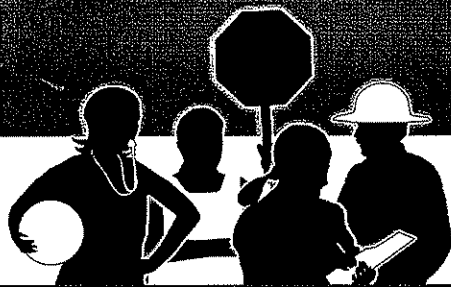


COALITION OF LA CITY UNIONS



AFSCME LA City Local Unions

- 164 – CRA Basic Unit
- 585 – CRA Professional Unit
- 741 – LA City Part Time Recreation Unit
- 901 – Recreation and Parks Prof. Unit
- 1890 – CRA Management Assn.
- 2006 – LA City Prof. Medical Employees
- 2204 – CRA Supervisory Unit
- 2626 – Librarians' Guild, Supervisory and Rank & File
- 3090 – LA City Clerical and Support Services Employees
- 3672 – Executive Administrative Assistants

International Union of Operating Engineers Local 501

Laborers' Local 777

LA/Orange Counties Building & Construction Trades Council

Service Employees

International Union Local 721

- LAPMA – LA Prof. Managers' Assn.
- LACAA – LA City Attorneys' Assn.

Teamsters Local 911



Questions and Answers About the Agreement to Protect City Jobs, Wages and Secure Retirement

The City has reneged on previous agreements. How can we trust it not to back out of this one?

We can't. Which is why our lawyers are pouring over the agreement in order to ensure that its language is iron-clad and crystal clear. The agreement is a legally binding document whose terms the City must agree to. In order to publicly verify the City's intentions, Coalition members asked this very question of City Council President Eric Garcetti, who said, "You have my word we're not going to be coming back to you every two months and saying, 'give me more.'" City CAO Miguel Santana added, "If I'm back here one year from now asking you to do more, then I have not succeeded in my job."

We're being asked to contribute 4% more of our salaries toward our retirement plans. What are we getting in return?

For starters, the Coalition negotiated an immediate end to the furloughs that have devastated our families and our city. "If you adopt this agreement," CAO Miguel Santana recently said, "Furloughs are no longer on the table." In addition, this agreement locks two-party retirement health care into our MOUs. That means the City can no longer unilaterally take away or reduce health coverage for us or our spouses once we retire.

Didn't we already agree to pay more toward our retirement plans?

Our previous agreement calls for all LACERS members to pay 1% more toward our retirement plans, starting on July 1, 2011. This previous commitment will not be affected by the new agreement.

What happens if we don't ratify this agreement?

The City has to bridge a budget gap of about \$450 million. If this agreement is not ratified by our membership, the City will implement massive cuts, lay off hundreds or even thousands of people, and impose at least 36 furlough days on all City workers. In addition, the City will freeze subsidies for retiree health benefits, which would immediately increase costs and fees for retirees.

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Cheryl Parisi, Chair

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When will the furloughs end?

As a sign of good faith, the City has ended furloughs effective March 28, 2011. The agreement expressly prohibits furloughs during the life of the contract.

What about the lawsuit we filed against the City last year, charging that the furloughs were illegal?

Under the terms of this agreement, we agree to withdraw our suit. In return, the City ends furloughs. Anyone who has taken a furlough day in excess of 160 hours will receive paid time off for that time.

My department hasn't faced furloughs. Why should I support this agreement?

If this agreement is not ratified, the City says it will increase the number of furlough days and expand the number of departments subject to furloughs. Additional departments will be subject to furloughs, including those that are special-funded.

How does this agreement protect health care for retirees and their spouses?

The agreement cements two-party retiree health benefits into our MOUs, keeping up with all cost increases, protecting this extremely important component of retirement security.

Our current contract calls for cost of living adjustments (COLA's) and extra step raises. Will we still get them?

Yes. Everyone will receive a COLA adjustment on July 1, 2011, July 1, 2012, and July 1, 2013. Portions of our COLAs and the two extra steps negotiated in the last contract will be deferred until January, 2014. When the contract expires in 2014, our salaries will have increased by a total of 11.75% compared with today, and 15.25% over the life of the contract. More furloughs will erode those economic gains.

Is it true we're getting a week off at Christmas?

Yes. Under this agreement, in 2011 we are trading 1.5% of our salaries for four additional days off between Christmas and New Years. (We already get Christmas Day off, so that makes five days total.) The 1.5% will be deducted from our paychecks throughout the year to minimize the impact during the holidays.

In 2012, we are trading the 1.75% holiday cash bonuses we negotiated in our last agreement for four days off during this time.

What about emergency personnel and departments like the Bureau of Sanitation?

The individual bargaining units for these departments will negotiate their own days off. While the entire unit may not get the same days off, each member of the unit will receive four days off next to a paid holiday, when possible (for example, the week of Memorial Day).

When does the agreement expire?

The agreement extends our current contract by one year and expires in 2014. The Coalition

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believes it's in our best interest to extend the contract so that our wages and benefits do not become hot-button issues in the next mayoral election.

Will there be more layoffs?

In order to avoid layoffs, the Mayor has directed General Managers in special-funded and proprietary departments to use the savings afforded by the agreement to hire staff from general-funded departments facing layoffs. We are working with the City through this arrangement to avoid layoffs.

Does the Bargaining Team recommend a YES vote?

The Bargaining Team unanimously recommends a YES vote. It feels that this agreement will protect our jobs, return stability to our careers, and ensure our secure retirement.

Where can I get more information?

For more information, please contact your union. More resources are available at www.lacitycoalition.com