplace Violence Prevention Plan, where required by regulation, and perform an annual risk review of said plan to address workplace violence risk.

7. In the event of an emergency relating to biohazards, communicable disease outbreak or other health threat, the Department shall notify employees without delay. The Department shall notify Local 721 and the Committee of Interns and Residents/SEIU as soon as practicable.

   Upon request by the Union, the Department shall meet with Local 721 within seven (7) business days to assess the impact on employees and appropriate responses and/or corrective measures.

Section 8. Sale or Transfer

The County agrees in the event of a sale or transfer of a facility the County shall give theUnion as much notice as possible of any intended sale or transfer.

Section 9. Patient Care Committee

The County and the Union agree that quality patient care and an appropriate working environment require adequate and safe staffing and that staffing levels within all departments vary with census acuity, shifts, the specialization of various areas, changes in the specialization of the units, structural changes in delivery of patient services and qualitative changes in average acuity.

Within 90 days of the Board of Supervisor's approval of this MOU, the parties will establish a task force to consult on the development of a Patient Care Committee(s) within OHS and OPH. The task force will work collaboratively to develop the role of the Patient Care Committee(s) as it relates to issues including but not limited to best practices regarding quality patient care and dispute resolution. The task force will consist of a maximum of 8 members representing SEIU Local 721 and a maximum of 8 members from the county, including a representative from the Chief Executive Office/Employee Relations Division.

Section 10. OHS and OPH Competency Testing

The parties agree that competency assessments serves the best interests of promoting aworkforce that is best equipped to provide quality patient care.

For the purposes of this section, the parties also agree competency shall be defined as the application of knowledge, skills, and behaviors that are needed to safely, effectively, and ethically perform the duties and expectations of the workforce members's job in accordance with the scope of practice and/or as determined by a specific set of criteria.

The parties agree that education and training are essential components for preparing workforce members for competency assessments and are emphasized when remediation is warranted for assessment findings. Just Culture principles will be utilized in determining the appropriate corrective response(s) to assessment findings.

Furthermore, the parties agree, that where appropriate educational based discipline will be utilized prior to suspension. In addition, where appropriate, the committee will work toward identifying creative alternatives to discipline as a result of competency assessment findings.

As such, SEIU Local 721, OHS and/or OPH shall meet every other month or sooner upon request of the Union or Management to address new and/or changes in matters related to employee competency assessment, including but not limited to:

- Assessment Methodology such as written, skills, or other;
- Assessment Components;
- Study methodology including but not limited to study guides and practice skills labs;
- Study time and remediation;
- Case Presentations (where applicable); and
- Corrective responses to assessment findings to include possible alternatives to discipline.

SEIU Local 721 representatives shall be allowed access to employees near the assessment site.

Management will grant employees an appropriate amount of time to prepare for competency (assessment (s) including case presentations.

OHS and/or OPH Management will provide the Union with information regarding competency assessment results by classification and/or clinical discipline whichever is appropriate.

A. The Health Policy Committee and the County agree to meeting within 90 days of Board of Supervisors' approval of this MOU to discuss the current state of Competency Testing within OHS. Topics of discussion, during themeeting, will include:

The Board of Supervisors 2008 Motion concerning Competency Assessment;

- Assessment Components; (including but not limited to content, scheduling, messaging, etc.);
- Study time, mentoring, and/or training opportunities; and
- Corrective Responses to deficits identified in knowledge, skills, and behaviors.

This subsection shall expire December 31, 2025; it may be renewed/extended by mutual consent.

Section 11. Qualified Bilingual Bonus Status

Within 180 days of Board of Supervisors' approval of this MOU, the Labor ManagementTransformation Committee agrees to convene a Work Group to discuss the creation and implementation of a two tiered "medically" qualified bilingual bonus for Departmentof Health Services' employees providing cultural and linguistic appropriate services.

Should all parties comprising said Work Group reach a consensus, the County agreesto present to the Chief Executive Officer for implementation.

ARTICLE 42 DEPARTMENT OF MENTAL HEALTHHEALTHCARE REFORM & INTEGRATION

The Department of Mental Health and Local 721 are committed to a collaborative joint labor-management approach to establishing and improving ways of improving services provided by the department.

Topics for discussion include, but are not limited to:

- Improving quality of care.
- Improving consumer satisfaction;
- Patient and employee safety;
- Preparing for transitions in technology on workforce and new health carelegislation;
- Achieving operational efficiencies and enhancing productivity;
- Generating new and increased revenue;
- Impact of Healthcare Reform and Integration on employees.
- Health Agency Integration
- LMTC Partnership Coordination
- Care Improvement teams (CIT's)
- DMH Policy review

To achieve these goals the parties, agree to the following:

DMH Healthcare Reform and Integration Committee

Local 721 and the Department of Mental Health will continue a labor-management DMH Healthcare Reform and Integration Committee to review the departmental changes resulting from health care reform and Integration and make recommendations to the Department of Mental Health (DMH) management.

The committee's mission is to review the impact on employees resulting from the department's healthcare reform plan and Integration, and to develop recommendations to management regarding employee impact. In order to make meetings effective DMH management will notify Local 721 of any proposed changes to DMH services regarding Healthcare Reform and Integration.

The committee will have ten (10) Local 721 employee representatives.

Management team will include CEO representation. By mutual agreement, guests may attend to discuss specific subjects. The committee will meet once a month, at a timeand place to be determined by the committee.

The committee will develop and implement the LMTC (Labor Management Partnership Council) coordination with DMH. The areas of coordination include:

- Care Improvement Committee (CIT's)
- Just Culture implementation workgroup
- DMH Joint Labor Management Committee
- Mental Health Transformation Advocates
- Any other LMTC sub-Committees.

Management agrees to refer new classifications or classification changes resulting from the transformation to the Local 721 Classification Committee for review.

Pursuant to the County's Employee Relations Ordinance, upon written request by the Union, Management agrees to meet and confer with the union on the impact of implementing work rule changes specifically related to health care reform and integration in DMH when such matters are not covered by Memoranda of Understanding, Civil Service Rules, or other laws, regulations, or agreements between the parties.

In order to maximize the work hours spent on direct client services the committee will evaluate the appropriate benchmark for best practices to achieve revenue maximization with the goal of achieving efficient treatment standards for patient carethat make DMH an attractive option for mental health services.

Workplace Safety

The Department of Mental Health will make every reasonable effort to provide a safe and healthful work place, including measures to protect employees from workplace violence.

Where determined by management to be necessary, protective measures such as the following will be implemented:

- Distribution of hand-held personal portable alarms
- Safety Orientations
- Installation of equipment in Mental Health facilities such as panic buttons, surveillance cameras, bullet-resistant glass and alarm systems.
- Assignment of security personnel.
- Training in assault prevention and management of assaultive behavior, and other field base trainings.
- Necessary safety equipment, such as cell phones, gloves, protective body suits, first aid kits/ emergency safety kits, will be provided to employees on field assignments.
- Reasonable measures to enhance the security and safety of employee parking lots.

The department agrees to develop recommendations related to safety issues withthe union at the DMH Healthcare Reform and Integration Committee.

ARTICLE 43 RE-ENGINEERING AND WELFARE REFORM RIGHTS OF UNIT

The County agrees to consult pursuant to Employee Relations Ordinance [subsection 5.04.090(A)] on Re-Engineering and Welfare Reform. Management agrees to meet and confer with Local 721 on the impact of implementing work rule changes specifically related to Re-Engineering and Welfare Reform when such matters are not covered by Memoranda of Understanding or Civil Service Rules.

During the term of this agreement when such work rule changes are implemented, the significant numbers provision (subsection 2) of the Full Understanding, Modifications, Waiver Article shall not apply to matters subject to Re-Engineering and Welfare Reform impact negotiations within Department of Health Services or Department of Public Social Services.

The County shall apply provisions of State law regarding CalWORKs, designed to prevent displacement of employees or erosion of the bargaining units by welfare recipients, to the County's training, workfare, and community service programs.

The County will also comply promptly with all reporting and complaint investigation requirements to ensure compliance with State law regarding the work assignments of volunteers, general relief workfare participants, GAIN participants, CalWORKs workfare participants, or community service participants.

ARTICLE 44 TELEWORK

Section 1. Telework Benefits

The Union and the County agree that telework is an effective tool to promote operational efficiencies, support employee recruitment, retention, and engagement, lower overhead costs and parking expenses, fulfill our responsibility to reduce carbon footprints through trip reduction, advance digital government, contribute significantly to the work-life balance of participating employees, and safeguard health and safety during public health or other emergencies.

Section 2. Telework Selection Criteria

The parties also recognize that telework is a management option and not an employee right or universal benefit and will only be offered to employees whose job functions make feasible such work arrangement.

Telework may be requested by or offered to any employee. Employee requests to telework are subject to the approval of management. The department has the sole discretion to designate which job functions are compatible with telework; criteria will be based on the suitability of employee's job functions and impact on operations. Telework is considered a voluntary arrangement and may be terminated by the Teleworker or the department at any time. If a telework assignment is terminated by management, the teleworker shall be given a reason.

Section 3. Expand Telework Opportunities

Departments will make reasonable efforts to expand telework opportunities to realize the benefits listed in Section 1 where job functions are compatible with telework. Likewise, departments will take reasonable steps to ensure that eligible staff are telework-ready, to best ensure continuation of work functions in case of a declared disaster or other emergency.

Section 4. Materials and Equipment

Management will make reasonable efforts to provide teleworking employees with all equipment necessary to support the employee's ability to work remotely. If a teleworking employee is required and authorized by management to purchase specific materials or equipment for telework, they will be reimbursed for expenses incurred. Maintenance of County-issued equipment will be a management responsibility.

ARTICLE 45 RIGHTS OF UNIT

Management agrees to permit twelve (12) employees in the Unit, designated by SEIU Local 721, as spokespersons for the Unit, time off with pay to attend meetings between Local 721 SEIU and Management where the subject of such meetings involves basic issues affecting employee relations concerning the entire Unit.

The names of the employees so designated will be provided in writing by SEIU Local 721, to Management. SEIU Local 721, agrees that the employees designated shall not log nor be entitled to compensatory time or premium pay for the time spent pursuing activities allowed under this Article.

ARTICLE 46 WORK SCHEDULE

Purpose

This article is intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week, or of days of work per week.

A. Work Week

For the purpose of computing overtime, the workweek for employees in this Unit is forty (40) hours of work in a seven consecutive day period as defined by Management. For the purpose of work schedules, the normal workweek shall be five (5) consecutive eight (8) hour work days, except as provided in Section D. Each eight-hour shift shall include, exclusive of at least a thirty (30) minute lunch period, two (2) fifteen (15) minute rest periods, one scheduled during each half of the assigned shift. During rest periods, employees shall be relieved of all duties and may leave their immediate work locations but must remain within general area asprescribed by Management.

