

MEMORANDUM OF UNDERSTANDING
FOR JOINT SUBMISSION TO BOARD OF SUPERVISORS
REGARDING THE
ENGINEERING TECHNICIAN'S
EMPLOYEE REPRESENTATION UNIT

THIS MEMORANDUM OF UNDERSTANDING, made and entered into this 15th day of
October 2019,

BY AND BETWEEN

Authorized Management Representatives
hereinafter referred to as "Management") of
the County of Los Angeles (hereinafter
referred to as "County")

AND

California Association of Professional
Employees, M.E.B.A., AFL-CIO (hereinafter
referred to as "CAPE")

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ARTICLE 1 RECOGNITION

Pursuant to the provisions of the Employee Relations Ordinance of the County of Los Angeles and applicable State law, CAPE was certified on December 10, 1969, by County's Employee Relations Commission (Employee Relations Commission File No. R-29-69) as the majority representative of County employees in the Professional Engineers Employee Representation Unit (hereinafter the "Unit") previously found to be appropriate by said Employee Relations Commission. Management hereby recognizes CAPE 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 the classifications identified in Article 8 of this Memorandum of Understanding.

The County agrees not to meet and confer with another employee organization with the intent of reaching an agreement to modify any understanding included in the negotiated agreement between CAPE and the County.

ARTICLE 2 EXCLUSIVITY

Management agrees to recognize CAPE as the exclusive representative of the employees in said Unit when County rules, regulations or laws are amended, and CAPE 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 of Articles; and
- C. Acts to appropriate the necessary funds required to implement the provisions of this Memorandum 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. 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 upon the request of either party.

ARTICLE 4 TERM

The provisions of this Memorandum of Understanding shall commence on the date when the terms and conditions for its effectiveness, as defined 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 October 1, 2018. This Memorandum of Understanding shall expire and otherwise be fully terminated at 12:00 midnight on September 30, 2021.

ARTICLE 5 RENEGOTIATION

In the event either party hereto desires to negotiate a successor Memorandum of Understanding, such party shall serve upon the other during the period from May 15, 2021 through May 31, 2021, its written request to commence negotiations, as well as its full and entire written proposals for such successor Memorandum of Understanding.

Upon receipt of such written notice and proposals, negotiations shall begin no later than June 15, 2021. An impasse concerning the matters under negotiation shall be declared automatically if full and entire agreement on the terms of a successor Memorandum of Understanding is not reached by July 31, 2021, unless the parties mutually agree to continue negotiations.

ARTICLE 6 DISCRIMINATION

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, age, national origin, political or religious opinions or affiliations, or handicapped status.

ARTICLE 7 SPECIAL PAY PRACTICESSection 1. 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 or normal workweek and departure from his/her work location, the employee shall receive a minimum payment of four hours' pay at the rate of time and one-half. Work performed in excess of four hours will be compensated for in accordance with provisions of Article 10, Overtime.

If an employee shall complete work required, leave the work location, and subsequently be recalled during the four-hour period being compensated for as a result of the initial call back, no additional compensation will be paid until four 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 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 2. Extra Trip Mileage

A mileage permittee may be paid "extra trip mileage," as defined in Section 5.40.230 of the Los Angeles County Code, provided he/she is required to make field calls in the performance of "extra trip mileage" duties.

In "extra trip" instances, mileage will be allowed from home to all points of contact and return home.

No reimbursement is allowable to any employee, regardless of circumstances, between home and headquarters and return home.

Section 3. Hazard Pay

Management agrees to pay to \$.50 per hour for those classes in this Unit presently receiving hazard pay.

Such hazard pay shall be limited to those CAPE classes currently receiving hazard pay under the terms and conditions of the Los Angeles County Code.

Section 4. Supervisor-Subordinate Pay

The Chief Executive Officer shall 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 in Section 6.10.070 of the Los Angeles County Code.

Section 5. Shift Differential

Any employee in the Unit who is assigned to a regularly scheduled evening or night shift as defined in Section 6.10.020 of the Los Angeles County Code shall receive a per hour bonus of sixty cents (\$.60) for each hour worked during said shifts.

Section 6. Standby Pay

All employees in the Unit who are assigned regularly scheduled periods of authorized standby service during off-duty hours shall be paid additional compensation at the rate of fifty cents (\$.50) per hour for each hour of such standby service not to exceed one hundred dollars (\$100.00) a month. Employees residing at their work site are excluded from this provision.

No additional compensation for standby status shall be made since the employee placed on standby status is not "unreasonably restricted" as defined by the Fair Labor Standards Act.

Section 7. Assignment of Additional Responsibilities

Upon the employee's written request, any permanent, full-time employee shall be entitled to additional compensation for the performance of additional responsibilities which are assigned and approved by the Department Head or designated management representative and the Chief Executive Office.

The Department shall notify an employee in writing of the approval or denial of his/her written request within 45 business days of receipt of the request for the additional responsibilities bonus.

If the employee is placed in an assignment requiring the performance of additional responsibilities prior to the Department obtaining CEO approval, upon his/her request he/she shall be returned to an assignment in his/her own classification until notified of the CEO's approval in writing. To qualify for this additional compensation a full-time permanent employee must either:

1. Be assigned to a special project or assignment which requires the performance of additional duties and carries additional responsibilities beyond those typically allocated to the employee's class. The assignment of additional duties normally performed by incumbents of the employee's class would not qualify for this additional compensation. The bonus for being assigned a special project or assignment shall be two standard salary schedules; or
2. Perform all the significant duties of a higher level class for which there is no vacant funded position. The bonus shall be two standard salary schedules, unless the difference between the employee's class and the higher level class is less than two standard salary schedules. In this case, the bonus shall be the difference between the two classes.

The bonus provision of paragraph 2 above does not apply to employees on short term higher level assignments of two weeks or less.

The additional compensation shall begin on the first day the additional responsibilities are assigned by management and shall end on the day the additional 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 23, Out-Of-Class Assignments for the same assignment.

The additional compensation provided in the Section shall not constitute a base rate.

Section 8. American Institute of Certified Planners (AICP) Certification

Effective December 1, 2007, the parties agree that employees in the classifications listed below, employed in a full-time, permanent position, and meet the following conditions shall receive a monthly bonus of eleven (11) levels (approximately 2.75%):

Proof of active American Institute of Certified Planners (AICP) Certification.

- Proof of active American Institute of Certified Planners (AICP) Certification.

- The Employee's last Performance Evaluation just be "Competent" or higher.

- New hires shall receive the bonus as long as they maintain a competent level of performance.
- New Hires must not be on an improvement plan as part of an overall Improvement Needed Performance Evaluation.

Supervising Regional Planner	4441
Regional Planner II	4440
Regional Planner I	4439
Principal Regional Planning Assistant	4435
Senior Land Division Specialist	4433
Land Division Specialist	4432
Senior Regional Planning Assistant	4431
Regional Planning Assistant II	4430
Regional Planning Assistant I	4428
Senior Planning Aid	4476
Planning Aid IV	4475
Planning Aid III	4473
Planning Aid II	4472
Planning Aid I	4471

American Institute of Certified Planners (AICP) Certification – Department of Parks and Recreation

Effective March 1, 2019, the Department of Parks & Recreation agrees to pay an annual bonus of \$500 to employees in the classifications listed below, employed in a full time permanent position, and meet the following conditions:

4108 Departmental Facilities Planner I

4112 Departmental Facilities Planner II

4103 Park Planner

4099 Park Planning Assistant

- Proof of active American Institute of Certified Planners (AICP) Certification
- Employee must maintain a Performance Evaluation of an overall Competent or higher.
- Employee must not be on an improvement needed plan as part of an overall improvement needed performance evaluation.
- Employee must be in good standing.

Section 9. Certified Access Specialist

Effective January 1, 2016, any permanent full-time Building Engineering Inspector, Senior Building Engineering Inspector, District Building and Safety Engineering Associate, Supervising Building and Safety Engineering Specialist, Associate Civil Engineer, Civil Engineer, Senior Civil Engineer, Head Building Inspector, Building Inspector I, Building Inspector II, Building Inspector III, and Building Inspector IV who holds a State of California Certified Access Specialist certification and who is assigned by management to duties requiring the knowledge and skills acquired from such certification in his/her assignment, is eligible for a monthly bonus of \$250.00.

Section 10 Certification Bonus for Inspection Series

Effective March 1, 2019, any permanent full-time Building Engineering Inspector with a valid certification as Building Inspector - AND- a valid certification in all of the following: Electrical , Plumbing and Mechanical Inspector from a recognized code certification organization in a code used by the County of Los Angeles and who is assigned by management to duties requiring the knowledge skills acquired from such certification in his/her assignment is eligible for a monthly bonus of \$150.

Effective March 1, 2019, any permanent full-time Building Inspector I, Building Inspector II, or Building Inspector III with a valid certification as Building Inspector – AND -a valid certification in all of the following: Electrical, Plumbing and Mechanical Inspector from a recognized code certification organization in a code used by the County of Los Angeles and who is assigned by management to duties requiring the knowledge skills acquired from such certification in his/her assignment is eligible for a monthly bonus of \$150.

Section 11. Reimbursement of Required Certifications

Effective March 1, 2019, any permanent full-time Survey Mapping Technician, Senior Survey Mapping Technician, Principal Survey Mapping Technician, Survey Technician I or Survey Technician II, who obtains a Land Surveyor-in-Training certificate, is eligible for a one-time bonus of \$500.

