

**AMENDMENT NO. 4**

to

**October 1, 2005 through September 30, 2010  
MEMORANDUM OF UNDERSTANDING  
(MOU 51)**

**Between**

**THE CITY OF LOS ANGELES,  
LOS ANGELES DEPARTMENT OF WATER AND POWER**

and

**INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL 18**

**Supervisory Blue Collar Unit  
(Bargaining Unit #B)**

for

**October 1, 2017 through September 30, 2022**

The Parties agree that the current Memorandum of Understanding (MOU), Supervisory Blue Collar Unit, for October 1, 2005, through September 30, 2010, as amended by MOU Amendment Nos. 1, 2, and 3, shall be further amended by this Amendment No. 4, as set forth below:

## **ARTICLE 9** **OVERTIME**

### **9.1(e) (1) (a)**

If eight (8) hours or less of overtime is worked immediately preceding the normal work shift, the normal work shift will be paid at the double-time rate.

Overtime worked up to one (1) hour immediately preceding the normal work shift will be paid at the double-time rate. The normal work shift that follows will be paid at the straight-time rate.

### **9.1(e) (1) (b)**

Only scheduled overtime on a Saturday, Saturday equivalent, or Assigned Scheduled Day Off (ASDO), shall be paid at the time and one-half rate. All other overtime shall be paid at the double-time rate.

### **9.1(g)**

When employees, subject to paragraph 9.1(f) above, are not required to work during all or part of the hours of their next succeeding normal workday, the employees shall be paid for such regularly scheduled hours at the straight-time rate.

When eight (8) consecutive hours off duty shall not have elapsed and the operating needs of the Department require such employees to return to duty or continue on duty at the start of their regular shift, such employees shall be paid a premium rate equal to the double-time rate.

### **9.3(a)**

A call out is a communication to an employee who is off duty directing the employee to report for overtime work.

Employees who are called out shall receive a minimum of two (2) hours pay at the double-time rate.

For those employees who are called out and directed to immediately report for overtime work, paid time is to start from the time the call is received. Additional calls received within the two-hour minimum period shall not establish an additional minimum period of double time.

Hours worked after the two-hour minimum shall continue to be paid at the double-time rate until the start of the employee's regularly scheduled hours. Should the call out continue into an employee's regularly scheduled work hours and is required to work, the double-time rate shall continue to be paid for the duration of the employee's regular shift.

A communication received by an employee who is off duty, to report for overtime work twenty-four (24) hours or more from the time the communication is received, shall not be considered a "Call Out."

9.6 – Holdover/Continuation of Shift Overtime

Scheduled or unscheduled overtime that is a continuation of the regular workday shall be paid at the double-time rate.

9.7 – Overtime without Eight (8) Continuous Hours Off Duty

When the operating needs of the Department require an employee to return to work after working their normal shift without eight (8) continuous hours off duty, such employees shall be paid at the double-time rate.

**ARTICLE 26**  
**TERM**

- A. The term of this MOU shall be October 1, 2017, through September 30, 2022.
- B. Should either the Union or Management desire a successor MOU, that Party shall notify the other Party no later than:
  - a. the close of business on Tuesday, July 5, 2022; or,
  - b. Ninety (90) days prior to the termination date of the MOU as provided for in any amendment to the MOU.
- C. Except as delineated in this Amendment, all provisions of the current MOU, including as previously amended by MOU Amendment Nos. 1, 2, and 3, shall remain in full force and effect through September 30, 2022.
- D. The Parties acknowledge that during negotiations which resulted in this Amendment, each had unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by City ordinance or State or federal law from the meet-and-confer process and that the understanding and agreements arrived at by the Parties after the exercise of that right are set forth in this Amendment. IBEW, Local 18, therefore, without qualification, waives the right and the Department shall not be obligated to meet and confer as to any request for any improvement or other changes in wages, hours or other conditions of employment for any of the employees covered by this MOU except as stated in Article 36.
- E. The waiver of any term or condition of this MOU by either Party shall not constitute a precedent in the enforcement of any of its provisions.
- F. The Parties, during the term of this MOU, may mutually agree to consider other specific proposals.

**ARTICLE 30**  
**SALARIES**

**30.1 – Salaries**

The cost-of-living-adjustments (COLA) are as established below:

- Effective October 1, 2017 — 3% COLA
- Effective December 1, 2017 — 1.5% COLA
- Effective October 1, 2018 — Salary ranges shall be increased by a percentage equal to the percentage increase in CPI for Urban Wage Earners and Clerical Workers as measured from August 2017 to August 2018 for U.S. City Average (1982-84=100); provided, however, that if the CPI increases less than or equal to 2%, the salary ranges shall be increased by 2%, and if the CPI increases by 4% or more, the salary ranges shall be increased by 4%.
- Effective October 1, 2019 — Salary ranges shall be increased by a percentage equal to the percentage increase in CPI for Urban Wage Earners and Clerical Workers as measured from August 2018 to August 2019 for U.S. City Average (1982-84=100); provided, however, that if the CPI increases less than or equal to 2%, the salary ranges shall be increased by 2%, and if the CPI increases by 4% or more, the salary ranges shall be increased by 4%.
- Effective October 1, 2020 — Salary ranges shall be increased by a percentage equal to the percentage increase in CPI for Urban Wage Earners and Clerical Workers as measured from August 2019 to August 2020 for U.S. City Average (1982-84=100); provided, however, that if the CPI increases less than or equal to 2%, the salary ranges shall be increased by 2%, and if the CPI increases by 4% or more, the salary ranges shall be increased by 4%.
- Effective October 1, 2021 — Salary ranges shall be increased by a percentage equal to the percentage increase in CPI for Urban Wage Earners and Clerical Workers as measured from August 2020 to August 2021 for U.S. City Average (1982-84=100); provided, however, that if the CPI increases less than or equal to 2%, the salary ranges shall be increased by 2%, and if the CPI increases by 4% or more, the salary ranges shall be increased by 4%.

30.5 – Retention Incentive

Additional General Salary Movement as established below:

- Effective October 1, 2017, the class Electric Distribution Mechanic Supervisor (Class Code 3873) shall receive a base pay increase of 2%. Such increase is in addition to the general salary increase in Article 30.1.
- Effective October 1, 2018, the class of Electric Distribution Mechanic Supervisor (Class Code 3873) shall receive a base pay increase of 2%. Such increase is in addition to the general salary increase in Article 30.1.

**ARTICLE 31**  
**SCOPE OF IMPLEMENTATION**

This MOU Amendment constitutes a jointly drafted recommendation of the City of Los Angeles, LADWP and IBEW, Local 18, and shall not become binding in whole or in part, unless and until all of the following have occurred.

- IBEW, Local 18, has notified the Board that the MOU Amendment was ratified in its entirety by the Union's membership, as evidenced by IBEW, Local 18's authorized representative affixing his or her signature hereto; and,
- The Board has by adoption of an appropriate Resolution notified IBEW, Local 18, that the MOU Amendment is approved, as to items within the Board authority, by the Department, as evidenced by the General Manager affixing his signature hereto; and,
- The City Council has taken appropriate action approving and setting the salaries agreed to herein and, because this MOU Amendment exceeds three years in duration, has also approved the items that had been approved by the Board.

The effective date of this MOU Amendment is the date on which the last event in time occurs.

**ARTICLE 37**  
**EMPLOYEE'S RETIREMENT PLAN**

**37.8 – Tier II Vesting**

During the term of this MOU Amendment, in accordance with established practice, the LADWP shall seek approval of the Board of Water and Power Commissioners and the Board of Administration of the Water and Power Employees' Retirement Plan to reduce the current Tier II pension vesting schedule from ten (10) years to five (5) years.



**ARTICLE 39**  
**JOINT SAFETY INSTITUTE**

The parties agree that within the first two years of this amendment to the MOU, the parties will take the necessary steps to create a single entity to replace the Joint Training Institute (JTI) and the Joint Safety Institute (JSI).

The parties further agree that effective October 1, 2017; the LADWP will no longer fund the JTI and JSI, or the successor institute.

Effective October 1, 2018, IBEW-represented employees shall contribute 0.43% of all hours worked to fund the successor institute.

**ARTICLE 40**  
**JOINT TRAINING INSTITUTE**

The parties agree that within the first two years of this amendment to the MOU, the parties will take the necessary steps to create a single entity to replace the Joint Training Institute (JTI) and the Joint Safety Institute (JSI).

The parties further agree that effective October 1, 2017; the LADWP will no longer fund the JTI and JSI, or the successor institute.

Effective October 1, 2018, IBEW-represented employees shall contribute 0.43% of all hours worked to fund the successor institute.

**ARTICLE 41**  
**ANNUAL PERFORMANCE EVALUATIONS/CAREER DEVELOPMENT**

All employees covered under this MOU shall have an annual performance evaluation conducted to provide valuable feedback to facilitate and promote their continuous growth, development and success. The review period shall be based on the anniversary date of the employee. The annual performance evaluation document shall not be used for any disciplinary purposes.

**ARTICLE 42**  
**MUTUAL ASSISTANCE**

Employees in this bargaining unit that are selected by management to provide mutual assistance to other organizations following a natural or man-made emergency may receive standby pay at the rate of straight time for non-working hours when assigned by management to provide such assistance.

**Footnote 16**

Employees in the class of Electric Distribution Mechanic Supervisor (Class Code 3873) shall receive a daily rate premium of fifteen percent (15%) while performing transmission duties utilizing Human External Cargo (HEC) methods. For employees occupying the job classification above, the parties will meet to explore establishing a life insurance policy for employees assigned to a HEC crew.

**APPENDIX G**  
**LONGEVITY PREMIUM FOR CERTAIN**  
**JOURNEY CRAFT AND SUPERVISORY CRAFT CLASSIFICATIONS**  
**Revised - Effective June 1, 2017**

<u>Class Code</u>	<u>Class Title</u>
3781	Air Conditioning Mechanic Supervisor
5816	Aqueduct and Reservoir Supervisor
3440	Asbestos Supervisor
3706	Auto Body Repair Supervisor
3714	Automotive Supervisor
3737	Boilermaker Supervisor
3338	Building Repair Supervisor
3339	Carpenter Shop Supervisor
3346	Carpenter Supervisor
3354	Cement Finisher Supervisor
3800	Communications Cable Supervisor
3689	Communications Electrician Supervisor
3127	Construction and Maintenance Supervisor
3873	Electric Distribution Mechanic Supervisor
3824	Electric Meter Setter Supervisor *
3835	Electrical Mechanic Supervisor
3855	Electrical Repair Supervisor
3746	Equipment Repair Supervisor
3844	Instrument Mechanic Supervisor
3846	Instrument Repair Supervisor
3766	Machinist Supervisor
3731	Mechanical Repair General Supervisor
3762	Millwright Supervisor
3426	Painter Supervisor
3438	Pipefitter Supervisor
3446	Plumber Supervisor
3465	Protective Coating Supervisor
3864	Senior Electrician
3768	Senior Machinist Supervisor
3777	Sheet Metal Supervisor
3836	Sr. Electrical Mechanic Supervisor
3856	Sr. Electrical Repair Supervisor
3786	Steam Plant Maintenance Supervisor
5625	Steam Plant Operating Supervisor
3794	Structural Steel Fabricator Supervisor
3732	Tire Repair Supervisor
3117	Tree Surgeon Supervisor
3930	Water Service Supervisor
5887	Water Treatment Supervisor
3976	Water Utility Supervisor
3987	Waterworks Mechanic Supervisor

3798  
5857

Welder Supervisor  
Water Utility Operator Supervisor

**\* Pending approval**

**Corrections**

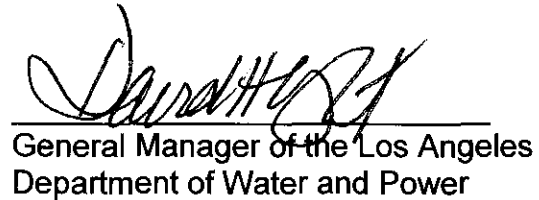
The City Controller and the General Manager of the Los Angeles Department of Water and Power are hereby authorized to correct any technical or clerical errors in this Amendment.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this amendment to the Supervisory Blue Collar Unit Memorandum of Understanding on this 20th day of June, 2017, to be effective as provided herein.

Local 18 of the  
International Brotherhood  
of Electrical Workers, AFL-CIO,  
Authorized Representatives

  
Business Manager

City of Los Angeles  
Representative

  
General Manager of the Los Angeles  
Department of Water and Power

APPROVED AS TO FORM AND LEGALITY  
MICHAEL N. FEUER, CITY ATTORNEY

JUN 14 2017  
BY   
JOSEPH A. BRAJEVIC  
GENERAL COUNSEL