B. Work Shifts

Employees shall be scheduled to work on regular work shifts having regular starting and quitting times. Except for emergencies (see Section D), employees' work schedules, or work shifts, shall not be changed without written notice to the employee at least ten (10) working days prior to the date the change is to be effective. Irregular work schedules shall not be changed without written notice to the employee at least ten (10) working days prior to the date the change is to be effective.

C. Saturday and Sunday Schedules

Work schedules which include Saturday and Sunday will be established only when essential to the County's public service. In no event shall such schedules be established to deprive employees of payment for overtime.

D. Emergencies

Nothing herein shall be construed to limit the authority of Management to make temporary assignments to different or additional locations, shifts or work duties for the purpose of meeting emergencies. However, such emergency assignments shall not extend beyond the period of such emergency.

E. Nothing herein shall be construed to affect in any manner whatsoever irregular work day or workweek assignments required for the maintenance of necessary operations.

F. The parties agree that when an employee works in excess of his/her regularly scheduled work hours in a day, Management may direct the employee to take off an equivalent number of hours during the same workweek. Management will make reasonable efforts to accommodate an employee's choice of the equivalent number of hours to be taken off in the same workweek.

G. Alternative Work Schedules

Employees may request alternative work schedules such as a nine (9) day - eighty (80) hour two week schedule or a four (4) day - forty (40) hour week schedule. Management will respond to an employee's request within fifteen (15) calendar days. Any changes from existing work schedules will be based on the needs of the service as determined by Management. Employees covered by the Fair Labor Standards Act will not be placed on alternate work schedules that mandate the payment of overtime under the Act.

H. Library Aids and Pages

In the event of a temporary Library closure due to maintenance, construction or Health and Safety issues, Management will make every reasonable effort to allow Library Aids and Pages to work available hours at a nearby Library.

ARTICLE 47 TRANSFERS

Section 1. Intra-Departmental

Any employee covered herein who has completed twelve (12) months of service at his /her current work location and has a competent or better performance evaluation on file may submit a written request for transfer within his/her own department and have his/her name placed on a transfer request list to be kept by the appropriate manager of the work location to which the employee is requesting a transfer. The request will be retained for a period of one (1) year or until withdrawn in writing by the employee. Management has the discretion to waive the above criteria when granting transfers.

It is understood that these requests are for an available, vacant position in the same classification. Management will consider these requests for transfer when filling vacancies. However, this Article in no way is intended to limit Management's authority to make appointments.

Employees that no longer desire a voluntary transfer shall submit a written notice to the appropriate manager requesting the removal of their name from the transfer request list.

Section 2. Inter-Departmental

Any employee covered herein who has completed twelve (12) months of service at his/her current work location, has a competent or better performance evaluation on file and wishes to transfer to another County department may submit a written request for such transfer and have his/her name placed on a transfer request list to be kept by the personnel office of the department to which the employee is requesting a transfer. The request shall be maintained for a period of one (1) year or until withdrawn in writing by the employee. Management has the discretion to waive the above criteria when granting transfers.

It is understood that these requests are for an available, vacant position in the same classification. Management will consider these requests for transfer when filling vacancies. However, this Article in no way is intended to limit Management's authority to make appointments.

Employees that no longer desire a voluntary transfer shall submit a written notice to the personnel office of the department to which the employee requested a transfer.

Section 3. Voluntary Transfers Match - DPSS

The parties agree that an employee who desires to affect a transfer from one office to another office within DPSS shall submit an electronic request addressed to the Bureau Headquarters indicating where the employee desires to transfer for each request.

Requests for transfer will only be considered if the employee has completed twelve (12) months of service at the current office in the above classifications and the employee's last rating of performance is competent or better. All copies of the transfer request shall be submitted to the current office head. The office head will indicate on the request for transfer the employee's continuous service date, length of service at the current office and certified bilingual skills if any.

The office head will forward the transfer request to the Bureau and receiving Division Headquarters with a copy to the employee. If the employee does not meet the above transfer criteria, all copies of the transfer request will be returned to the employee with the reason for denial.

Transfer requests forwarded to the Bureau and Division Headquarters shall be valid for one (1) year or until withdrawn in writing by the employee.

During the months of March, June, September, and December, Management will review transfer requests on file at Bureau Headquarters and office vacancies and initiate transfers of the most senior employees providing certified bilingual skills are not required. Should Management determine that bilingual skills are required more in the receiving office than the sending office; the most senior bilingual employee will be eligible for transfer. In the event an eligible employee is placed on improvement needed or no longer desires voluntary transfer, the employee's name shall be removed from the list for a period of six months after which time the employee will be

eligible to request transfer in accordance with Section 3 of this Article.

Transfers will be effected as expeditiously as possible and will be done prior to any newhiring of employees in the aforementioned classifications.

It is understood that this Section does not modify Management's right to promote an eligible employee who is working in the office where the vacancy occurs.

During emergencies or when vacancies occur as a result of opening new facilities, altering or reorganizing programs or when vacancies exceed five percent (5%) as a result of the transfer from the sending office, the provisions of this Section shall be applied only to thedegree practicable.

For the purpose of this Section, seniority shall be based upon continuous service in the classification and within the Department.

Section 4. Involuntary Transfers

Involuntary Transfers shall be made in accordance with department policies and procedures. Prior to effecting involuntary transfers, the department shall make reasonable efforts to use voluntary transfers.

ARTICLE 48 VACATION SCHEDULING- HOSPITAL CLERICAL EMPLOYEES

Vacation periods shall be scheduled by Management to provide adequate staffing. Such schedules shall be subject to the needs of County service. Employees in this bargaining unit shall be entitled to take authorized vacations in accordance with the following procedures:

1. a. Management shall prepare an annual vacation schedule for employees in this bargaining unit in each vacation scheduling unit. A vacation scheduling unit is defined as:

   (1) A unit with a sufficient number of employees in this bargaining unit with interchangeable skills to ensure that employees in this bargaining unit will not have to compete with employees not in this bargaining unit for vacation schedules, and

   (2) A unit where vacations are required to be scheduled throughout the year. For each vacation scheduling unit, Management shall decide the number of employees who may be on vacation at any given time. No request for vacation shall be denied because of the season of the year.

   b. Where the vacation scheduling unit is a small unit within a hospital where employees in this bargaining unit with the necessary skills cannot be floated into the unit, prior practices in vacation scheduling shall be controlling.

2. The employee in this bargaining unit with the greatest seniority based on continuous service date will be given the opportunity to have one (1) first available choice of vacation schedule, with the other employees in this bargaining unit being given their choice of available vacation schedules in descending order of seniority.

3. Having once made such a choice, no employee in this bargaining unit may change his/her vacation schedule if such change will conflict with the choice of any other employee in this bargaining unit in the vacation scheduling unit or unless the affected employee in this bargaining Unit and Management agree to such a change.

4. For the purposes of this Article, employees in this bargaining unit assigned to a vacation scheduling unit after the annual vacation schedule has been prepared waive any seniority rights they have until the next annual vacation schedule is prepared.

5. In the case of a tie involving two or more employees in this bargaining unit, the opportunity to choose a vacation schedule will be given to the employee in this bargaining Unit in the descending order of one (1) their continuous service date, two (2) seniority in the work facility, or three (3) seniority in the vacation scheduling unit.

ARTICLE 49 TEMPORARY EMPLOYEES

Section 1.

The parties agree to recommend jointly to the County's Board of Supervisors for adoption and implementation by amendment to applicable ordinance that, during the term of this agreement only, any employee employed on a daily as-needed basis ("C" item), hourly as-needed ("F" item), or monthly temporary basis ("O" item) who was on the County payroll October 1, 2017, and continued on the County payroll through September 30, 2018, shall receive, effective October 15 2018, a bonus equal to one schedule or in the case of flat rates, 2.75 percent of said employee's base hourly, daily, or monthly rate, whichever is applicable, for each hour, day, or month of active service rendered during the term of thisagreement.

Section 2.

A "pathway to permanency" for Library Aids and Pages will be established through the allocation of permanent positions in the Public Library. The allocation will be informed by a staffing plan developed by the "Pathway to Permanency" labor/management taskforce (Taskforce). The Taskforce will aim to submit its recommendations to the Chief Executive Officer by January 31, 2016.

In the event the Taskforce is unable to reach accord on a staffing plan, it will issue a report to the Chief Executive Officer which delineates points of agreement and disagreement. The Chief Executive Officer will consider the recommendations of the Taskforce indeveloping its proposed 2016-17 budget for the Public Library.

ARTICLE 50 JOINT LABOR/MANAGEMENT COMMITTEE ON CLERICAL ISSUES

Section 1.

It is the intention of the parties to establish a County-wide Joint Labor/Management Committee on Clerical Issues to provide a forum for labor and Management to jointly discuss issues of concern to employees in this unit.

Section 2.

The Joint Labor/Management Committee on Clerical Issues shall consist of four (4) Management representatives and six (6) employee representatives as designated by the Union. The Management representatives will be designated by the Chief Executive Officer.

Section 3.

During the term of this MOU, the Joint Labor/Management Committee on Clerical Issues shall meet up to six (6) times annually, upon written request of either party, or more often by mutual agreement, during working hours to discuss issues which may include, but are not limited to, career training, educational/promotional opportunities, class specifications, training and employee development, and productivity enhancements with monetary incentives.

The Committee may also make advisory recommendations to the Chief Executive Officer, or his designated representative, for consideration.

Section 4.

The Joint Labor/Management Committee on Clerical Issues shall use the training funds in Article 51, Training and Career Development, to enhance career training and employee development for employees in Bargaining Units #111 and #112 during the term of the MOU.

ARTICLE 51 JOINT LABOR/MANAGEMENT COMMITTEE ON OFFICEERGONOMICS

Section 1. Intent

It is the intention of the parties that this Article be included only to inform employees and Management of the increased use of ergonomics and ergonomic related equipment (computers, etc.) in the work place, the importance of properly designed work environments to maximize employee job satisfaction, and increase operational efficiency and productivity.

Section 2.

It is agreed that the Joint Labor/Management Committee on Office Ergonomics shall consist of no fewer than five (5) Management representatives and an equivalent number of employee representatives as designated by the Union. The Management representatives will be designated by the Chief Executive Officer and include a representative from the Chief Executive Office (CEO), Department of Human Resources' Health, Safety and Disability Benefits Division (HSDBD); and the Internal Services Department (ISO) and the Chief Information Office (CIO). The Director of Personnel shall coordinate County-wide direction regarding Office Ergonomics. The Union has the right to have outside consultants attend the meeting at Union expense.

Section 3.