Effective March 1, 2019, any permanent full-time employee in the Waste Control Engineering Group with a valid UST certification from a recognized code certification organization used by the County of Los Angeles shall receive reimbursement for renewal of the certification.

Effective March 1, 2019, any permanent full-time Building Engineering Inspector Aid with a valid certification from the International Code Council (ICC) as Building Inspector - AND- a valid certification in one of the following: Electrical, Plumbing and Mechanical Inspector from a recognized code certification organization in a code used by the County of Los Angeles, and is assigned by management to duties requiring the knowledge and skills acquired from such certification in his/her assignment is eligible for a monthly bonus of \$150.

Effective March 1, 2019 any permanent full-time employee in the Building Engineering Inspection Series or Building Inspection Series with the following certifications assigned by management to duties requiring the knowledge and skills acquired from such certification shall be eligible for reimbursement of renewal costs:

ICC Building Plans Examiner

ICC Building Plans Examiner UBC

ICC Electrical Plans Examiner

ICC Building Inspector

ICC Commercial Building Inspector

ICC Commercial Electrical Inspector

ICC Commercial Mechanical Inspector

ICC Commercial Plumbing Inspector

ICC Building Inspector UBC

ICC Plumbing Inspector UPC

ICC Mechanical Inspector UMC

ICC Plumbing Inspector
ICC California Combination Inspector
ICC Mechanical Plans Examiner
ICC Plumbing Plans Examiner
ICC California Commercial Building Inspector
ICC California Commercial Electrical Inspector
ICC California Commercial Plumbing Inspector
ICC California Commercial Combination Inspector
ICC California Residential Building Inspector
ICC California Residential Electrical Inspector
ICC California Residential Plumbing Inspector
ICC California Residential Combination Inspector
ICC Residential Electrical Inspector
ICC Mechanical Inspector
ICC Residential Building Inspector
ICC Electrical Inspector

Section 12. Surveyor's Calculator and Software- Department of Public Works

Department of Public Works employees whose classifications fall within the Survey classification series, will be issued a management approved calculator and necessary software at no cost to the employee.

This equipment will remain property of the Department and will be returned once the employee's classification falls outside of the Survey classification series.

Section 13. Professional License Bonus Language

Effective April 1, 2007, any Principal Survey Mapping-Technician in the Unit who holds a valid license as a Land Surveyor, and who is assigned by management to duties requiring the knowledge and skill which are both certified and characterized by licensure as a Land Surveyor, will be paid a 5.5% Land Surveyor License Bonus-

Effective April 1, 2007, any Highway Engineering Specialist in the Unit who holds a State of California Traffic Engineer license, and who is assigned by management to duties requiring the knowledge and skill which are both certified and characterized by licensure as a Traffic Engineer, will be paid a 2.75% Traffic Engineer License Bonus.

ARTICLE 8 SALARIESSection 1A. Recommended Salary Adjustment

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

ITEM NO	ITEM CLASSIFICATION	EFFECTIVE DATE	NOTE	SCH	MINIMUM RATE	MAXIMUM RATE
4101	AIRPORT PROJECT COORDINATOR	CURRENT		96J	5770.45	7168.36
		03/01/2019		97F	5885.73	7311.45
		10/01/2019		98E	6032.64	7494.18
		01/01/2020		98J	6092.27	7568.36
		10/01/2020		99H	6244.55	7757.64
		01/01/2021	NO	99H	6244.55	7970.82
2469	ASST TITLE INSTRUMENT SPECIALIST	CURRENT		95K	5629.55	6993.82
		03/01/2019		96G	5742.09	7133.27
		10/01/2019		97F	5885.73	7311.45
		01/01/2020		97K	5943.91	7383.82
		10/01/2020		98J	6092.27	7568.36
		01/01/2021	NO	98J	6092.27	7776.73
3716	ASSISTANT TRANSIT ANALYST, PW	CURRENT		94A	5359.00	6657.00
		03/01/2019		94J	5465.91	6790.09
		10/01/2019		95H	5602.09	6959.64
		01/01/2020		96A	5657.00	7028.00
		10/01/2020		96L	5798.82	7203.45
		01/01/2021	NO	96L	5798.82	7401.91
4171	BUILDING ENGINEERING INSPECTOR	CURRENT		97J	5929.36	7365.73
		03/01/2019		98F	6047.55	7512.73
		10/01/2019		99E	6198.45	7700.36
		01/01/2020		99J	6259.91	7776.73
		10/01/2020		100H	6416.09	7970.82
		01/01/2021	NO	100H	6416.09	8189.64
4167	BUILDING ENGINEERING INSPECTOR AID	CURRENT		90H	4892.00	6077.36
		03/01/2019		91E	4989.45	6198.45
		10/01/2019		92D	5114.18	6353.18
		01/01/2020		92H	5165.09	6416.09
		10/01/2020		93G	5294.00	6576.09
		01/01/2021	NO	93G	5294.00	6756.82
4169	BUILDING INSPECTOR I	CURRENT	N2	97J	6259.91	7365.73
		03/01/2019	N2	98F	6384.64	7512.73
		10/01/2019	N2	99E	6543.73	7700.36
		01/01/2020	N2	99J	6608.45	7776.73
		10/01/2020	N2	100H	6773.45	7970.82
		01/01/2021	N2O	100H	6773.45	8189.64

4173 BUILDING INSPECTOR II	CURRENT	101J	6608.45	8209.73
	03/01/2019	102F	6740.18	8373.18
	10/01/2019	103E	6908.36	8582.09
	01/01/2020	103J	6976.73	8667.18
	10/01/2020	104H	7150.82	8883.73
	01/01/2021 NO	104H	7150.82	9128.18
4177 BUILDING INSPECTOR III	CURRENT	102J	6790.09	8435.09
	03/01/2019	103F	6925.45	8603.36
	10/01/2019	104E	7098.18	8818.27
	01/01/2020	104J	7168.36	8905.55
	10/01/2020	105H	7347.64	9128.18
	01/01/2021 NO	105H	7347.64	9379.00
4161 BUILDING PERMIT TECHNICIAN I	CURRENT	80H	3733.27	4633.55
	03/01/2019	81E	3807.09	4725.91
	10/01/2019	82D	3900.64	4844.00
	01/01/2020	82H	3938.82	4892.00
	10/01/2020	83G	4036.45	5014.18
	01/01/2021 NO	83G	4036.45	5152.36
4162 BUILDING PERMIT TECHNICIAN II	CURRENT	84H	4157.27	5165.09
	03/01/2019	85E	4239.82	5268.00
	10/01/2019	86D	4345.45	5399.09
	01/01/2020	86H	4388.73	5452.55
	10/01/2020	87G	4498.55	5588.36
	01/01/2021 NO	87G	4498.55	5742.09
3633 CADASTRAL ENGINEER	CURRENT	102A	6657.00	8270.00
	03/01/2019	102J	6790.09	8435.09
	10/01/2019	103H	6959.64	8645.91
	01/01/2020	104A	7028.00	8731.00
	10/01/2020	104L	7203.45	8949.18
	01/01/2021 NO	104L	7203.45	9195.55
3652 CIVIL ENGINEERING TECHNICIAN	CURRENT	92A	5076.00	6306.00
	03/01/2019	92J	5177.82	6431.82
	10/01/2019	93H	5307.00	6592.27
	01/01/2020	94A	5359.00	6657.00
	10/01/2020	94L	5492.64	6823.36
	01/01/2021 NO	94L	5492.64	7010.91
3570 CLINICAL LAB EQUIPMENT SPECIALIST	CURRENT	98L	6122.09	7605.45
	03/01/2019	99H	6244.55	7757.64
	10/01/2019	100G	6400.36	7951.27
	01/01/2020	100L	6463.27	8029.45
	10/01/2020	101K	6624.64	8229.82
	01/01/2021 NO	101K	6624.64	8455.73
3719 COMMUNICATIONS DESIGN TECHNICIAN	CURRENT	87F	4487.45	5574.64
	03/01/2019	88C	4576.73	5685.36
	10/01/2019	89B	4690.73	5827.55
	01/01/2020	89F	4737.64	5885.73
	10/01/2020	90E	4856.00	6032.64
	01/01/2021 NO	90E	4856.00	6198.45

3725 COMMUNICATIONS SERVICES ANALYST	CURRENT	99C	6167.73	7662.18
	03/01/2019	99L	6290.64	7814.91
	10/01/2019	100K	6447.55	8009.91
	01/01/2020	101C	6511.36	8089.18
	10/01/2020	102B	6673.64	8290.64
	01/01/2021 NO	102B	6673.64	8518.27
3971 CONSTRUCTION COST ESTIMATOR	CURRENT	96L	5798.82	7203.45
	03/01/2019	97H	5914.82	7347.64
	10/01/2019	98G	6062.45	7531.27
	01/01/2020	98L	6122.09	7605.45
	10/01/2020	99K	6275.27	7795.82
	01/01/2021 NO	99K	6275.27	8009.91
4195 CONSTRUCTION INSPECTOR	CURRENT	96C	5685.36	7063.09
	03/01/2019	96L	5798.82	7203.45
	10/01/2019	97K	5943.91	7383.82
	01/01/2020	98C	6002.82	7457.09
	10/01/2020	99B	6152.36	7643.09
	01/01/2021 NO	99B	6152.36	7853.55
3962 CONTRACT ADMINISTRATOR	CURRENT	97J	5929.36	7365.73
	03/01/2019	98F	6047.55	7512.73
	10/01/2019	99E	6198.45	7700.36
	01/01/2020	99J	6259.91	7776.73
	10/01/2020	100H	6416.09	7970.82
	01/01/2021 NO	100H	6416.09	8189.64
4108 DEPARTMENTAL FACILITIES PLANNER I	CURRENT	102K	6806.73	8455.73
	03/01/2019	103G	6942.55	8624.64
	10/01/2019	104F	7115.73	8840.09
	01/01/2020	104K	7185.91	8927.36
	10/01/2020	105J	7365.73	9150.64
	01/01/2021 NO	105J	7365.73	9402.00
4112 DEPARTMENTAL FACILITIES PLANNER II	CURRENT	104K	7185.91	8927.36
	03/01/2019	105G	7329.55	9105.73
	10/01/2019	106F	7512.73	9333.00
	01/01/2020	106K	7586.91	9425.00
	10/01/2020	107J	7776.73	9660.09
	01/01/2021 NO	107J	7776.73	9925.91
3604 ENGINEERING AID I	CURRENT ND	73F	3080.27	3616.64
	03/01/2019 ND	74C	3140.45	3687.36
	10/01/2019 ND	75B	3217.91	3779.27
	01/01/2020 ND	75F	3249.55	3816.36
	10/01/2020 ND	76E	3329.73	3910.18
	01/01/2021 NDO	76E	3329.73	4016.64
3606 ENGINEERING AID II	CURRENT	78F	3521.18	4367.09
	03/01/2019	79C	3590.45	4454.18
	10/01/2019	80B	3678.18	4565.36
	01/01/2020	80F	3714.91	4610.82
	10/01/2020	81E	3807.09	4725.91
	01/01/2021 NO	81E	3807.09	4856.00

3608 ENGINEERING AID III	CURRENT	83K	4066.18	5051.27
	03/01/2019	84G	4147.09	5152.36
	10/01/2019	85F	4250.27	5281.00
	01/01/2020	85K	4292.09	5333.00
	10/01/2020	86J	4399.55	5465.91
	01/01/2021 NO	86J	4399.55	5615.82
3852 ENGINEERING TESTING AID I	CURRENT ND	73F	3080.27	3616.64
	03/01/2019 ND	74C	3140.45	3687.36
	10/01/2019 ND	75B	3217.91	3779.27
	01/01/2020 ND	75F	3249.55	3816.36
	10/01/2020 ND	76E	3329.73	3910.18
	01/01/2021 NDO	76E	3329.73	4016.64
3854 ENGINEERING TESTING AID II	CURRENT	78F	3521.18	4367.09
	03/01/2019	79C	3590.45	4454.18
	10/01/2019	80B	3678.18	4565.36
	01/01/2020	80F	3714.91	4610.82
	10/01/2020	81E	3807.09	4725.91
	01/01/2021 NO	81E	3807.09	4856.00
3856 ENGINEERING TESTING AID III	CURRENT	83K	4066.18	5051.27
	03/01/2019	84G	4147.09	5152.36
	10/01/2019	85F	4250.27	5281.00
	01/01/2020	85K	4292.09	5333.00
	10/01/2020	86J	4399.55	5465.91
	01/01/2021 NO	86J	4399.55	5615.82
3859 ENGINEERING TESTING TECHNICIAN	CURRENT	88E	4599.45	5713.73
	03/01/2019	89B	4690.73	5827.55
	10/01/2019	90A	4808.00	5973.00
	01/01/2020	90E	4856.00	6032.64
	10/01/2020	91D	4977.09	6183.09
	01/01/2021 NO	91D	4977.09	6353.18
4085 FACILITIES PLANNING AID I	CURRENT	73H	3095.18	3834.91
	03/01/2019	74E	3155.91	3910.18
	10/01/2019	75D	3233.73	4006.73
	01/01/2020	75H	3265.36	4046.36
	10/01/2020	76G	3346.09	4147.09
	01/01/2021 NO	76G	3346.09	4260.73
4086 FACILITIES PLANNING AID II	CURRENT	81H	3834.91	4761.09
	03/01/2019	82E	3910.18	4856.00
	10/01/2019	83D	4006.73	4977.09
	01/01/2020	83H	4046.36	5026.55
	10/01/2020	84G	4147.09	5152.36
	01/01/2021 NO	84G	4147.09	5294.00
4090 FACILITIES PLANNING ASSISTANT	CURRENT	87H	4509.64	5602.09
	03/01/2019	88E	4599.45	5713.73
	10/01/2019	89D	4714.18	5856.64
	01/01/2020	89H	4761.09	5914.82
	10/01/2020	90G	4880.00	6062.45
	01/01/2021 NO	90G	4880.00	6229.18

4122 FACILITIES PROJECT MANAGEMENT ASST	CURRENT	87H	4509.64	5602.09
	03/01/2019	88E	4599.45	5713.73
	10/01/2019	89D	4714.18	5856.64
	01/01/2020	89H	4761.09	5914.82
	10/01/2020	90G	4880.00	6062.45
	01/01/2021 NO	90G	4880.00	6229.18
4123 FACILITIES PROJECT MANAGEMENT ASSOC	CURRENT	98C	6002.82	7457.09
	03/01/2019	98L	6122.09	7605.45
	10/01/2019	99K	6275.27	7795.82
	01/01/2020	100C	6337.45	7873.09
	10/01/2020	101B	6495.18	8069.09
	01/01/2021 NO	101B	6495.18	8290.64
4125 FACILITIES PROJECT MANAGER I	CURRENT	104G	7133.27	8861.91
	03/01/2019	105D	7275.27	9038.36
	10/01/2019	106C	7457.09	9264.00
	01/01/2020	106G	7531.27	9356.00
	10/01/2020	107F	7719.45	9589.18
	01/01/2021 NO	107F	7719.45	9852.82
4128 FACILITIES PROJECT MANAGER II	CURRENT	108K	8009.91	9950.27
	03/01/2019	109G	8169.55	10149.00
	10/01/2019	110F	8373.18	10402.64
	01/01/2020	110K	8455.73	10505.55
	10/01/2020	111J	8667.18	10767.91
	01/01/2021 NO	111J	8667.18	11063.73
4413 GEOGRAPHIC INFO SYSTEMS ANALYST	CURRENT	100A	6306.00	7834.00
	03/01/2019	100J	6431.82	7990.36
	10/01/2019	101H	6592.27	8189.64
	01/01/2020	102A	6657.00	8270.00
	10/01/2020	102L	6823.36	8476.36
	01/01/2021 NO	102L	6823.36	8709.73
4419 GEOGRAPHIC INFO SYST TECHNICIAN I	CURRENT	93D	5255.00	6527.55
	03/01/2019	94A	5359.00	6657.00
	10/01/2019	94L	5492.64	6823.36
	01/01/2020	95D	5547.18	6891.27
	10/01/2020	96C	5685.36	7063.09
	01/01/2021 NO	96C	5685.36	7257.18
4411 GEOGRAPHIC INFO SYST TECHNICIAN II	CURRENT	95D	5547.18	6891.27
	03/01/2019	96A	5657.00	7028.00
	10/01/2019	96L	5798.82	7203.45
	01/01/2020	97D	5856.64	7275.27
	10/01/2020	98C	6002.82	7457.09
	01/01/2021 NO	98C	6002.82	7662.18
3701 HIGHWAY ENGINEERING SPECIALIST	CURRENT	102E	6723.55	8352.55
	03/01/2019	103B	6857.09	8518.27
	10/01/2019	104A	7028.00	8731.00
	01/01/2020	104E	7098.18	8818.27
	10/01/2020	105D	7275.27	9038.36
	01/01/2021 NO	105D	7275.27	9287.00

3683 HIGHWAY TECHNICIAN	CURRENT		92A	5076.00	6306.00
	03/01/2019		92J	5177.82	6431.82
	10/01/2019		93H	5307.00	6592.27
	01/01/2020		94A	5359.00	6657.00
	10/01/2020		94L	5492.64	6823.36
	01/01/2021	NO	94L	5492.64	7010.91
2054 JUNIOR REAL PROPERTY AGENT	CURRENT	NJ	75K	3853.45	3853.45
	03/01/2019	NJ	76G	3929.27	3929.27
	10/01/2019	NJ	77F	4026.55	4026.55
	01/01/2020	NJ	77K	4066.18	4066.18
	10/01/2020	NJ	78J	4167.45	4167.45
	01/01/2021	NJO	78J	4167.45	4281.64
4049 LANDSCAPE ARCHITECTURAL ASSOCIATE	CURRENT		98G	6062.45	7531.27
	03/01/2019		99D	6183.09	7681.27
	10/01/2019		100C	6337.45	7873.09
	01/01/2020		100G	6400.36	7951.27
	10/01/2020		101F	6559.91	8149.45
	01/01/2021	NO	101F	6559.91	8373.18
3571 MEDICAL ELECTRONICS EQUIPMENT SPEC	CURRENT		99D	6183.09	7681.27
	03/01/2019		100A	6306.00	7834.00
	10/01/2019		100L	6463.27	8029.45
	01/01/2020		101D	6527.55	8109.27
	10/01/2020		102C	6690.27	8311.27
	01/01/2021	NO	102C	6690.27	8539.55
4099 PARK PLANNING ASSISTANT	CURRENT		92H	5165.09	6416.09
	03/01/2019		93E	5268.00	6543.73
	10/01/2019		94D	5399.09	6706.91
	01/01/2020		94H	5452.55	6773.45
	10/01/2020		95G	5588.36	6942.55
	01/01/2021	NO	95G	5588.36	7133.27
4107 PLANNER, BEACHES & HARBORS	CURRENT		100H	6416.09	7970.82
	03/01/2019		101E	6543.73	8129.36
	10/01/2019		102D	6706.91	8331.91
	01/01/2020		102H	6773.45	8414.45
	10/01/2020		103G	6942.55	8624.64
	01/01/2021	NO	103G	6942.55	8861.91
3671 PRINCIPAL CIVIL ENGINEERING TECH	CURRENT		98A	5973.00	7420.00
	03/01/2019		98J	6092.27	7568.36
	10/01/2019		99H	6244.55	7757.64
	01/01/2020		100A	6306.00	7834.00
	10/01/2020		100L	6463.27	8029.45
	01/01/2021	NO	100L	6463.27	8249.91
4104 PRINCIPAL FACILITIES PLANNING ASST	CURRENT		98H	6077.36	7549.82
	03/01/2019		99E	6198.45	7700.36
	10/01/2019		100D	6353.18	7892.64
	01/01/2020		100H	6416.09	7970.82
	10/01/2020		101G	6576.09	8169.55
	01/01/2021	NO	101G	6576.09	8393.82

3691 PRINCIPAL HIGHWAY TECHNICIAN	CURRENT	98A	5973.00	7420.00
	03/01/2019	98J	6092.27	7568.36
	10/01/2019	99H	6244.55	7757.64
	01/01/2020	100A	6306.00	7834.00
	10/01/2020	100L	6463.27	8029.45
	01/01/2021 NO	100L	6463.27	8249.91
4435 PRINCIPAL REGIONAL PLANNER	CURRENT	103B	6857.09	8518.27
	03/01/2019	103K	6993.82	8688.45
	10/01/2019	104J	7168.36	8905.55
	01/01/2020	105B	7239.09	8993.45
	10/01/2020	106A	7420.00	9218.00
	01/01/2021 NO	106A	7420.00	9471.00
3628 PRINCIPAL SURVEY-MAPPING TECHNICIAN	CURRENT	98A	5973.00	7420.00
	03/01/2019	98J	6092.27	7568.36
	10/01/2019	99H	6244.55	7757.64
	01/01/2020	100A	6306.00	7834.00
	10/01/2020	100L	6463.27	8029.45
	01/01/2021 NO	100L	6463.27	8249.91
2057 REAL PROPERTY AGENT I	CURRENT	89K	4784.55	5943.91
	03/01/2019	90G	4880.00	6062.45
	10/01/2019	91F	5001.82	6213.82
	01/01/2020	91K	5051.27	6275.27
	10/01/2020	92J	5177.82	6431.82
	01/01/2021 NO	92J	5177.82	6608.45
2058 REAL PROPERTY AGENT II	CURRENT	96K	5784.64	7185.91
	03/01/2019	97G	5900.27	7329.55
	10/01/2019	98F	6047.55	7512.73
	01/01/2020	98K	6107.18	7586.91
	10/01/2020	99J	6259.91	7776.73
	01/01/2021 NO	99J	6259.91	7990.36
4439 REGIONAL PLANNER I	CURRENT	105A	7221.00	8971.00
	03/01/2019	105J	7365.73	9150.64
	10/01/2019	106H	7549.82	9379.00
	01/01/2020	107A	7624.00	9471.00
	10/01/2020	107L	7814.91	9707.36
	01/01/2021 NO	107L	7814.91	9974.64
4440 REGIONAL PLANNER II	CURRENT	109B	8069.09	10024.00
	03/01/2019	109K	8229.82	10224.00
	10/01/2019	110J	8435.09	10479.82
	01/01/2020	111B	8518.27	10583.36
	10/01/2020	112A	8731.00	10847.00
	01/01/2021 NO	112A	8731.00	11145.00
4428 REGIONAL PLANNING ASSISTANT I	CURRENT	91B	4952.36	6152.36
	03/01/2019	91K	5051.27	6275.27
	10/01/2019	92J	5177.82	6431.82
	01/01/2020	93B	5229.00	6495.18
	10/01/2020	94A	5359.00	6657.00
	01/01/2021 NO	94A	5359.00	6840.00

4430 REGIONAL PLANNER	CURRENT	97B	5827.55	7239.09
	03/01/2019	97K	5943.91	7383.82
	10/01/2019	98J	6092.27	7568.36
	01/01/2020	99B	6152.36	7643.09
	10/01/2020	100A	6306.00	7834.00
	01/01/2021 NO	100A	6306.00	8049.00
3033 SAFETY ASSISTANT	CURRENT	86J	4399.55	5465.91
	03/01/2019	87F	4487.45	5574.64
	10/01/2019	88E	4599.45	5713.73
	01/01/2020	88J	4644.91	5770.45
	10/01/2020	89H	4761.09	5914.82
	01/01/2021 NO	89H	4761.09	6077.36
3034 SAFETY INSPECTOR	CURRENT	92J	5177.82	6431.82
	03/01/2019	93F	5281.00	6559.91
	10/01/2019	94E	5412.45	6723.55
	01/01/2020	94J	5465.91	6790.09
	10/01/2020	95H	5602.09	6959.64
	01/01/2021 NO	95H	5602.09	7150.82
3036 SAFETY OFFICER	CURRENT	96B	5671.18	7045.55
	03/01/2019	96K	5784.64	7185.91
	10/01/2019	97J	5929.36	7365.73
	01/01/2020	98B	5987.91	7438.55
	10/01/2020	99A	6137.00	7624.00
	01/01/2021 NO	99A	6137.00	7834.00
4175 SR BUILDING ENGINEERING INSPECTOR	CURRENT	101J	6608.45	8209.73
	03/01/2019	102F	6740.18	8373.18
	10/01/2019	103E	6908.36	8582.09
	01/01/2020	103J	6976.73	8667.18
	10/01/2020	104H	7150.82	8883.73
	01/01/2021 NO	104H	7150.82	9128.18
3660 SENIOR CIVIL ENGINEERING TECHNICIAN	CURRENT	94A	5359.00	6657.00
	03/01/2019	94J	5465.91	6790.09
	10/01/2019	95H	5602.09	6959.64
	01/01/2020	96A	5657.00	7028.00
	10/01/2020	96L	5798.82	7203.45
	01/01/2021 NO	96L	5798.82	7401.91
4197 SENIOR CONSTRUCTION INSPECTOR	CURRENT	100C	6337.45	7873.09
	03/01/2019	100L	6463.27	8029.45
	10/01/2019	101K	6624.64	8229.82
	01/01/2020	102C	6690.27	8311.27
	10/01/2020	103B	6857.09	8518.27
	01/01/2021 NO	103B	6857.09	8752.82
4414 SENIOR GEOGRAPHIC INFO SYST ANALYST	CURRENT	104L	7203.45	8949.18
	03/01/2019	105H	7347.64	9128.18
	10/01/2019	106G	7531.27	9356.00
	01/01/2020	106L	7605.45	9448.00
	10/01/2020	107K	7795.82	9683.73
	01/01/2021 NO	107K	7795.82	9950.27

3687 SENIOR HIGHWAY TECHNICIAN	CURRENT	94A	5359.00	6657.00
	03/01/2019	94J	5465.91	6790.09
	10/01/2019	95H	5602.09	6959.64
	01/01/2020	96A	5657.00	7028.00
	10/01/2020	96L	5798.82	7203.45
	01/01/2021 NO	96L	5798.82	7401.91
4433 SENIOR LAND DIVISION SPECIALIST	CURRENT	100E	6368.91	7912.18
	03/01/2019	101B	6495.18	8069.09
	10/01/2019	102A	6657.00	8270.00
	01/01/2020	102E	6723.55	8352.55
	10/01/2020	103D	6891.27	8560.82
	01/01/2021 NO	103D	6891.27	8796.45
3621 SENIOR SURVEY-MAPPING TECHNICIAN	CURRENT	94A	5359.00	6657.00
	03/01/2019	94J	5465.91	6790.09
	10/01/2019	95H	5602.09	6959.64
	01/01/2020	96A	5657.00	7028.00
	10/01/2020	96L	5798.82	7203.45
	01/01/2021 NO	96L	5798.82	7401.91
4215 SR WASTE CONTROL ENGINEERING INSP	CURRENT	100F	6384.64	7931.73
	03/01/2019	101C	6511.36	8089.18
	10/01/2019	102B	6673.64	8290.64
	01/01/2020	102F	6740.18	8373.18
	10/01/2020	103E	6908.36	8582.09
	01/01/2021 NO	103E	6908.36	8818.27
3887 SURVEY AID	CURRENT	83C	3996.82	4964.73
	03/01/2019	85J	4281.64	5320.00
	10/01/2019	86H	4388.73	5452.55
	01/01/2020	87A	4432.00	5506.00
	10/01/2020	87L	4542.91	5643.27
	01/01/2021 NO	87L	4542.91	5798.82
3619 SURVEY-MAPPING TECHNICIAN	CURRENT	92A	5076.00	6306.00
	03/01/2019	92J	5177.82	6431.82
	10/01/2019	93H	5307.00	6592.27
	01/01/2020	94A	5359.00	6657.00
	10/01/2020	94L	5492.64	6823.36
	01/01/2021 NO	94L	5492.64	7010.91
3889 SURVEY TECHNICIAN I	CURRENT N2	95B	5827.55	6857.09
	03/01/2019 N2	97H	6244.55	7347.64
	10/01/2019 N2	98G	6400.36	7531.27
	01/01/2020 N2	98L	6463.27	7605.45
	10/01/2020 N2	99K	6624.64	7795.82
	01/01/2021 N2O	99K	6624.64	8009.91
3890 SURVEY TECHNICIAN II	CURRENT N2	97B	6152.36	7239.09
	03/01/2019 N2	99H	6592.27	7757.64
	10/01/2019 N2	100G	6756.82	7951.27
	01/01/2020 N2	100L	6823.36	8029.45
	10/01/2020 N2	101K	6993.82	8229.82
	01/01/2021 N2O	101K	6993.82	8455.73

2465 TITLE EXAMINER I	CURRENT	N2	88F	4868.00	5727.91
	03/01/2019	N2	89C	4964.73	5842.09
	10/01/2019	N2	90B	5088.73	5987.91
	01/01/2020	N2	90F	5139.64	6047.55
	10/01/2020	N2	91E	5268.00	6198.45
	01/01/2021	N2O	91E	5268.00	6368.91
2468 TITLE EXAMINER II	CURRENT	N2	92K	5479.27	6447.55
	03/01/2019	N2	93G	5588.36	6576.09
	10/01/2019	N2	94F	5727.91	6740.18
	01/01/2020	N2	94K	5784.64	6806.73
	10/01/2020	N2	95J	5929.36	6976.73
	01/01/2021	N2O	95J	5929.36	7168.36
2472 TITLE INSTRUMENT SPECIALIST	CURRENT		99K	6275.27	7795.82
	03/01/2019		100G	6400.36	7951.27
	10/01/2019		101F	6559.91	8149.45
	01/01/2020		101K	6624.64	8229.82
	10/01/2020		102J	6790.09	8435.09
	01/01/2021	NO	102J	6790.09	8667.18
3681 TRAFFIC CHECKER	CURRENT		75K	3281.18	4066.18
	03/01/2019		76G	3346.09	4147.09
	10/01/2019		77F	3428.36	4250.27
	01/01/2020		77K	3461.45	4292.09
	10/01/2020		78J	3547.09	4399.55
	01/01/2021	NO	78J	3547.09	4520.73
3715 TRANSIT ANALYST	CURRENT		98A	5973.00	7420.00
	03/01/2019		98J	6092.27	7568.36
	10/01/2019		99H	6244.55	7757.64
	01/01/2020		100A	6306.00	7834.00
	10/01/2020		100L	6463.27	8029.45
	01/01/2021	NO	100L	6463.27	8249.91
3917 VALUATION ENGINEER I	CURRENT		98J	6092.27	7568.36
	03/01/2019		99F	6213.82	7719.45
	10/01/2019		100E	6368.91	7912.18
	01/01/2020		100J	6431.82	7990.36
	10/01/2020		101H	6592.27	8189.64
	01/01/2021	NO	101H	6592.27	8414.45
3919 VALUATION ENGINEER II	CURRENT		102J	6790.09	8435.09
	03/01/2019		103F	6925.45	8603.36
	10/01/2019		104E	7098.18	8818.27
	01/01/2020		104J	7168.36	8905.55
	10/01/2020		105H	7347.64	9128.18
	01/01/2021	NO	105H	7347.64	9379.00
4213 WASTE CONTROL ENGINEERING INSPECTOR	CURRENT		97F	5885.73	7311.45
	03/01/2019		98C	6002.82	7457.09
	10/01/2019		99B	6152.36	7643.09
	01/01/2020		99F	6213.82	7719.45
	10/01/2020		100E	6368.91	7912.18
	01/01/2021	NO	100E	6368.91	8129.36

4211 WASTE CONTROL ENGRG INSP TRAINEE	CURRENT	91F	5001.82	6213.82
	03/01/2019	92C	5101.45	6337.45
	10/01/2019	93B	5229.00	6495.18
	01/01/2020	93F	5281.00	6559.91
	10/01/2020	94E	5412.45	6723.55
	01/01/2021 NO	94E	5412.45	6908.36

Fiscal Emergency Language:

When mutually agreed to by the parties and if a legitimate fiscal emergency exists, the MOU may be reopened on this issue of the third-year wage of this agreement.

Section 2. 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 month prior to the employee's step advance anniversary date and within a period which does not exceed one 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 in writing to issue a Performance Evaluation. The department head shall issue a Performance

Evaluation within five 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 Department of Human Resources fails to obtain issuance of such Performance Evaluation within ten 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 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 30 days effective to his/her step advance anniversary date.
- (3) Grievances based on an Improvement Needed Performance Evaluation shall be filed within ten days of issuance with the department head or his/her designated representative who shall respond to the grievance within ten 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 Evaluation.

Section 3.

The parties having jointly reviewed and considered all available salary and wage information and data, agree that 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.

ARTICLE 9 EMPLOYEE PAYCHECK ERRORSA. Underpayments

1. If an underpayment of 10% of base monthly pay (5% of base monthly pay if paid twice a month) or \$100, whichever is least, occurs in an employee's paycheck, a paycheck correction may be requested. Such request must be made to the appointing authority within two business days after receipt of the warrant. Otherwise, the correction shall be made in the next regularly issued warrant.

2. Departmental Payroll Sections shall process such requested corrections to the Auditor-Controller within five (5) working days.

3. The Auditor-Controller will issue a corrected or supplemental warrant within three working days after receiving the request from the appointing authority.

4. Changes in salary resulting from step advances or changes in status are excluded from amounts which constitute paycheck errors for purposes of this Article.

B. Overpayments

1. Employees will be notified prior to the recovery of overpayments.

2. Recovery of more than 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 15% per month of disposable income (as defined by State law), except, however, that a mutually agreed-upon acceleration provision may permit faster recovery.

ARTICLE 10 OVERTIMESection 1. Compensation

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

A. Non-Exempt Employees

The County will pay overtime for all hours worked in excess of forty (40) in one 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.

The County will pay employees for any overtime worked at a rate of one and one-half (1 ½) times his/her regular rate of pay. Regular rate of pay shall be calculated as provided for by the Fair Labor Standards Act.

B. An employee except for employees in Department of Health Services, may elect to accrue up to 30 hours of FLSA overtime worked to be used as compensatory time off in lieu of pay, at the rate of one and one-half (1 ½) hours for each hour of overtime worked.

An employee who wants to use his/her accumulated compensatory time must submit a written request ten working days in advance of the dates for which time off is desired. Such accumulated compensatory time may be taken off subject to staffing requirements and with prior written approval of departmental management.

Management may direct an employee to use his/her accumulated compensatory time provided the employee is given thirty calendar days' notice.

Employees may not accrue overtime hours which are worked during a Board of Supervisors, State, or Federally declared emergency and/or disaster periods, unless management approves the accrual of such overtime hours.

Section 2. Usage of Previously Earned Compensatory Time - Non-Exempt Employees

- A. Non-exempt employees, as defined by the Fair Labor Standards Act, who retain compensatory time off on the books earned prior to April 15, 1985 shall use such time until exhausted except that the employee shall not be directed by management to take compensatory time off without at least ten (10) business days prior notice or be denied a timely request to take such time off.

- B. Any compensatory time accumulated by employees prior to April 15, 1985 shall remain to the employees' credit until 12 months after the effective date of this Article or until it is taken off either at the employee's request or at the direction of management as provided in Paragraph "A" of this section, whichever is earlier. Time subject to be lost after the twelfth month following the effective date of this article will be paid to the employee at the straight time rate rather than lost.

Section 3. Work Week

For the purpose of computing overtime the work week for employees in this Unit is 40 hours of work in a seven consecutive day period as defined by management. For purposes of this article work week is distinguished from work schedules.

Section 4. 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 5. Management Authority

It is agreed and understood that nothing herein is intended to limit or restrict the authority of Management to require any employee to perform overtime work, and it is

further agreed that overtime will be ordered and worked only when required to meet the County's public service obligations.

Section 6.

Notwithstanding any other provisions of this Memorandum of Understanding:

A. Between October 1, 1993, and June 30, 1994, only, all overtime shall be compensated with compensatory time off (CTO) as provided for in subparagraphs (1) - (4) below.

- (1) To the extent such time would have qualified for time and one-half pay under other provisions of this MOU (including time and one-half pay at the employee's option), such time shall be compensated with time and one-half CTO, subject only to the maximum accumulation of 240 hours or 480 hours for employees working an emergency response activity or a seasonal activity as defined by Fair Labor Standards Act regulations.
- (2) To the extent such time would have qualified for straight time pay under other provisions of this MOU, such time shall be compensated with straight time CTO.
- (3) Such CTO either (a) may be taken off at the request of an employee subject to Management approval or (b) shall be maintained "on the books."

- (4) Nothing in this paragraph is intended to alter the definition of “overtime” as set forth elsewhere in this MOU or the circumstances under which overtime compensation must be paid.
- B. All overtime worked on or after July 1, 1994, shall be subject to the overtime provisions in effect on September 30, 1993.
- C. On or after August 1, 1995, at the employee’s option, time “on the books” may continue to be taken as time off, subject to Management approval, or may be converted 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. CTO accrued between October 1, 1993, and June 30, 1994, shall be taken off only at the request of the employee. For any CTO accrued during other periods, nothing in this Section shall be construed to limit Management’s authority to direct any employee to take accumulated CTO as provided elsewhere in this MOU.
- E. From July 1, 1994, through June 30, 1995, the Board of Supervisors may pay for CTO accrued between October 1, 1993, and June 30, 1994, at the rate of pay then in effect for the employee.

Section 7.

1. Notwithstanding any other provision of the MOU for overtime worked by an employee during the fire emergencies declared by the Board of Supervisors in October and November 1993, and the Northridge Earthquake Emergency declared by the Board of Supervisors in January 1994 (the "Emergencies"), an employee subject to the MOU, shall receive overtime compensation as follows for overtime worked determined by the employee's department head to be due to an Emergency.
 - A. To the extent that such time would have qualified for time and one-half compensatory time off (CTO) under the provisions of the MOU, such overtime shall be paid at the rate of time and one-half, unless the employee opts to receive time and one-half CTO.
 - B. To the extent that such time would have qualified for straight time CTO under the provisions of the MOU, such overtime shall be paid at the straight time rate of pay, unless the employee opts to receive straight time CTO.
 - C. In the event an employee opts to receive CTO, at the employee's option, such CTO time may be used or converted to pay in accordance with the provisions of Section 9A.(3) and 9C of this Article.

- D. Nothing in this Section is intended to alter the definition of “overtime” as set forth elsewhere in the MOU, or the circumstances under which overtime compensation must be paid.

 - E. At the time the employee is asked to work the overtime, the employee shall be told by Management whether the overtime to be worked is related to an Emergency.
2. For purposes of this Section, the October and November 1993 fire emergencies began on October 26, 1993 and continued through November 30, 1993, and the Northridge earthquake emergency began on January 17, 1994, and will end June 30, 1994.

 3. It is the specific agreement of the parties that each and every other provision of this Memorandum of Understanding shall remain in full force and effect.

ARTICLE 11 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 Coalition of County Unions, AFL-CIO in effect during the term of this agreement shall apply to employees in the Unit.

ARTICLE 12 GENERAL PROVISIONSSection 1. Literature

Management agrees to give to each new employee in the Unit a post card furnished by CAPE requesting that information about CAPE be sent to his/her home.

Section 2. Reimbursement - Required Books

Management agrees to reimburse an employee for the cost of required book(s) used under provisions of the Tuition Refund Program.

Section 3. Tuition Reimbursement Plan Substitution

Management agrees that, with approval of cognizant departmental management, individual participants and different courses may be substituted during the training year for the ones contained in a department's original approved tuition reimbursement plan, provided that such substitutions continue to support the objectives and goals of the Tuition Reimbursement Program.

DPW JLMC composed of DPW Director or designee, DPW Manager, 2 employee representatives and 1 CAPE staff member to investigate and identify by March 2010 the number of employees by program that the Department approved an entire degree program and who already started the program by June 2009, each employee's progress in the program and remaining courses to be completed as well as the cost of completion of the program.

Reopener will be in March 2010 and March 2011 regarding restoration and funding Tuition Reimbursement Program by Department.

Section 4. Engineering Technician's Job-Related Cost Fund-Pilot Program

The County of Los Angeles will advance the Joint Labor Management Committee \$100,000 for the term of this agreement. These funds shall be used to provide job related costs.

ARTICLE 13 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 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 would not be placed in the official file 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.

On reviewing his 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 personnel file except as such may be 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.

On reviewing his/her personnel file, an employee may request and have any written warnings issued more than two years prior removed from his/her personnel file except as such may be a part of an official permanent record.

Upon adoption of this Memorandum of Understanding by the Board of Supervisors, an employee in reviewing his/her personnel file may request and have any written reprimands issued more than two years prior removed from his/her personnel file, except as such may be a part of an official permanent record.

ARTICLE 14 BULLETIN BOARDS

Management will furnish CAPE bulletin boards or Arch-Files at all appropriate work locations which shall be used only for the following subjects:

- A. CAPE recreational, social and related news bulletins;
- B. Scheduled CAPE meetings;
- C. Information concerning CAPE elections or the results thereof;
- D. Reports of official business of CAPE including reports of committees or the Board of Directors; and
- E. Other material concerning CAPE business.

Prior to posting any material other than that listed under A, B, C, and D above, it shall be initialed by an authorized representative of both CAPE and the department head.

In cases where CAPE represents more than one representation unit at a work location, the space described above will become the bulletin board space for all employees represented by CAPE at that work location.

ARTICLE 15 SAFETYSection 1. Parties' Responsibilities

It is the duty of Management to make every reasonable effort to provide and maintain a safe place of employment. CAPE will 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 practices, equipment and conditions and to report any such unsafe practices and conditions in writing to their immediate supervisor and Departmental Safety Officer. The employee has the right to submit the matter in writing personally or through the area representative. The immediate supervisor and/or the Departmental Safety Officer will submit a written response to the employee.

On any matter that is not resolved by the immediate supervisor or the Departmental Safety Officer within a reasonable period of time, the area representative may confer with the Safety Officer who will respond in writing.

If the employee or the area representative is not satisfied with the response, a CAPE business representative may consult with the Chief of the Disability Benefits, Health and Safety Division of the Chief Executive Office or his/her designate. A representative of such Division shall investigate the matter and advise the department head and CAPE of his/her findings and recommendations, if any.

Management and CAPE mutually agree that safety and health conditions in employment in the County of Los Angeles are subject to the provisions of the Williams-Steiger Occupational Safety and Health Act of 1970 and the California Occupational Health Act of 1973.

Section 2. CAPE-Management Safety Committee - In the Department of Public Works

The parties agree that upon the Association's request to the Department's Director, there shall be created a CAPE-Management Safety Committee for that Department.

The CAPE-Management Safety Committee shall be comprised of two representatives designated by the Association, and two Management representatives designated by the Department's Director.

The Committee shall have regular meetings on a quarterly basis. Any member of the Committee may call additional special meetings of the Committee upon notifying the other Committee members one calendar week in advance.

The Committee shall have the authority to:

- (a) Develop its own internal procedures.
- (b) Meet on County time to review the Department's safety policies and procedures as well as to discuss incidents or situations involving the Department's employee(s)' health or safety and develop recommendations.
- (c) Make recommendations to the Department's Director on these matters.
- (d) Request the Department to conduct an investigation into incidents or situations involving the Department's employee(s)' health and safety.

Section 3. CAPE - Safety Equipment - Department of Regional Planning

The Department of Regional Planning will reimburse Zoning Enforcement (ZE) staff up to \$150 for a pair of safety work boots for assignments which require working in the field conducting zoning inspections, participating in Nuisance Abatement Team (NAT), and/or performing any field work related to code enforcement in which site inspections are necessary. This protective footwear is intended to provide foot protection for ZE staff while in the field and protect them against injury (e.g., impact, exposure, compression, puncture, etc.)

Replacement of safety work boots will be provided on an as needed basis based upon management approval.

Section 4. CAPE - Safety Equipment - Department of Public Works

With management approval, employees represented by BU 511 may receive reimbursement for the purchase of work boots. Reimbursement amount shall not exceed \$150 per pair of boots. Reimbursement is contingent upon the suitability and job-appropriateness of the work boots, which will be solely determined by the supervisor in consideration of operational needs, and safety standards (which includes but is not limited to departmental policy, rules, and regulations such as those established by the American National Standards Institute, American Society of Testing and Materials, and Cal/OSHA).

Replacement of safety work boots will be provided on an as needed basis based upon management approval.

ARTICLE 16 WORK SCHEDULESSection 1. Change of Workweek or Shift

Management will not change the scheduled workweek or daily shift time without prior notice to CAPE and consultation with CAPE upon request. Any change of workweek or daily shift time shall require a prior written notice of ten (10) working days to the concerned employee.

Nothing herein shall limit the authority of the department or district head to make 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.

Section 2. Hours of Work

The department's signatory to this Memorandum of Understanding, agree to meet and consult, upon request, with CAPE representatives, at least once annually, regarding alternate work schedules.

Section 3. 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.

ARTICLE 17 AFFIRMATIVE ACTION

The County's principal authorized agent or his/her authorized representative, shall, upon request, meet annually during the term of this agreement with a representative of CAPE to discuss goals and objectives of affirmative action programs as submitted to the Office of Affirmative Action Compliance.

ARTICLE 18 GRIEVANCE PROCEDURESection 1. Definition

"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.

Section 2. Responsibilities

1. CAPE will encourage an employee to discuss his/her complaint with his/her immediate supervisor in a sincere effort to resolve the complaint without the need to file a formal written grievance.
2. The immediate supervisor will, upon request of an employee, discuss the employee's complaint with him/her at a mutually satisfactory time in a sincere effort to resolve the complaint.
3. CAPE and the departmental management will, upon request, advise the employee and his/her supervisor of the necessary information to process the grievance in compliance with the grievance procedure.

4. CAPE 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.

Section 3. Waivers and Time Limits

1. Failure of 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.

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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 and approval of the County's "authorized agent," the grievance may revert to a prior level for reconsideration.

Section 4. General Rights and Restrictions

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

2. An employee may present his/her grievance to Management on County time, provided that he/she accomplishes all phases of preparation and presentation in a reasonable and expeditious manner. In scheduling the time, place and duration of any grievance meeting, both 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.

3. A County employee selected as a representative in a grievance is required to obtain the permission of his/her immediate supervisor to absent himself/herself from his/her duties to attend a grievance meeting.

4. If an employee requests to be represented by CAPE, only authorized CAPE staff representatives as specified in Article 24, Work Access, may represent him/her in formal grievance meetings.

5. Management shall notify CAPE of any formal grievance involving the terms and conditions of this Memorandum of Understanding.

6. A CAPE representative has the right to be present at any formal grievance meeting concerning a grievance that directly involves the interpretation or application of the specific terms and provisions of this Memorandum of Understanding.

Section 5. Procedure

1. Informal Complaint

- A. Within five (5) business days from the occurrence of the matter on which the complaint is based or within five (5) business days from his/her knowledge of such occurrence, an employee may discuss his/her complaint in a meeting with his/her immediate supervisor.
- B. Within seven (7) business days from the day of discussion with the employee, the immediate supervisor, or in his/her absence, his/her authorized representative shall orally reply to the employee's complaint.

2. Formal Complaint - Step 1, Immediate Supervisor

- A. Within ten (10) business days of receipt of the answer from the immediate supervisor in an informal complaint, or within ten (10) business days from the occurrence of the matter on which a complaint is based or within ten (10) business days of his knowledge of such an 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 he/she requests. The employee shall submit two copies to his/her immediate supervisor and retain the third copy.

- B. Within ten (10) business days the immediate supervisor or his/her authorized representative shall give his/her decision in writing to the employee on the original copy of the grievance.
3. Formal Complaint - Step 2, Middle Management
- A. Within ten (10) business days from his/her receipt of the decision at Step 1, the employee may appeal to middle management. The original copy of the grievance form, with the reasons in writing for his/her dissatisfaction with the answer given by his/her immediate supervisor, shall be submitted.
 - B. Within ten (10) business days from receipt of the grievance, the middle manager shall meet with the employee and give his/her answer in writing. The employee may be accompanied by his/her designated representative at such a meeting.
4. Formal Complaint - Step 3, Department Head
- A. Within ten (10) business days from his/her receipt of the decision at Step 2, the employee may appeal to the department head. The original copy of the grievance form, with the reasons in writing for his/her dissatisfaction with the answer given by the middle manager, shall be submitted.

- 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 steps shall make a thorough review of the grievance, meet with the parties involved and give a written decision to the employee.

On matters that do not concern or involve the interpretation or application of the specific terms and provisions of the Memorandum of Understanding, the written decision of the department head shall be final as to disposition of matters within his/her authority.

Section 6. Arbitration

1. Within thirty (30) days from the receipt of the written decision of the department head, or his/her designated representative, the Union 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 such arbitration 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, nor
- 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.

3. In the event the Union desires to request that a grievance, which meets the requirements 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, which written request shall:
 - A. Set forth the specific issue or issues still unresolved through the grievance procedure and which are to be submitted to arbitration; and
 - B. Request that said Employee Relations Commission, pursuant to its applicable rules and regulations, appoint an arbitrator for the purpose of conducting arbitration concerning such grievance provided for herein.

4. Arbitration of grievances hereunder will be limited to the formal grievances 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.

5. 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.

6. 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.

7. 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.

8. 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:

Recognition

Purpose

Implementation

Term

Renegotiation

Discrimination

Safety and Health

Payroll Deduction and Dues

Authorized Agents

Provisions of Law

Notice of Layoff

Personnel Files

Section 7. Attendance at Grievance Hearings

A CAPE representative has the right to be present 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.

Section 8. Grievance Mediation

1. This procedure is an alternate dispute resolution and does not supersede the provision of Article 18, Grievance Procedure.
2. Only those grievances which meet the requirements for submission to arbitration pursuant to Article 18, Section 6, can be submitted to grievance mediation. Both CAPE 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 CAPE 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, 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, CAPE, 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 19 GRIEVANCE GENERAL-IN-CHARACTER

In order to provide an effective mechanism whereby disagreements between CAPE 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 agree upon:

- A. Within ten (10) business days from the occurrence of the matter, or within ten (10) business days from it's knowledge of such an occurrence, where either CAPE or Management has reason to believe that the other is not correctly interpreting or applying any of the provisions of this MOU, such party may request in writing that a meeting be held with the authorized representatives of the other party who have authority to make effective recommendations for the resolution of the matter. Such written request 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, the initiating party shall have the right to meet with the principal representative(s) of the other party who have authority to resolve the matter. For purposes of this provision, Management's principal representative shall mean its Chief Executive Officer or his authorized representative, and any other County department head or his authorized representative, who has authority to resolve this matter.
- C. Within thirty (30) business days after the meeting provided in B above, if the matter is not satisfactorily resolved, and if the disagreement meets the requirements of Section 6 of Article 18, the disagreement may be submitted to arbitration in accordance with the provision of Section 6, Article 18 of this MOU.

It is further understood that this Article is not intended as a substitute or alternative for the grievance procedures set forth in Article 18 of this MOU. Instead, this Article is intended to provide a procedure to resolve disagreements affecting the rights of the parties or disagreement arising from the application of the terms of this MOU affecting the working conditions of a significantly large number of employees in the unit, as distinguished from the rights of the individual employees. Significantly large number of employees in the unit is defined as (a) a majority of the employees in the Unit; (b) all the employees with in a department in the Unit, or (c) all the employees within a readily identifiable occupation, such as a Truck Driver and Stenographer.

ARTICLE 20 EXPEDITED ARBITRATION

1. This is an alternate to the procedure set forth in Section 8, Arbitration, of Article 18, 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 the parties. 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 such arbitration 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, nor
 - 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. 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 outside counsel; and 3) there will be no post hearing briefs.
5. The arbitrator selected shall hear the grievance(s) within 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.
 6. 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.
 7. 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.
 8. 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.

9. 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.

10. 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.

11. 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:
 - Recognition
 - Discrimination
 - Implementation
 - Term
 - Renegotiation
 - Safety and Health
 - Payroll Deductions and Dues
 - Authorized Agents
 - Provisions of Law

ARTICLE 21 EMPLOYEE REPRESENTATIVES

It is agreed and understood by the parties to this Memorandum of Understanding that there shall be a reasonable number of employee representatives agreed upon by CAPE and each department. CAPE shall give each department and the Chief Executive Office a written list of the names of employees selected as employee representatives which list shall be kept current by CAPE and only employees designated as authorized employee representatives will be recognized by the County.

CAPE agrees that whatever investigation or the processing of a formal grievance is to be transacted during working hours, only that amount of time necessary to bring about a prompt disposition of the matter will be utilized. Employee representatives desiring to leave their work location to transact such investigations or processing shall first obtain permission from their immediate supervisor and inform him of the nature of the business. Permission to leave will be granted promptly unless such absence would cause an undue interruption of work.

Upon entering other work locations, the employee representative shall inform the supervisor of the nature of his business. Permission to leave the job will be granted promptly to the employee involved unless such absence would cause an undue interruption of work. If the employee cannot be made available, the employee representative will be informed when the employee will be made available. The employee representative shall perform the aforementioned duties without loss of pay.

ARTICLE 22 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 23 OUT-OF-CLASS ASSIGNMENTSSection 1. Definitions

- 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 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 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 30 calendar days from the date of request for relief, no bonus under this Article is paid;

return the employee to an assignment in his/her own class. If such return is made within 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-class assignment 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.

- B. Nothing in this Article shall be construed as limiting management's authority to make temporary incidental assignments on higher rated classification 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 employees 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 24 PAYROLL DEDUCTION AND DUESSection 1. Deductions and Dues

It is agreed that Union dues and such, in accordance with the provisions of applicable State law, other deductions as may be properly requested and lawfully permitted shall be deducted monthly by Management from the salary of each employee covered hereby who files with the Union a written authorization requesting that such deduction be made.

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. Security Clause

Any employees in this Unit who have authorized Union dues deductions on the effective date of this agreement or at any time subsequent to the effective date of this agreement shall continue to have such dues deduction made by the County during the term of this agreement; provided, however, that any employee in the Unit may terminate such Union dues during the period July 1 to July 31, annually, 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 deduction are to be cancelled.

The Union will provide the County's Auditor-Controller with the appropriate documentation to process these dues cancellations within 10 business days after the close of the withdrawal period.

Any attempt to cancel dues deduction submitted at any time other than the July 1-31 period shall not be honored, except in the case of newly-hired employees, for whom the following applies:

All newly hired employees will be offered the option at the time of hire to approve dues deduction. If a newly hired employee is offered that option within 90 days prior to the next occurring July 1, the employee may not cancel dues deduction during that first July window period but may cancel dues deduction during the following July window period and thereafter. If the newly hired employee is offered that option 91 days or longer before the next July window period, that employee may cancel dues deduction during the first July window period.

Section 3. Agency Election

If at any time during the term of this MOU, thirty (30), percent of the employees represented by this Bargaining Unit sign a petition to request an agency shop agreement, the Union shall have the right to conduct a secret ballot election at any time during the term of the MOU to determine whether a majority of the employees in the Bargaining Unit, who vote, are in favor of an agency fee arrangement as provided by in G.C. 3502.5.

This election shall be administered by the Employee Relations Commission. The Employee Relations Commission shall notify the County and the Union of the results of the election. The Union shall pay for the cost of the election.

If a majority of the employees in the Bargaining Unit, who casts ballots, vote in favor of an agency shop fee, the Union shall notify the County of its intent to implement an agency shop agreement. Immediately thereafter, the Union, through the Employee Relations Commission shall notify all employees in the Bargaining Unit that they will be required, as a condition of continued employment, either to join the Union, or to pay the Union a service fee as provided in G.C. 3502.5(a).

If the majority of employees in the Bargaining Unit, who vote, do not vote in favor of agency shop, the MOU provisions of maintenance of membership set forth in Section 2 shall apply for the term of this MOU.

Section 4 Agency Shop

If a majority of those employees voting, vote in favor of an agency shop, then the following provisions shall apply:

A. 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 for the duration of this agreement, or a period of three years from the effective date of this agreement, whichever comes first.

B. Religious Objections

An employee, who is a member of a bona fide religion, body, or sect which 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 funds shall be collected through payroll deduction and remitted to the union. The union shall forward such funds to eligible charitable agencies available through the Los Angeles County Charitable Giving Program.

C. Agency Shop

It is mutually agreed by the parties that this Unit is an agency shop Unit.

D. Rescission

It is mutually agreed by the parties that the Agency Shop provisions in this agreement 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 rescission should take place, then the procedures as described in Section 1 and 2 shall prevail. There shall be only one election during the term of this agreement.

E. Union Responsibilities- Hudson Notice

The Union agrees to provide notice and maintain constitutionally acceptable procedures to enable non-member agency fee payers to meaningfully challenge the propriety of the use of agency fees as provided 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-members agency fee payers in each year that the agency shop agreement is in effect.

F. 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; or pay an Agency Shop Fee to the Union; or execute 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 and 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 an Agency Shop Fee from the regular pay warrants of such employee.

The effective date of deducting Union dues, 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.

G. 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.

ARTICLE 25 ASSOCIATION RIGHTSSection 1. Work Access

Authorized CAPE representatives may be given access to work locations during working hours to conduct grievance investigations and observe working conditions. A CAPE representative desiring access to a work location hereunder shall state the purpose of his/her visit and request the department head's authorization at least two (2) hours before the intended visit unless the parties mutually agree to waive notice.

CAPE shall give the department or district head affected a written list of all authorized representatives which list shall be kept current by the Association. Access to work locations will only be granted to representatives on the current list.

New Employee Orientation

Management shall provide a 10-day notice of hiring a new employee from the date of hiring to CAPE and provide a face-to face meeting of authorized CAPE Representative(s) on County time with the new employee(s) for a maximum uninterrupted time of up to 60 minutes at a location away from the employee(s)' work area (e.g. training area, conference room, empty office) and absent other distractions, including management, Human Resources, and other union(s) representative(s) being present. The CAPE Representative(s) may provide the new employee(s) any information or materials about CAPE, its programs, benefits and becoming a member, and membership card.

Section 2. Distribution of Materials

Management shall provide to each new employee entering the Unit a packet of information supplied by CAPE explaining to the employee both his/her rights under the Employee Relations ordinance and the status of CAPE as the certified majority representative for this Unit, as well as material related to the services and employee benefits programs offered by CAPE.

ARTICLE 26 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 CAPE 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 to advocate or urge the adoption and approval of this Memorandum of Understanding in its entirety.

ARTICLE 27 FULL UNDERSTANDING, MODIFICATIONS, WAIVER

- A. 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.

- B. Except as specifically provided herein, 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 matter covered herein during the term of this Memorandum of Understanding.

- C. No agreement, alteration, understanding, variation, waiver or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by all parties hereto and, if required, approved and implemented by County's Board of Supervisors.

- D. 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 and provisions.

ARTICLE 28 AUTHORIZED AGENTS

For purposes of administering the terms and provisions of this Memorandum of Agreement:

- A. Management's principal authorized agent shall be County's Chief Executive Officer or his duly authorized representative (Address: Kenneth Hahn Hall of Admin. 500 West Temple Street Room 774-A, 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. CAPE'S principal authorized agent shall be the CAPE Board of Directors or their duly authorized representative Address: 3018 East Colorado Boulevard, Suite 200, Pasadena, CA 91107; Telephone: (626) 243-0340.

ARTICLE 29 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 and 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 provisions of Federal, State, or County laws, rules and 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, or regulations and the remainder of this Memorandum of Understanding shall not be affected thereby.

ARTICLE 30 CONTRACTING OUT AND TRANSFER OF FUNCTIONS

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 CAPE 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.

ARTICLE 31 NOTICE OF LAYOFF

Section 1. Board Policy on Work Force Reductions

It is the intent of the parties 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 31000et seq. who perform functions comparable to County Positions 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 ongoing efforts to find alternative placement for employees subject to layoff or demotion 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 members of a bargaining unit.

Section 3. 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 32 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, and determine the methods, means and personnel by which the County's operations are to be conducted; provided however, that the exercise of such right 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 33 INVOLUNTARY TRANSFERS

Upon the involuntary transfer of an employee in this Unit and said employee filing a grievance thereon, the employee or CAPE may unilaterally waive the first and second levels of the grievance procedure and file his/her grievance at the third level.

ARTICLE 34 POSITION CLASSIFICATION STUDYSection 1. Definition of Authority

For the purpose of this Article, a classification study is a study 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 through 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 has the responsibility to process classification studies.

Section 4. Acknowledgment and Follow-up Reports

Management agrees that all employee-initiated classification studies shall be promptly acknowledged. It is further agreed that, if within 90 days no action has been taken on an employee-initiated study, the Department's Personnel Office shall upon request provide a progress report to the employee and/or to CAPE.

ARTICLE 35 CHANGE OF WORK ASSIGNMENT

During the period January 1 through January 31, a permanent, full-time employee in the Bargaining Unit assigned to the Department of Public Works who received at least a competent rating on his/her last performance evaluation, who desires to be assigned to a different work assignment within the Department of Public Works, may submit a written request for a change of work assignment to the Department's personnel office.

Requests for a change of work assignment shall be valid for one year from date of filing and must be renewed annually if the employee still desires to be considered for a change of work assignment. Beginning February, during the term of this agreement, Public Works management will review requests on file as vacancies occur and make an effort to assign those employees with requests on file to different work assignments within Public Works based on the desire of employees, the employees' qualifications, the availability of vacant assignments within their respective classifications, and the operational needs of the department.

ARTICLE 36 EMPLOYEE LISTS

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The County will furnish CAPE within 30 days from the date of hiring a new employee or by the first pay period of the month following the date of hiring the following information: Name, classification title, department, division, work location, work phone, home phone, personal cell phone, personal email and home address.

The information identified herein shall be provided to CAPE regarding each employee whose classification is contained in the Bargaining Unit every 120 days. The County will not furnish CAPE an individual employee's home address, home telephone, personal cellular telephone, personal email or date of birth who submitted a request to the County pursuant to Government Code Section 6254.3(c) objecting to disclosure of such information.

ARTICLE 37 JOINT LABOR-MANAGEMENT COMMITTEE

Section 1. Purpose

Management and Labor may institute discussion of issues at the department level that are of mutual concern including but not limited to:

- Workload/Staffing
- Recruitment/Retention
- Tuition reimbursement
- Hazard Pay
- Mentoring
- Contracting Out
- Career Paths
- Waste Control Engineering Inspectors Hazards

Section 2. Procedures

- A. Provide an agenda at least two weeks (ten business days) in advance of meeting.
- B. The agenda shall contain no more than three (3) items for discussion.
- C. A reasonable number of representatives with direct knowledge of agenda items may attend Labor Management Committee, absent operational impact.

- D. Management shall respond within 90 days with its position upon receiving CAPE's recommendation on a subject discussed by the Committee.

- E. If the meeting must be postponed by either party, every effort will be made to reschedule the meeting to a date/time mutually agreed upon by the parties.

APPENDIX ACAPE DELEGATE PILOT PROGRAM

CAPE has member employees who serve as its representatives in their workplace. CAPE and the County are interested in improving Employee Relations and have agreed to participate in a CAPE DELEGATE PILOT PROGRAM, which includes education training and other activities that strengthen CAPE's ability to communicate with employees in the workplace regarding employee relations matters.

CAPE shall provide CEO Employee Relations a two week notice prior to release of CAPE DELEGATE(S). CEO approval of an employee release to perform CAPE DELEGATE duties is subject to absence of operational impact to the employee's assigned Department. Each CAPE DELEGATE shall be released up to 10 hours to perform CAPE delegate duties as described above. The CEO will consider CAPE's request for an individual Delegate's release beyond the initial 10 hours, on a "case by case basis."

APPENDIX B

COMMUNICATION THROUGH COUNTY EMAIL

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 work group will complete its work between June 2019 – September 2019. The workgroup will present recommendations to the Board of Supervisors for any policy implementation.

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.

CALIFORNIA ASSOCIATION OF
PROFESSIONAL EMPLOYEES,
M.E.B.A., AFL-CIO

COUNTY OF LOS ANGELES
AUTHORIZED MANAGEMENT
REPRESENTATIVE

By  _____

By  _____
FOR SACHI A. HAMAI
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS