

# **ALL L.A.C.A.A. ATTORNEYS: READ THIS:**

## **URGENT MESSAGE FROM THE L.A.C.A.A. BOARD**

As you know the LACAA Bargaining team has been in negotiations with the CAO over a proposed modification of the LOA or in the alternative an agreement that would secure the vesting of the Health Subsidy increases.

In prior meetings we were successful in gathering necessary information to be able to put forth a proposal. Last week the CAO stated that their proposal was the recently rejected LOA. However they went on to say in order to secure the Health Subsidy they wanted a 4% contribution from the members of MOU 29 (MOU 29), which would get us down to 26 furlough days, and we would give up our rights to all current claims against the City, et al. After a strategy session in which we solicited information from Board members and used information from member comments we made a proposal to the CAO this morning that included an offer of a 4% contribution. For that 4% contribution we requested that we receive the Health Subsidy with the appropriate vesting; Acceptance of the interpretation of Rule 2 as submitted by MOU's 29, 30, and 31; end furloughs with a no furlough guarantee and a no layoff guarantee; if there are furloughs, that they be applied to all MOU 29 members equally; if there are furloughs that we get a furlough time bank; that the volunteers be reduced to levels acceptable to MOU 29; that we be allowed to continue our legal dispute of the capping freeze; and that the wall come down between 3 and 4.

We would retain all of our COLA's and all step increases and the cash bonus as stated in the last LOA.

In exchange, and in addition to the 4% we would not fight a new second tier; that we would give up all existing furlough challenges; that we would give up all existing grievance challenges; and that we would specifically cancel the most recent Unfair that we filed.

After hours of discussion, the CAO responded by saying that they reject our proposal and their proposal was that we give the 4% for the remainder of our careers or until renegotiated to obtain the medical; that we give up all

current grievances; all current unfair, including the most recent; that we give up / cancel all litigation against the City, and that would include all furloughs, the capping ordinance, the challenges to the 1% ERIP contribution; and any lawsuits involving the pre-1983 employees who had their contributions increased from 2% to 6% (7%). In exchange we would get 26 furlough days.

They would not address Rule 2, saying it was office policy, and they needed to maintain the right to maintain layoffs.

We asked for some type of language to guarantee no layoffs if we took the deal giving us 26 furloughs. There are no guarantees. They said they would ask the CAO (Santana) to ask the council if they would fund the next FSR with the necessary funds to avoid layoffs. We are currently awaiting Santana's response.

Here, under the CAO's counter proposal, we would also retain all of our COLA's and all step increases and the cash bonus as stated in the last LOA.

**Please reply with your thoughts, and in particular whether you want the Board to vote on whether to call a membership-wide vote on this proposal.**

**Please email the Board no later than 6:00 pm Tuesday evening.**

**Send your email reply to any or all of the following:**

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