During the term of this MOU, the Joint Labor/Management Committee on Office Ergonomics shall meet at least quarterly, upon written request of either party, during working hours to discuss matters relating to the use of Office Ergonomics which includes, but is not limited to, break periods, eye care, potential health hazards to pregnant women, inspection of machines, changes in technology, industry research and factors relating to Ergonomics. The Committee shall make advisory recommendations to the Director of Personnel to encourage operating departments to utilize Office Ergonomics Guidelines in the purchase and acquisition of office equipment, including any equipment transferredbetween County departments.

The Committee may also make advisory recommendations to the Director of Personnel concerning any revision to the Office Ergonomics Guidelines and the development of training programs for new technology in ergonomic equipment for office use.

Section 4.

Management and SEIU Local 721 agree to transfer from the Workplace Retraining Funds in Article 33 in the #111 Clerical Office Services Representation Unit a total of one hundred and fifty thousand dollars ($150,000.00) during the term of this agreement to the Joint Labor/Management Committee on Office Ergonomics in bargaining units #111 and #112 for ergonomic related training and other purposes as established by the Joint Labor- Management Committee on Office Ergonomics consistent with the provisions of this Article.

Management agrees to roll-over any remaining funds to subsequent contract terms.

ARTICLE 52 TRAINING AND CAREER DEVELOPMENT

Management and SEIU Local 721, recognize the importance of training and career development of employees within the Unit in order to have a stable, highly qualified and effective workforce in the delivery of services to the public.

1. Technological Change

As new technology is introduced in the work environment and is required to be used by specific employees, Management will make reasonable efforts to train the affected employees in the new technology, up to and including computer training.

2. Training Opportunities

An employee can request to participate in educational programs, symposiums, seminars, conferences and meetings which would lead to an increase in their skills, knowledge and understanding. Employee training requests for County time to attend such programs shall be subject to Management approval.

Grievances filed under this section for training funded under Section 4 shall be expedited to the Third Level upon being filed. Approval and distribution of training opportunities shall be made on a fair and equitable basis.

3. In-Service Training

Management agrees to continue departmental in-service training programs whichare in effect at the time this Memorandum of Understanding is implemented untiltheir terms have expired, and also to encourage the establishment of in-service training programs in departments and classifications where possible. Management agrees to make information concerning in-service training programs available toemployees within the unit.

Management agrees that training programs will not be established to deprive qualified employees of higher earnings.

4. Training Expenses

Management and SEIU Local 721, shall transfer a total of two hundred and fifty thousand dollars ($250,000.00) in each fiscal year of the term of the agreement from the Training Funds in the #111 Clerical and Office Services and #112 Supervisory Clerical and Office Service MOUs, Article 33 Workplace Retraining, Section 3, for training purposes for the #111 and #112 bargaining units consistent with the provisions of this Article. The Joint Labor-Management Committee on Clerical Issues will administer the training funds under this section (4).

Management agrees to rollover any remaining funds to subsequent contract terms.

ARTICLE 53 POSTING OF NOTICES

Civil service examinations, departmental and interdepartmental vacancy notices shall be posted by Management, within a reasonable time after receipt, on the department's mainbulletin board(s).

Employees who desire information about current job openings may call the Department of Human Resources' (OHR) 24-hour job information number at (800) 970-LIST (5478) or may access the OHR Intranet Website at http://lacounty.gov.

The parties agree that the provisions of this article shall not be grievable nor arbitrable, and are, therefore, expressly excluded from the grievance and arbitration provisions of Articles 11, 13, and 14 of this Memorandum of Understanding.

ARTICLE 54 OVERTIME

Section 1. Compensation

The parties agree to jointly recommend to the County's Board of Supervisors that overtime shall be compensated as follows:

A. The County will pay overtime for all hours worked in excess of forty (40) in one (1) week. "Hours worked" will be calculated as provided for by the Fair Labor Standards Act, 29 U.S.C. '201, et seq. Hours worked do not include time for which persons are compensated but do not actually work, including but not limited to, sick leave and vacation pay, with the exception that those hours paid during a workweek for a regular County holiday will be counted in calculating hours worked for overtime purposes.

B. The County will pay employees for any overtime worked at a rate of one and one-half (1-1/2) times his/her regular rate of pay. Regular rate of pay shall be calculated as provided for by the Fair Labor Standards Act.

C. Payoff of Special Deferred CTO

On or after August 1, 1995, at the employee's option, CTO earned during the period October 1, 1993, through and including June 30, 1994, and remaining on the books, may continue to be taken as time off, subject to Management approval, or may beconverted to pay.

An employee electing payment for any portion of his or her CTO accrual balance may submit a request and within forty-five (45) days of that request, shall be paid at the rate of pay then in effect for the employee.

D. With Department Head (Appointing Authority) approval, an employee in the bargaining unit may elect to work up to thirty-two (32) hours of FLSA overtime to be used as compensatory time off in lieu of pay. Compensatory time is accrued at the rate of one and one-half (1-1/2) hours for each hour of overtime worked. No more than forty-eight (48) hours of compensatory time may be accrued in a calendar year. All overtime hours worked in excess of thirty-two (32) hours and accrued as compensatory time in a calendar year shall be paid.

To use compensatory time, an employee must submit a written request to the immediate supervisor at least five (5) working days prior to the first date requested to be off. Such accumulated compensatory time may be taken off subject to staffing requirements and with prior written approval of departmental management. Accumulated compensatory time must be used by the end of the calendar year following the year in which it was earned or it shall be paid. Accrued compensatory time shall be paid prior to any promotions.

Management may direct an employee to use accumulated compensatory time provided the employee is given ten (10) business days' notice. Unless approved by management, employees may not accrue overtime hours which are worked during disaster periods or emergencies declared by the Board of Supervisors, local or federal government.

Section 2. Usage of Non-FLSA Earned Compensatory Time

A. Employees shall not be directed by Management to take compensatory time off without at least ten (10) business days' notice or be denied a timely request to takesuch time off.

Requests for time-off will be approved based on the needs of the service as determined by Management.

B. With prior approval of departmental Management, accumulated compensatory time not used during the calendar year in which it is earned may be carried over one (1) additional calendar year during which it must be taken. Compensatory time not used within the above period shall be paid to the employee at the straight time rate rather than lost.

Section 3. Saving Clause

If, during the term of this agreement, the Fair Labor Standards Act is delayed by law or is determined not to be applicable to all or any classification of public employees or public agencies through legislation, regulation, or court decision, the overtime provisions of the 1983-85 MOU shall be reincorporated into this MOU and applied in this Unit and any contrary language shall be deleted subsequent to the effective date of such action.

Section 4. Distribution of Overtime

Management shall assign overtime work as equitably as possible among all qualified employees in the same classification in the same organizational work unit and work location. In the assignment of overtime under this provision, however, Management may consider special skills required to perform particular work.

Section 5.

An employee who works a four (4) day - forty (40) hour week schedule or a nine (9) day - eighty (80) hour two-week schedule and who uses benefit time or compensatory time to cover the balance of a day in which they receive an eight (8) hour holiday, the benefit time or compensatory time used shall be treated for purposes of overtime computation in the same manner as the eight (8) hours of County holiday time.

ARTICLE 55 SPECIAL PAY PRACTICES

Section 1. Shift Differential

Employees in this Unit are paid for weekend, evening and night shift differential as follows:

A. The evening shift is a shift at least five-eighths (5/8) of which falls between 4:00 p.m. and 11:00 p.m. The night shift is a shift at least five-eighths (5/8) of which falls between the hours of 9:00 p.m. and 8:00 a.m. The weekend shift falls between 7:00 pm. Friday through 7:00 a.m. Monday.

B. Effective October 1, 1990, evening shift employees shall receive a premium of fifty cents ($.50) per hour. Night shift employees shall receive a premium of fifty cents($.50) per hour, above the established rate for each classification.

C. Effective July 1, 1991, night shift employees shall receive a premium of fifty-five cents ($.55) per hour, above the established rate for each classification.

D. Effective October 1, 1992, evening shift employees shall receive a premium of fifty- five cents ($.55) per hour.

E. Effective October 1, 1992, night shift employees shall receive a premium of sixty cents ($.60) per hour, above the established rate for each classification.

F. Effective October 1, 2017, evening shift employees shall receive a premium of one dollar ($1.00) per hour.

G. Effective October 1, 2017, night shift employees shall receive a premium of one dollar ($1.00) per hour.

H. Effective October 1, 2018, weekend shift employees shall receive a premium of one dollars ($1.00) per hour. Library Aide Items 8325 and Library Page Items 9325 are excluded from receiving the weekend shift premium.

I. Effective October 1, 2022, weekend shift Department of Health Services employees shall receive a premium of one-dollar twenty-five cents ($1.25) per hour.

Section 2. Superior Subordinate Pay

The Chief Executive Officer will authorize compensation for a supervisor at a rate of $1.00 per month more than the base rate of his/her highest paid subordinate, when the qualifying conditions are met as provided by Section 6.10.070 of the County Code.

Section 3. Call Back

Whenever an employee is unexpectedly ordered by his/her Department Head or designated Management representative to return to work following the termination of his/her normal work shift and departure from his/her work location, the employee shall receive a payment of four hours' pay at the rate of time and one-half (1½) of the employee's regular rate of pay. Work performed in excess of four (4) hours will be compensated for in accordance with provisions of the Overtime Article.

If an employee should complete work required, leave the work location, and subsequently be recalled during the four (4) hour period being compensated for as a result of the initial call back, no additional compensation will be paid until four (4) hours have been worked by the employee, i.e., there shall be no pyramiding of time and one-half pay as a result of call back.

If an employee's work schedule must be altered to accommodate operational requirements on any scheduled work day and the employee is required to report for work up to two (2) hours earlier than his/her normal shift starting time, this shall be considered an early shift start and not a call back. Employees assigned to an early shift start will be allowed to work to the end of their normal shift provided work is available in their classification.

Section 4. Transcriber Typist. Probation

Any person employed in the Probation Department on a permanent full-time position of Transcriber Typist, excluding probationary employees, shall be paid a bonus of $55 for work performed during any month after July 1, 1991, whenever said employee's *average* monthly production standard based on group performance and control for the previous three (3) months is 101% or greater.

Such bonus does not constitute a base rate and shall not be considered in overtime calculation nor be used in the calculation of any other compensation or benefit.

Section 5. Freezer Bonus

The parties agree to recommend to the County's Board of Supervisors that said Board adopt and implement to the applicable ordinance that any employee covered herein who is employed in the Internal Services Department and Sheriff's Department, and who is assigned to spend the major portion of a regularly established shift working in the freezer of said department, shall be entitled to receive, in addition to their regular compensation, one dollar ($1.00) per hour for each hour worked during such assignment.

Such bonus does not constitute a base rate and shall not be considered in overtime calculations nor be used in the calculation of any other compensation or benefit.

Section 6. Emergency Room Premium Pay

Any person employed on a permanent, full-time basis who is permanently assigned to work in an Emergency Department in a hospital licensed to provide emergency medical services (as defined by the Office of Statewide health Planning & Development) shall receive, in addition to other compensation provided in this article, $60.00 per pay period each calendar month in said assignment. The premium pay shall be discontinued if the employee is absent for more than 30 consecutive calendar days, until such time as they return to work.

Section 7.

At the conclusion of the term of this contract, negotiations for future MOU will include discussions on special pay practices as it relates to weekend bonus.

ARTICLE 56 SALARIES

Section 1. Recommended Salary Adjustment

The parties jointly agree to recommend to the County's Board of Supervisors that said Board adopt and implement the following salaries applicable to employees in the Unit effective on the dates indicated:

Effective October 1, 2022 5.5%
Effective October 1, 2023 3.25%
Effective October 1, 2024 3.25%

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
0577	ACCOUNT CLERK I	CURRENT	NMVO	72H	3013.55	4157.27
		10/01/2022	NMVO	74H	3179.09	4388.73
		10/01/2023	NMVO	75K	3281.18	4531.82
		10/01/2024	NMVO	77J	3453.18	4772.82
0578	ACCOUNT CLERK II	CURRENT	NMVO	75G	3257.45	4498.55
		10/01/2022	NMVO	77G	3436.64	4749.36
		10/01/2023	NMVO	78J	3547.09	4904.00
		10/01/2024	NMVO	80H	3733.27	5165.09
8993	ADOPTIONS ASSISTANT	CURRENT	NMVO	79G	3625.36	5014.18
		10/01/2022	NMVO	81G	3825.64	5294.00
		10/01/2023	NMVO	82J	3948.36	5465.91
		10/01/2024	NMVO	83L	4076.09	5643.27
7053	ASSISTANT MICROFILM TECHNICIAN	CURRENT	NMO	73G	3087.73	4147.09
		10/01/2022	NMO	75G	3257.45	4377.91
		10/01/2023	NMO	76J	3362.45	4520.73
		10/01/2024	NMO	77L	3469.73	4667.64
1270	ASSISTANT PUBLIC HEALTH REGISTRAR	CURRENT	NMVO	73D	3065.36	4229.36
		10/01/2022	NMVO	75D	3233.73	4465.27
		10/01/2023	NMVO	76F	3337.91	4610.82
		10/01/2024	NMVO	77H	3444.91	4761.09
1327	AUTOMATED TIMEKEEPING SYS OPR,SHER	CURRENT	NMO	79K	3651.55	4916.00
		10/01/2022	NMO	81K	3853.45	5190.55
		10/01/2023	NMO	83A	3977.00	5359.00
		10/01/2024	NMO	84C	4106.36	5533.45

1253	CASHIER	CURRENT	NMVO	70D	2829.00	3900.64
		10/01/2022	NMVO	72D	2984.09	4116.55
		10/01/2023	NMVO	73F	3080.27	4250.27
		10/01/2024	NMVO	74H	3179.09	4388.73
1251	CASHIER-CLERK	CURRENT	NMVO	63J	2373.55	3273.27
		10/01/2022	NMVO	65J	2505.00	3453.18
		10/01/2023	NMVO	66L	2585.73	3564.36
		10/01/2024	NMVO	68B	2668.64	3678.18
1257	CASHIERING SERVICES REP I,SHERIFF	CURRENT	NMVO	75D	3233.73	4465.27
		10/01/2022	NMVO	77D	3411.82	4714.18
		10/01/2023	NMVO	78F	3521.18	4868.00
		10/01/2024	NMVO	79H	3634.09	5026.55
1258	CASHIERING SERVICES REP II,SHERIFF	CURRENT	NMVO	79D	3599.18	4977.09
		10/01/2022	NMVO	81D	3797.82	5255.00
		10/01/2023	NMVO	82F	3919.73	5425.82
		10/01/2024	NMVO	83H	4046.36	5602.09
1131	CLERICAL TRAINEE	CURRENT	N1	F		2838.93
		10/01/2022	N1	F		2995.07
		10/01/2023	N1	F		3092.41
		10/01/2024	N1	F		3192.91
1136	CLERK	CURRENT	N3MVO	60G	2427.00	3006.18
		10/01/2022	N3MVO	62G	2560.64	3171.36
		10/01/2023	N3MVO	63J	2642.91	3273.27
		10/01/2024	N3MVO	64L	2728.36	3378.82
9304	CLERK,NC	CURRENT	N3MVO	60G	2427.00	3006.18
		10/01/2022	N3MVO	62G	2560.64	3171.36
		10/01/2023	N3MVO	63J	2642.91	3273.27
		10/01/2024	N3MVO	64L	2728.36	3378.82
1479	CONSERVATOR/ADMINISTRATOR ASSISTANT	CURRENT	NMVO	77A	3387.00	4679.00
		10/01/2022	NMVO	79A	3573.00	4940.00
		10/01/2023	NMVO	80C	3687.36	5101.45
		10/01/2024	NMVO	81E	3807.09	5268.00
7070	CORONER'S PHOTOGRAPHIC ASSISTANT	CURRENT	NMO	74G	3171.36	4260.73
		10/01/2022	NMO	76G	3346.09	4498.55
		10/01/2023	NMO	77J	3453.18	4644.91
		10/01/2024	NMO	78L	3564.36	4796.27
2238	COURT RECORDS SYS CLERK I,SHERIFF	CURRENT	NMVO	75B	3217.91	4443.09
		10/01/2022	NMVO	77B	3395.27	4690.73
		10/01/2023	NMVO	78D	3503.91	4844.00
		10/01/2024	NMVO	79F	3616.64	5001.82
2239	COURT RECORDS SYS CLERK II,SHERIFF	CURRENT	NMVO	80B	3678.18	5088.73
		10/01/2022	NMVO	82B	3881.55	5372.36
		10/01/2023	NMVO	83D	4006.73	5547.18
		10/01/2024	NMVO	84F	4136.91	5727.91

2243 COURT RECORDS SYS CLERK III,SHERIFF	CURRENT	NMVO	82B	3881.55	5372.36
	10/01/2022	NMVO	84B	4096.18	5671.18
	10/01/2023	NMVO	85D	4229.36	5856.64
	10/01/2024	NMVO	86F	4367.09	6047.55
2217 CUSTODY RECORDS CLERK I,SHERIFF	CURRENT	NMVO	76L	3378.82	4667.64
	10/01/2022	NMVO	78L	3564.36	4928.00
	10/01/2023	NMVO	80B	3678.18	5088.73
	10/01/2024	NMVO	81D	3797.82	5255.00
2218 CUSTODY RECORDS CLERK II,SHERIFF	CURRENT	NMVO	81E	3807.09	5268.00
	10/01/2022	NMVO	83E	4016.64	5560.91
	10/01/2023	NMVO	84G	4147.09	5742.09
	10/01/2024	NMVO	85J	4281.64	5929.36
2657 DATA CONTROL CLERK	CURRENT	NMVO	71C	2899.00	3996.82
	10/01/2022	NMVO	73C	3057.91	4218.91
	10/01/2023	NMVO	74E	3155.91	4356.27
	10/01/2024	NMVO	75G	3257.45	4498.55
2672 DATA CONVERSION EQUIP OPERATOR I	CURRENT	NMVO	73H	3095.18	4271.18
	10/01/2022	NMVO	75H	3265.36	4509.64
	10/01/2023	NMVO	76K	3370.64	4656.27
	10/01/2024	NMVO	78A	3478.00	4808.00
2673 DATA CONVERSION EQUIP OPERATOR II	CURRENT	NMVO	77H	3444.91	4761.09
	10/01/2022	NMVO	79H	3634.09	5026.55
	10/01/2023	NMVO	80K	3751.64	5190.55
	10/01/2024	NMVO	82A	3872.00	5359.00
9312 ELECTION ASSISTANT I,NC	CURRENT		FH		18.44
	10/01/2022		FH		19.45
	10/01/2023		FH		20.08
	10/01/2024		FH		20.73
9313 ELECTION ASSISTANT II,NC	CURRENT		FH		24.07
	10/01/2022		FH		25.39
	10/01/2023		FH		26.22
	10/01/2024		FH		27.07
1302 ELIGIBILITY COMPUTATION CLERK I	CURRENT	NMVO	72F	2998.82	4136.91
	10/01/2022	NMVO	74F	3163.64	4367.09
	10/01/2023	NMVO	75H	3265.36	4509.64
	10/01/2024	NMVO	76K	3370.64	4656.27
1303 ELIGIBILITY COMPUTATION CLERK II	CURRENT	NMVO	74F	3163.64	4367.09
	10/01/2022	NMVO	76F	3337.91	4610.82
	10/01/2023	NMVO	77H	3444.91	4761.09
	10/01/2024	NMVO	78K	3555.73	4916.00
2294 ESTATE PROPERTY CUSTODIAN	CURRENT	NMVO	79J	3642.82	5038.91
	10/01/2022	NMVO	81J	3844.18	5320.00
	10/01/2023	NMVO	82L	3967.45	5492.64
	10/01/2024	NMVO	84B	4096.18	5671.18

2298	EVIDENCE & PROP CUSTODIAN I,SHER	CURRENT	NMVO	75L	3289.09	4542.91
		10/01/2022	NMVO	77L	3469.73	4796.27
		10/01/2023	NMVO	79B	3581.73	4952.36
		10/01/2024	NMVO	80D	3696.55	5114.18
2301	EVIDENCE & PROP CUSTODIAN II,SHER	CURRENT	NMVO	81L	3862.73	5346.00
		10/01/2022	NMVO	83L	4076.09	5643.27
		10/01/2023	NMVO	85B	4208.45	5827.55
		10/01/2024	NMVO	86D	4345.45	6017.73
2303	EVIDENCE & PROP CUSTODIAN III,SHER	CURRENT	NMVO	83L	4076.09	5643.27
		10/01/2022	NMVO	85L	4302.55	5958.45
		10/01/2023	NMVO	87B	4443.09	6152.36
		10/01/2024	NMVO	88D	4588.09	6353.18
1138	INTERMEDIATE CLERK	CURRENT	NMVO	71C	2899.00	3996.82
		10/01/2022	NMVO	73C	3057.91	4218.91
		10/01/2023	NMVO	74E	3155.91	4356.27
		10/01/2024	NMVO	75G	3257.45	4498.55
2172	INTERMEDIATE STENOGRAPHER	CURRENT	N2MO	76A	3478.00	4432.00
		10/01/2022	N2MO	78A	3669.00	4679.00
		10/01/2023	N2MO	79C	3788.55	4832.00
		10/01/2024	N2MO	80E	3910.18	4989.45
2214	INTERMEDIATE TYPIST-CLERK	CURRENT	NMVO	72B	2969.36	4096.18
		10/01/2022	NMVO	74B	3132.73	4323.82
		10/01/2023	NMVO	75D	3233.73	4465.27
		10/01/2024	NMVO	76F	3337.91	4610.82
0735	INVENTORY CONTROL ASSISTANT I	CURRENT	NMVO	76A	3297.00	4554.00
		10/01/2022	NMVO	78A	3478.00	4808.00
		10/01/2023	NMVO	79C	3590.45	4964.73
		10/01/2024	NMVO	80E	3705.73	5126.91
0736	INVENTORY CONTROL ASSISTANT II	CURRENT	NMVO	78A	3478.00	4808.00
		10/01/2022	NMVO	80A	3669.00	5076.00
		10/01/2023	NMVO	81C	3788.55	5242.00
		10/01/2024	NMVO	82E	3910.18	5412.45
1167	INVOICE CLERK	CURRENT	NMVO	72H	3013.55	4157.27
		10/01/2022	NMVO	74H	3179.09	4388.73
		10/01/2023	NMVO	75K	3281.18	4531.82
		10/01/2024	NMVO	77A	3387.00	4679.00
2160	LEGAL OFFICE SUPPORT ASSISTANT I	CURRENT	NMLO	80E	3705.73	5412.45
		10/01/2022	NMLO	82E	3910.18	5713.73
		10/01/2023	NMLO	83G	4036.45	5900.27
		10/01/2024	NMLO	84J	4167.45	6092.27
2161	LEGAL OFFICE SUPPORT ASSISTANT II	CURRENT	N2MLO	82E	4126.73	5713.73
		10/01/2022	N2MLO	84E	4356.27	6032.64
		10/01/2023	N2MLO	85G	4498.55	6229.18
		10/01/2024	N2MLO	86J	4644.91	6431.82

8325 LIBRARY ASSOCIATE	CURRENT	N1	F		3076.67
	10/01/2022	N1	F		3245.89
	10/01/2023	N1	F		3351.38
	10/01/2024	N1	F		3460.30
9325 LIBRARY PAGE,NC	CURRENT	N1	FH		16.07
	10/01/2022	N1	FH		16.95
	10/01/2023	N1	FH		17.50
	10/01/2024	N1	FH		18.07
2135 MEDICAL SECRETARY	CURRENT	N3MVO	81E	4239.82	5268.00
	10/01/2022	N3MVO	83E	4476.36	5560.91
	10/01/2023	N3MVO	84G	4622.18	5742.09
	10/01/2024	N3MVO	85J	4772.82	5929.36
2180 MEDICAL STENOGRAPHER	CURRENT	N3MO	80A	4086.00	4940.00
	10/01/2022	N3MO	82A	4313.00	5216.00
	10/01/2023	N3MO	83C	4454.18	5385.73
	10/01/2024	N3MO	84E	4599.45	5560.91
2209 MEDICAL TRANSCRIBER TYPIST	CURRENT	N2MVO	77H	3634.09	4761.09
	10/01/2022	N2MVO	79H	3834.91	5026.55
	10/01/2023	N2MVO	80K	3957.91	5190.55
	10/01/2024	N2MVO	82A	4086.00	5359.00
7046 MICROFILM CAMERA OPERATOR II	CURRENT	NMO	71G	2927.00	3929.27
	10/01/2022	NMO	73G	3087.73	4147.09
	10/01/2023	NMO	74J	3186.82	4281.64
	10/01/2024	NMO	75L	3289.09	4421.18
7055 MICROFILM TECHNICIAN	CURRENT	NMO	77G	3436.64	4622.18
	10/01/2022	NMO	79G	3625.36	4880.00
	10/01/2023	NMO	80J	3742.45	5038.91
	10/01/2024	NMO	81L	3862.73	5203.27
1281 MORTUARY AID	CURRENT	NMVO	75J	3273.27	4520.73
	10/01/2022	NMVO	77J	3453.18	4772.82
	10/01/2023	NMVO	78L	3564.36	4928.00
	10/01/2024	NMVO	80B	3678.18	5088.73
1137 OFFICE SUPPORT ASSISTANT	CURRENT	NMVO	67C	2604.73	3590.45
	10/01/2022	NMVO	69C	2748.27	3788.55
	10/01/2023	NMVO	70E	2836.00	3910.18
	10/01/2024	NMVO	71G	2927.00	4036.45
1331 PAYROLL CLERK I	CURRENT	NMVO	78G	3529.82	4880.00
	10/01/2022	NMVO	80G	3724.09	5152.36
	10/01/2023	NMVO	81J	3844.18	5320.00
	10/01/2024	NMVO	82L	3967.45	5492.64
1334 PAYROLL CLERK II	CURRENT	NMVO	81G	3825.64	5294.00
	10/01/2022	NMVO	83G	4036.45	5588.36
	10/01/2023	NMVO	84J	4167.45	5770.45
	10/01/2024	NMVO	85L	4302.55	5958.45

2296	PERSONAL PROPERTY CUSTODIAN	CURRENT	NMVO	77J	3453.18	4772.82
		10/01/2022	NMVO	79J	3642.82	5038.91
		10/01/2023	NMVO	80L	3760.82	5203.27
		10/01/2024	NMVO	82B	3881.55	5372.36
6721	PERSONAL PROPERTY WORKER	CURRENT	NMVO	72E	2991.45	4126.73
		10/01/2022	NMVO	74E	3155.91	4356.27
		10/01/2023	NMVO	75G	3257.45	4498.55
		10/01/2024	NMVO	76J	3362.45	4644.91
7065	PHOTOCOPY MACHINE OPERATOR II	CURRENT	NMVO	68H	2708.45	3733.27
		10/01/2022	NMVO	70H	2857.00	3938.82
		10/01/2023	NMVO	71K	2948.00	4066.18
		10/01/2024	NMVO	73A	3043.00	4198.00
1165	PRECINCT CLERK	CURRENT	NMVO	71J	2941.00	4056.27
		10/01/2022	NMVO	73J	3102.64	4281.64
		10/01/2023	NMVO	74L	3202.27	4421.18
		10/01/2024	NMVO	76B	3305.18	4565.36
2222	PRIORS ASSISTANT,DA	CURRENT	NMLO	83A	3977.00	5813.00
		10/01/2022	NMLO	85A	4198.00	6137.00
		10/01/2023	NMLO	86C	4334.64	6337.45
		10/01/2024	NMLO	87E	4476.36	6543.73
1141	PROPERTY CONVEYANCES EXAMINER	CURRENT	NMVO	78F	3521.18	4868.00
		10/01/2022	NMVO	80F	3714.91	5139.64
		10/01/2023	NMVO	81H	3834.91	5307.00
		10/01/2024	NMVO	82K	3957.91	5479.27
1272	PUBLIC HEALTH REGISTRAR	CURRENT	NMVO	77K	3461.45	4784.55
		10/01/2022	NMVO	79K	3651.55	5051.27
		10/01/2023	NMVO	81A	3770.00	5216.00
		10/01/2024	NMVO	82C	3891.09	5385.73
2417	RADIOTELEPHONE OPERATOR	CURRENT	NMO	71L	2955.00	3967.45
		10/01/2022	NMO	73L	3117.55	4187.82
		10/01/2023	NMO	75B	3217.91	4323.82
		10/01/2024	NMO	76D	3321.55	4465.27
2240	RECORDS SYSTEM CLERK I,SHERIFF	CURRENT	NMVO	74B	3132.73	4323.82
		10/01/2022	NMVO	76B	3305.18	4565.36
		10/01/2023	NMVO	77D	3411.82	4714.18
		10/01/2024	NMVO	78F	3521.18	4868.00
2241	RECORDS SYSTEM CLERK II,SHERIFF	CURRENT	NMVO	79B	3581.73	4952.36
		10/01/2022	NMVO	81B	3779.27	5229.00
		10/01/2023	NMVO	82D	3900.64	5399.09
		10/01/2024	NMVO	83F	4026.55	5574.64
2242	RECORDS SYSTEM CLERK III,SHERIFF	CURRENT	NMVO	81B	3779.27	5229.00
		10/01/2022	NMVO	83B	3986.91	5519.73
		10/01/2023	NMVO	84D	4116.55	5699.55
		10/01/2024	NMVO	85F	4250.27	5885.73

2094	SECRETARY I	CURRENT	NMVO	76E	3329.73	4599.45
		10/01/2022	NMVO	78E	3512.55	4856.00
		10/01/2023	NMVO	79G	3625.36	5014.18
		10/01/2024	NMVO	80J	3742.45	5177.82
2095	SECRETARY II	CURRENT	NMVO	78E	3512.55	4856.00
		10/01/2022	NMVO	80E	3705.73	5126.91
		10/01/2023	NMVO	81G	3825.64	5294.00
		10/01/2024	NMVO	82J	3948.36	5465.91
2096	SECRETARY III	CURRENT	NMVO	80E	3705.73	5126.91
		10/01/2022	NMVO	82E	3910.18	5412.45
		10/01/2023	NMVO	83G	4036.45	5588.36
		10/01/2024	NMVO	84J	4167.45	5770.45
2097	SECRETARY IV	CURRENT	NMVO	82E	3910.18	5412.45
		10/01/2022	NMVO	84E	4126.73	5713.73
		10/01/2023	NMVO	85G	4260.73	5900.27
		10/01/2024	NMVO	86J	4399.55	6092.27
2098	SECRETARY V	CURRENT	NMVO	84E	4126.73	5713.73
		10/01/2022	NMVO	86E	4356.27	6032.64
		10/01/2023	NMVO	87G	4498.55	6229.18
		10/01/2024	NMVO	88J	4644.91	6431.82
1140	SENIOR CLERK	CURRENT	NMVO	75H	3265.36	4509.64
		10/01/2022	NMVO	77H	3444.91	4761.09
		10/01/2023	NMVO	78K	3555.73	4916.00
		10/01/2024	NMVO	80A	3669.00	5076.00
2674	SENIOR DATA CONVERSION EQUIP OPR	CURRENT	NMVO	77H	3444.91	4761.09
		10/01/2022	NMVO	79H	3634.09	5026.55
		10/01/2023	NMVO	80K	3751.64	5190.55
		10/01/2024	NMVO	82A	3872.00	5359.00
0739	SENIOR INVENTORY CONTROL ASSISTANT	CURRENT	NMVO	82A	3872.00	5359.00
		10/01/2022	NMVO	84A	4086.00	5657.00
		10/01/2023	NMVO	85C	4218.91	5842.09
		10/01/2024	NMVO	86E	4356.27	6032.64
2163	SENIOR LEGAL OFFICE SUPPORT ASST	CURRENT	NMLO	84E	4126.73	6032.64
		10/01/2022	NMLO	86E	4356.27	6368.91
		10/01/2023	NMLO	87G	4498.55	6576.09
		10/01/2024	NMLO	88J	4644.91	6790.09
2183	SENIOR MEDICAL STENOGRAPHER	CURRENT	N3MO	82A	4313.00	5216.00
		10/01/2022	N3MO	84A	4554.00	5506.00
		10/01/2023	N3MO	85C	4702.45	5685.36
		10/01/2024	N3MO	86E	4856.00	5871.18
1193	SR PROPERTY CONVEYANCES EXAMINER	CURRENT	NMVO	80F	3714.91	5139.64
		10/01/2022	NMVO	82F	3919.73	5425.82
		10/01/2023	NMVO	83H	4046.36	5602.09
		10/01/2024	NMVO	84K	4177.64	5784.64

1353 SENIOR STATISTICAL CLERK	CURRENT	NMVO	77J	3453.18	4772.82
	10/01/2022	NMVO	79J	3642.82	5038.91
	10/01/2023	NMVO	80L	3760.82	5203.27
	10/01/2024	NMVO	82B	3881.55	5372.36
2441 SENIOR TELECOM SERVICE INSTRUCTOR	CURRENT	NMO	83G	4036.45	5439.18
	10/01/2022	NMO	85G	4260.73	5742.09
	10/01/2023	NMO	86J	4399.55	5929.36
	10/01/2024	NMO	87L	4542.91	6122.09
2423 SENIOR TELEPHONE OPERATOR	CURRENT	NMO	74A	3125.00	4198.00
	10/01/2022	NMO	76A	3297.00	4432.00
	10/01/2023	NMO	77C	3403.55	4576.73
	10/01/2024	NMO	78E	3512.55	4725.91
2216 SENIOR TYPIST-CLERK	CURRENT	NMVO	76G	3346.09	4622.18
	10/01/2022	NMVO	78G	3529.82	4880.00
	10/01/2023	NMVO	79J	3642.82	5038.91
	10/01/2024	NMVO	80L	3760.82	5203.27
1132 SHERIFF STATION CLERK I	CURRENT	N3MVO	74H	3538.45	4388.73
	10/01/2022	N3MVO	76H	3733.27	4633.55
	10/01/2023	N3MVO	77K	3853.45	4784.55
	10/01/2024	N3MVO	79A	3977.00	4940.00
1133 SHERIFF STATION CLERK II	CURRENT	NMVO	79D	3599.18	4977.09
	10/01/2022	NMVO	81D	3797.82	5255.00
	10/01/2023	NMVO	82F	3919.73	5425.82
	10/01/2024	NMVO	83H	4046.36	5602.09
1352 STATISTICAL CLERK	CURRENT	NMVO	71J	2941.00	4056.27
	10/01/2022	NMVO	73J	3102.64	4281.64
	10/01/2023	NMVO	74L	3202.27	4421.18
	10/01/2024	NMVO	76B	3305.18	4565.36
2198 STENOGRAPHIC REPORTER	CURRENT	NMO	92L	5203.27	7010.91
	10/01/2022	NMO	94L	5492.64	7401.91
	10/01/2023	NMO	96B	5671.18	7643.09
	10/01/2024	NMO	97D	5856.64	7892.64
1366 TAX SERVICES CLERK I	CURRENT	NMVO	72H	3013.55	4157.27
	10/01/2022	NMVO	74H	3179.09	4388.73
	10/01/2023	NMVO	75K	3281.18	4531.82
	10/01/2024	NMVO	77A	3387.00	4679.00
1367 TAX SERVICES CLERK II	CURRENT	NMVO	76H	3354.27	4633.55
	10/01/2022	NMVO	78H	3538.45	4892.00
	10/01/2023	NMVO	79K	3651.55	5051.27
	10/01/2024	NMVO	81A	3770.00	5216.00
1368 TAX SERVICES SPECIALIST	CURRENT	NMVO	80H	3733.27	5165.09
	10/01/2022	NMVO	82H	3938.82	5452.55
	10/01/2023	NMVO	83K	4066.18	5629.55
	10/01/2024	NMVO	85A	4198.00	5813.00

2439	TELECOMMUNICATIONS SERVICE INSTRUC	CURRENT	NMO	79C	3590.45	4832.00
		10/01/2022	NMO	81C	3788.55	5101.45
		10/01/2023	NMO	82E	3910.18	5268.00
		10/01/2024	NMO	83G	4036.45	5439.18
2420	TELEPHONE OPERATOR	CURRENT	NMO	70D	2829.00	3797.82
		10/01/2022	NMO	72D	2984.09	4006.73
		10/01/2023	NMO	73F	3080.27	4136.91
		10/01/2024	NMO	74H	3179.09	4271.18
1592	TOUR GUIDE	CURRENT	NMO	71G	2927.00	3929.27
		10/01/2022	NMO	73G	3087.73	4147.09
		10/01/2023	NMO	74J	3186.82	4281.64
		10/01/2024	NMO	75L	3289.09	4421.18
2201	TRANSCRIBER TYPIST	CURRENT	N2MVO	74H	3354.27	4388.73
		10/01/2022	N2MVO	76H	3538.45	4633.55
		10/01/2023	N2MVO	77K	3651.55	4784.55
		10/01/2024	N2MVO	79A	3770.00	4940.00
2212	TYPIST-CLERK	CURRENT	N3MVO	64A	2662.00	3297.00
		10/01/2022	N3MVO	66A	2808.00	3478.00
		10/01/2023	N3MVO	67C	2899.00	3590.45
		10/01/2024	N3MVO	68E	2991.45	3705.73
1216	WITNESS ASSISTANT I,DA	CURRENT	NMVO	77B	3395.27	4690.73
		10/01/2022	NMVO	79B	3581.73	4952.36
		10/01/2023	NMVO	80D	3696.55	5114.18
		10/01/2024	NMVO	81F	3816.36	5281.00
1217	WITNESS ASSISTANT II,DA	CURRENT	NMVO	79B	3581.73	4952.36
		10/01/2022	NMVO	81B	3779.27	5229.00
		10/01/2023	NMVO	82D	3900.64	5399.09
		10/01/2024	NMVO	83F	4026.55	5574.64
1157	WITNESS COORDINATOR I	CURRENT	NMVO	73E	3072.82	4239.82
		10/01/2022	NMVO	75E	3241.64	4476.36
		10/01/2023	NMVO	76G	3346.09	4622.18
		10/01/2024	NMVO	77J	3453.18	4772.82
2234	WORD PROCESSOR I	CURRENT	NMO	75A	3210.00	4313.00
		10/01/2022	NMO	77A	3387.00	4554.00
		10/01/2023	NMO	78C	3495.27	4702.45
		10/01/2024	NMO	79E	3607.91	4856.00
2235	WORD PROCESSOR II	CURRENT	NMO	79A	3573.00	4808.00
		10/01/2022	NMO	81A	3770.00	5076.00
		10/01/2023	NMO	82C	3891.09	5242.00
		10/01/2024	NMO	83E	4016.64	5412.45
8252	YOUTH WORKER	CURRENT	N1	F		2793.90
		10/01/2022	N1	F		2947.56
		10/01/2023	N1	F		3043.36
		10/01/2024	N1	F		3142.27

8246 YOUTH WORKER,CHILDREN'S SERVICES	CURRENT	N1	F	2793.90
	10/01/2022	N1	F	2947.56
	10/01/2023	N1	F	3043.36
	10/01/2024	N1	F	3142.27

Section 2. Payoff of Special Vacation

On or after August 1, 1995, at the employee's option, unused special vacation may continue to be taken as time off, subject to prior Management approval, or may be converted to pay. An employee electing payment for any portion of the employee's special vacation balance, may submit a request to Management and, within forty-five (45) days of that request, shall be paid at the workday pay rate then in effect for the employee. Any employee who terminates County employment shall be paid upon termination at the workday rate then in effect for any remaining special vacation granted pursuant to this article. It is understood that the Board of Supervisors may direct at any time prior to termination that some or all employees be paid at the workday pay rate then in effect for the employee for some or all of the unused special vacation.

NOTES

1. Persons employed as Typist-Clerk (Item No. 2212) prior to March 1, 1988, whose salary was above $1,155.45 per month shall be compensated as Typist-Clerk (Item No. 2213), and those whose salary was at or below

$1,155.45 per month shall be compensated as Typist-Clerk (Item No. 2212). Persons employed as Clerk (Item No. 1136 prior to March 1, 1988, whose salary was above $1,077.00 per month shall be compensated as Clerk (Item No. 1139), and those whose salary was at or below $1,077.00 per month shall be compensated as Clerk (Item No. 1136). Movement on steps within the ranges established for Typist-Clerk (Item No. 2213) and Clerk (Item No. 1139) shall be in accordance with the provisions of Part 1 of Chapter 6.08.

2. Effective January 1, 1998, any person employed in a position of Clerk (Item No. 1136, Clerk, NC (Item No. 9304), Typist-Clerk (Item No. 2212) shall be compensated on a three-step salary range pursuant to the provisions of Note 3 in Chapter 6.28 of the Los Angeles County Code. Steps 1, 2, and 3 of the salary range for each position shall equate to Steps 3, 4, and 5 on the Standardized Salary Schedule set forth in Chapter 6.26 of said Code and shall hereinafter be referred to as "Steps 3, 4, and 5" respectively. Step placement and step advancement within the salary range applicable to each position shall be determined as follows:

a) Any person employed in a position of Clerk (Item No 1136) who, immediately prior to January 1, 1998, was continuously employed for less than six months in a position of Clerk (Item No. 1136), Clerk (Item No. 1139), or Clerk, NC (Item No. 9304) shall be placed on Step 3 of the salary range effective January 1, 1998 and shall be advanced to Step 4 upon completion of six (6) months of aggregate continuous service in any or all of the aforementioned positions. Such person shall be advanced to Step 5 upon completion of one year of continuous service on Step 4.

b) Any person employed in position of Clerk (Item No. 1136) who, immediately prior to January 1, 1998, was continuously employed for six (6) months or more in a position of Clerk (Item No. 1136), Clerk (Item No. 1139), or Clerk, NC (Item No. 9304) shall be placed on Step 4 of the salary range effective January 1, 1998 and shall be advanced to Step 5 upon completion of one (1) year of continuous service on Step 4.

c) Any person employed in a position of Typist-Clerk (Item No. 2212) who, immediately prior to January 1, 1998, was continuously employed for less than six months in a position of Typist-Clerk (Item No. 2212) or Typist-Clerk (Item No. 2213) shall be placed on Step 3 of the Salary range effective January 1, 1998 and shall be advanced to Step 4 upon completion of six (6) months of aggregate continuous service in either or both of the aforementioned positions. Such person shall be advanced to Step 5 upon completion of one (1) year of continuous service on Step 4.

d) Any person employed in a position of Typist-Clerk (Item No. 2212) who, immediately prior to January 1, 1998, was continuously employed for six (6) months or more in a position of Typist-Clerk (Item No. 2212) or Typist-Clerk (Item No. 2213) shall be placed on Step4 of the salary range effective January 1,1998, and shall be advanced to Step 5 upon completion of one (1) year of continuous service on Step 4.

3. Notwithstanding the foregoing, movement on steps within the ranges established for Clerk (Item No. 1136) and Typist-Clerk (Item No. 2212) shall be in accordance with the provisions of Part 1, of Chapter 6.08.

4. The rate or rates established by this provision constitute a base rate.

Section 3.

The parties having jointly reviewed and considered available salary and wage information data, agree that independent of their relationship to prior salaries, the recommended salaries set forth herein were negotiated in good faith, and that said salaries were determined independently of race, gender, age or national origin.

Section 4. Step Advances

A. Full-time permanent employees in this unit who are below the top step of the salary range and who are eligible for an annual step advance will be granted a step advance only when a competent or better Performance Evaluation has been filed by the employee's Department Head. The Performance Evaluation shall be filed at least one (1) month prior to the employee's step advance anniversary date and within a period which does not exceed one (1) year prior to that date.

B. If no performance review is filed as defined in A. above, or if an employee receives an Improvement Needed Performance Evaluation, the employee's step advance will not be granted on the date due.

Where no Performance Evaluation is issued in accordance with Paragraph A. above, the employee may request his/her Department Head in writing to issue a Performance Evaluation. The Department Head shall issue a Performance Evaluation within five (5) days of the employee's request. If said Evaluation is competent or better, the employee shall be granted a step advance effective to his/her step advance anniversary date.

C. Grievances arising out of this section shall be processed as follows:

1. Where no Performance Evaluation has been issued in accordance with Paragraph B. above, the employee may file a grievance with the Department of Human Resources. If the Director of Personnel fails to obtain issuance of such Performance Evaluation within ten (10) days after the grievance is filed with the Department of Human Resources, the employee shall be deemed competent, and the step advance shall be processed within thirty (30) days effective to his/her step anniversary date.

2. Where the Department Head issues a Performance Evaluation upon request of the Department of Human Resources, and said Performance Evaluation is competent or better, the employee shall be provided a step advance within thirty (30) days effective to his/her step advance anniversary date.

3. Grievances based on an Improvement Needed Performance Evaluation shall be filed within ten (10) days of issuance with the Department Head or his/her designated representative who shall respond to the grievance within ten (10) days. Appeals from a Department Head decision shall be processed in accordance with Civil Service Rules.

D. During the term of this agreement, should any changes be made in the existing categories of Performance Evaluations which adversely impacts the application of this section, the parties agree to meet and renegotiate this section. In the event an agreement cannot be reached through negotiations, it is agreed that the Union may submit the dispute to arbitration. The arbitrator shall issue an award on the step advances as affected by the changes in existing categories of Performance Evaluations.

Section 5. Special Step Advance

July 1, 1990: Employees in this Unit holding positions compensated at Schedule 44E or below shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service pursuant to Section 6.08.010 of the County Code.

October 1, 1992: Employees in this Unit holding positions compensated at Schedule 47J or below shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

August 1, 1993: Employees in this unit holding positions compensated at schedule 48F or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

July 1, 1994: Employees in this unit holding positions compensated at schedule 49E, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

January 1, 1998: Employees in this unit holding positions compensated at schedule 508, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

July 1, 1998: Employees in this unit holding positions compensated at schedule 51C, or below, shall be advanced to the second step of the salary range upon completion of six months' continuous service.

January 1, 1999: Employees in this unit holding positions compensated at schedule 520, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

July 1, 1999: Employees in this unit holding positions compensated at schedule 53A, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

January 1, 2000: Employees in this unit holding positions compensated at schedule 53J, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

November 1, 2000: Employees in this unit holding positions compensated at schedule 54K, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

July 1, 2001: Employees in this unit holding positions compensated at schedule 55A, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

October 1, 2001: Employees in this unit holding positions compensated at schedule 56B, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

July 1, 2002: Employees in this unit holding positions compensated at schedule 560, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

October 1, 2002: Employees in this unit holding positions compensated at schedule 57E, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

July 1, 2003: Employees in this unit holding positions compensated at schedule 57E, Note NV, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

July 1, 2004: Employees in this unit holding positions compensated at schedule 58E, Note NV, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

July 1, 2005: Employees in this unit holding positions compensated at schedule 58E, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

October 1, 2006: Employees in this unit holding positions compensated at schedule 60H, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

October 1, 2007: Employees in this unit holding positions compensated at schedule 60H, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

January 1, 2008: Employees in this unit holding positions compensated at schedule 61J, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

January 1, 2009: Employees in this unit holding positions compensated at schedule 62K, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

January 1, 2010: Employees in this unit holding positions compensated at schedule 62K, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

January 1, 2011: Employees in this unit holding positions compensated at schedule 62K, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

January 1, 2012: Employees in this unit holding positions compensated at schedule 62K, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

January 1, 2013: Employees in this unit holding positions compensated at schedule 62K, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

January 1, 2014: Employees in this unit holding positions compensated at schedule 62K, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

January 1, 2015: Employees in this unit holding positions compensated at schedule 62K, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.

Employees in this unit holding positions compensated at or below the salary levels as negotiated by the parties and indicated in the County Code Section 6.08.01QC shall be advanced to the second step of the salary range upon completion of six (6) months of continuous service.

ARTICLE 57 UNIFORMS - SHERIFF

Section 1.

The parties agree that a set of uniforms consisting of five(5) shirts, five (5) pants and one (1) jacket, will be provided as prescribed by Management of the Sheriff's Department to all newly appointed Evidence and Property Custodian (E&PC) I (Item 2298), E&PC II (Item 2301), and E&PC III (Item 2303).

Section 2.

Employees shall be responsible for care and maintenance of uniforms. Managementagrees to replace up to three (3) uniforms per year as needed. Worn-out uniform articles must be returned to the Sheriff's Department Management in order to obtain replacements.

Section 3.

Upon termination of employment the uniform articles identified in Section 1 must be returned to the Sheriff's Department.

Section 4.

Nothing herein shall be construed to modify, in any manner whatsoever, the uniform standards in the Sheriff's Department, nor shall anything herein be construed as a waiver of Management's right to establish, change and/or modify uniform standards anddress codes.

APPENDIX A

Performance Evaluations

Performance evaluation deals with the development, discipline and appraisal of employees on a continuous or routine basis. Evaluation of performance is not the simple preparation of an annual report, but is a continuous process involving the communication of work goals, giving instructions, assigning work, observing and evaluating work progress and the ongoing dialogue between supervisors and workers during the entire rating period.

Informal Corrective Actions

Informal corrective actions represent attempts to handle problems before they seriously hamper employee effectiveness. Because they are informal, they do not get inserted into the employee's official personnel record. Informal correction actions include discussion/coaching, counseling or a written notice of expectations or counseling.

School and Child Care Activities

Any employee who is the parent, guardian, or grandparent with custody may utilize existing vacation, personal leave, compensatory time off, or leave without pay to participate in the school activities of their children who are either enrolled in kindergarten through twelfth grade or are under the age of five and enrolled in a child care or preschool program.

Civil Service Examinations

Any employee shall be allowed time necessary to be absent from work at his or her regular rate of pay to participate in civil service examinations for positions with any public entity as defined in Section 6.04.080 of the Los Angeles County Code.

Military Leave

Any employee shall be allowed a military leave of absence in accordance with the applicable provisions of law including, but not limited to, the Uniformed Services Employment and Reemployment Act, the Family and Medical Leave Act, the California Military and Veterans Code, the Los Angeles County Charter, and the Los Angeles County Code. At the conclusion of such leave, the employee shall be returned to work with all accumulated rights and benefits, including educational benefits, in accordance with all applicable provisions of law. No County employee shall be discriminated against, or adversely impacted, in any manner as a result of utilizing military leave.

Disaster Leave

In the event of a disaster emergency as defined by Section 2.68.050 of the County Code and the Emergency Ordinance, Ordinance 10493, that prevents employees from reporting to their positions, the Chief Executive Officer may grant a leave of absence with pay to such employees, subject to ratification by the Board.

APPENDIX B

OFFICE ERGONOMIC GUIDELINES

The lease, purchase and installation of computer monitors/microfiche viewers, keyboards, accessories and associated furnishings shall conform to ergonomics guidelines outlinedherein.

1. **LIGHTING**

   a. The computer monitor/microfiche viewer should be located away from windows to the extent feasible.

   b. The windows in the work area should have blinds or drapes.

   c. The work area should be painted with low-reflective colors.

   d. The lighting in the work area should be from indirect or recessed sources.

   e. Employees who request that an adjustable direct light be provided for computer work should be provided with such a light.

2. **GLARE**

   a. Luminance of characters and background should have a high contrast ratio.

   b. In the event that the screen color and the adjustable lighting are unable to reduce glare, a non-glare screen should be fitted on the computer monitors/microfiche viewers.

3. **KEYBOARDS AND COMPUTER MONITORS AND MICROFICHE VIEWERS**

   a. The keyboard should be adjustable and conform to current ergonomic guidelines to the extent feasible.

   b. The monitor should be adjustable, fit the operator's plane of vision and provide a high contrast ratio,

c. Research on radio frequency and other types of radiation has not yet yielded final conclusions. As research results become available, these guidelines will be modified to reflect these findings, and to ensure the protection and health of all employees.

When older versions of cathode ray tube (CRT) monitors are used for employees with conditions that may be affected by the use of CRTs, Management should consider the reassignment of the employee to other duties while the condition exists.

4. **PRINTER**

a. Dot matrix and impact printers should be located in a separate room, if practical. Otherwise, a noise shield or cover should be fitted on the printer to reduce the noise level.

5. **CHAIR AND DESK**

a. The chair should be adjustable for seat pan height, backrest height, and backrest angle. The chair should be adjustable by the employee with the chair in an upright position and without the use of tools. The chair backrest should be constructed to provide lumbar support. The chair base should have five (5) prongs and should have casters appropriate for the flooring. The chair should have armrests to be used at the employee's option. Chair seat, armrests and backrest should be made of moisture absorbing material.

b. The computer work surface (i.e., computer table, desk or table) should be adjustable for height.

c. The desk/table surface should be large enough to provide an adequate work surface, including space for a document holder. The underside of the desk should be free of sharp protrusions, and the leg space should be free of obstructions. The desk should have a matte surface to inhibit glare.

d. The document holder should be adjustable for height, distance and angle.

e. Footrests should be available to be used at an employee's option.

6. **MAINTENANCE**

a. When an employee observes any problems with computer equipment, they may request an assessment of the need for repair of said equipment.

b. All maintenance records must be accessible to the Union upon written request, in accordance with the California Public Records Act and the Los Angeles County Employee Relations Ordinance.

c. Grievances resulting from disputes of these guidelines shall be subject to the provision of the Safety and Health Article of the appropriate Memorandum of Understanding.

APPENDIX C

EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

Basic Leave Entitlement

FMLA requires covered employers to provide up to 12 weeksof unpaid. job-protected leave to eligible employees for the following reasons:

- for ity due to pregnancy, prenatal mxlical care or child birth,
- to care for the employee's child after birth, or placem!llt for adoption or foster care;
- to care for the employee's spouse, son, daughter or parent, m10 has a serious health condition; or
- for a serious health condition that makes the employee Wlllble to perform the employee's job.

Military Family Leave Entitlements

Eligible employees whose spouse, son, daughter or parent is on covered active duty or call to covered active duty status may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered service-member during a single 12-month period. A covered service member is· (1) a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medicaltreatment, recuperation or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness•; or (2) a veteran who was discharged or released under conditions other than dishonorable at any time during the five-year period prior to the first date theeligibleemployee takes FMLA leave to care for the covered veteran, and who is undergoing medicaltreatment, recuperation, or therapy for a serious injury or illness.•

***The FMLA definitions of. "serious injury or illness" for current service mem hers and veterans are distinct from the FMLA definition of "serious health condition".**

Benefits and P rotections

During FMLA leave, the employer must maintain theemployee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their originalor equivalentpositions With equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to thestart of an employee's leave

Eligibility Requirements

Employees are eligible if they have worked for a covered employer for at least 12 months, have I ,250 hours of service in the previous 12 months•, and !fat leas!50employees are employed by the employer within 75 miles.

***Special hours of service eligibility requirements apply to airline flight crew employees.**

Definition of Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job;or prevents thequalified family member from participating in school or other daily activtles

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chrome condition Other conditions may meet the definition of continuing ireatm ent

Use of Leave

An employee does not need 10 use this leave entitlement in one block Leave can be taken intermittently or on a reduced leave schedule when medically necessary Employees must make reasonable efforts toschedule leave for plannedmedical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis

Substitution of Paid Leave for Unpaid Leave

Employees may choose or employers may require use of accrued paid leave while taking FMLA leave In order 10 use)llid leave for FMLA leave. ei11)1oyees m1St 00f11lly Wrth the employer's **lUllll paid**leave Policies.

Employee Responsibilities

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable When 30 days notice lsnot possible, the employee must provide notice as soon as practicable and generally must comply Withan employer's normal call-m procedures

Employees must provide sufficient information for theemployer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unableto perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care providet,or circumrtancessupportingtheneed ftx-militaly finnily leave. EiJ1)1oyees also nmt inform the ent>!oyer lfthe requested leaveisfora reasonfor mlich FMLAleave \\118 previouslytakenoc certified. 'Enli!oyees also rrey be required to provide a certification and periodic recertification suppor1ing theneed for leave.

Employer Responsibilities

Covered employers must inform employees requesting leave whether they are eligible under FMLA. Tfthey are, the notice must specifyany additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave Will be designated as FMLA-protected and theamount of leavecounted against theemployee'sleave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee

Unlawful Acts by Employers

FMLA makest unlawful for any employer to

- interfere with, restrain, or deny the exercise of any night provided under FMLA; and
- discharge or dis..'riminate against any person for opposing any practice made unlawful by FMLA or for involvement many proceeding under or relating to FMLA

Enforcement

An employee may file a complaint with the US. Department of Labor or may bring a privatelawsuit against an employer.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave nights

FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the text of this notice. Regulation 29C.F.R.§825.300(a) may require additional disclosures.

STATE OF CALIFORNIA **DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING**

"NOTICE A"

YOUR RIGHTS AND OBLIGATIONS AS A PREGNANT EMPLOYEE

If you are pregnant, have a related medical condition, or are recovering from childbirth, **PLEASE READ THIS NOTICE.**

- California law protects employees against discrimination or harassment because of an employee's pregnancy, childbirth or any related medical condition (referred to below as "because of pregnancy"). California law also prohibits employers from denying or interfering with an employee's pregnancy-related employment rights.

- Your employer has an obligation to:

  - reasonably accommodate your medical needs related to pregnancy, childbirth or related conditions (such as temporarily modifying your work duties, providing you with a stool or chair, or allowing more frequent breaks);
  - transfer you to a less strenuous or hazardous position (where one is available) or duties if medically needed because of your pregnancy; and
  - provide you with pregnancy disability leave (POL) of up to four months (the working days you normally would work in one-third of a year or 171/3 weeks) and return you to your same job when you are no longer disabled by your pregnancy or, in certain instances, to a comparable job. Taking POL, however, does not protect you from non-leave related employment actions, such as a layoff.
  - provide a reasonable amount of break time and use of a room or other location in close proximity to the employee's work area to express breast milk in private as set forth in Labor Code section 1030, et seq.

"Notice A"
Your Rights and Obligations as a Pregnant Employee
Page 2

- For pregnancy disability leave:
  - POL is not for an automatic period of time, but for the period of time that you are disabled by pregnancy. Your health care provider determines how much time you will need.
  - Once your employer has been informed that you need to take POL, your employer must guarantee in writing that you can return to work in your same position if you request a written guarantee. Your employer may require you to submit written medical certification from your health care provider substantiating the need for your leave.
  - POL may include, but is not limited to, additional or more frequent breaks, time for prenatal or postnatal medical appointments, doctor-ordered bed rest, "severe morning sickness," gestational diabetes, pregnancy-induced hypertension, preeclampsia, recovery from childbirth or loss or end of pregnancy, and/or post-partum depression.
  - POL does not need to be taken all at once but can be taken on an as-needed basis as required by your health care provider, including intermittent leave or a reduced work schedule, all of which counts against your four month entitlement to leave.
  - Your leave will be paid or unpaid depending on your employer's Policy for other medical leaves. You may also be eligible for state disability insurance or Paid Family Leave (PFL), administered by the California Employment Development Department.
  - At your discretion, you can use any vacation or other paid time off during your POL.
  - Your employer may require or you may choose to use any available sick leave during your POL.
  - Your employer is required to continue your group health coverage during your POL at the level and under the conditions that coverage would have been provided if you had continued in employment continuously for the duration of your leave.
  - Taking POL may impact certain of your benefits and your seniority date; please contact your employer for details.

"Notice A"
Your Rights and Obligations as a Pregnant Employee
Page 3

Notice obligations as an Employee:

- Give your employer reasonable notice: To receive reasonable accommodation, obtain a transfer, or take POL, you must give your employer sufficient notice for your employer to make appropriate plans - 30 days advance notice if the need for the reasonable accommodation, transfer or POL is foreseeable, otherwise as soon as practicable if the need is an emergency or unforeseeable.
- Provide a Written Medical Certification from Your Health Care Provider. Except in a medical emergency where there is no time to obtain it, your employer may require you to supply a written medical certification from your health care provider of the medical need for your reasonable accommodation, transfer or POL. If the need is an emergency or unforeseeable, you must provide this certification within the time frame your employer requests, unless it is not practicable for you to do so under the circumstances despite your diligent, good faith efforts. Your employer must provide at least 15 calendar days for you to submit the certification. See your employer for a copy of a medical certification form to give to your health care provider to complete.
- PLEASE NOTE that if you fail to give your employer reasonable advance notice or, if your employer requires it, written medical certification of your medical need, your employer may be justified in delaying your reasonable accommodation, transfer, or POL.

This notice is a summary of your rights and obligations under the Fair Employment and Housing Act (FEHA). For more information about your rights and obligations as a pregnant employee, contact your employer, visit the Department of Fair Employment and Housing's Web site at www.dfeh.ca.gov, or contact the Department at (800) 884-1684. The text of the FEHA and the regulations interpreting it are available on the Department's Web site.

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DFEH-100-20 (11/12)

STATE OF CALIFORNIA **DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING**

"NOTICE B"

FAMILY CARE AND MEDICAL LEAVE AND PREGNANCY DISABILITY LEAVE

- Under the California Family Rights Act of 1993 (CFRA), if you have more than 12 months of service with your employer and have worked at least 1,250 hours in the 12-month period before the date you want to begin your leave, you may have a right to an unpaid family care or medical leave (CFRA leave). This leave may be up to 12 workweeks in a 12-month period for the birth, adoption, or foster care placement of your child or for your own serious health condition or that of your child, parent or spouse.

- Even if you are not eligible for CFRA leave, if disabled by pregnancy, childbirth or related medical conditions, you are entitled to take pregnancy disability leave (POL) of up to four months, or the working days in one-third of a year or 17% weeks, depending on your period(s) of actual disability. Time off needed for prenatal or postnatal care; doctor- ordered bed rest; gestational diabetes; pregnancy-induced hypertension; preeclampsia; childbirth; postpartum depression; loss or end of pregnancy; or recovery from childbirth or loss or end of pregnancy would all be covered by your POL.

- Your employer also has an obligation to reasonably accommodate your medical needs (such as allowing more frequent breaks) and to transfer you to a less strenuous or hazardous position if it is medically advisable because of your pregnancy.

- If you are CFRA-eligible, you have certain rights to take BOTH POL and a separate CFRA leave for reason of the birth of your child. Both leaves guarantee reinstatement to the same or a comparable position at the end of the leave, subject to any defense allowed under the law. If possible, you must provide at least 30 days advance notice for foreseeable events (such as the expected birth of a child or a planned medical treatment for yourself or a family member). For events that are unforeseeable, you must to notify your employer, at least verbally, as soon as you learn of the need for the leave.

- Failure to comply with these notice rules is grounds for, and may result in, deferral of the requested leave until you comply with this notice policy.

- Your employer may require medical certification from your health care provider before allowing you a leave for:

  - your pregnancy;
  - your own serious health condition; or
  - to care for your child, parent, or spouse who has a serious health condition.

- See your employer for a copy of a medical certification form to give to your health care provider to complete.

- When medically necessary, leave may be taken on an intermittent or a reduced work schedule. If you are taking a leave for the birth, adoption or foster care placement of a child, the basic minimum duration of the leave is two weeks and you must conclude the leave within one year of the birth or placement for adoption or foster care.

- Taking a family care or pregnancy disability leave may impact certain of your benefits and your seniority date. Contact your employer for more information regarding your eligibility for a leave and/or the impact of the leave on your seniority and benefits.

This notice is a summary of your rights and obligations under the Fair Employment and Housing Act (FEHA). The FEHA prohibits employers from denying, interfering with, or restraining your exercise of these rights. For more information about your rights and obligations, contact your employer, visit the Department of Fair Employment and Housing's Web site at www.dfeh.ca.gov, or contact the Department at (800) 884-1684. The text of the FEHA and the regulations interpreting it are available on the Department's Web site.

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IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first above written.

SEIU LOCAL 721, CTW, CLC
AUTHORIZED REPRESENTATIVE

By_____
BOB SCHOONOVER
President

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVE

By_____
FESIA A DAVENPORT
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS