

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: July 1, 2009

To: The Heads of All Departments (excluding Water and Power)

From: Raymond P. Ciranna, Interim City Administrative Officer *RPC*

Subject: **FURLOUGH PROGRAM – CLARIFICATION AND UPDATE**

The purpose of this memo is to clarify and update the CAO's memo of June 29, 2009, entitled "2009-10 Furlough Program."

The section regarding the *Coalition MOUs* reads in part that the City has agreed that it will "not implement layoffs, mandatory furloughs, and/or work schedule changes related to the Furlough Program for any Coalition-represented employee at this time." This means that during the union ratification process, and contingent upon City Council approval of the necessary MOU amendments, Coalition employees are to remain on the work schedules they were on previous to the planned mandatory furlough program. For example, a Coalition employee previously working a 9/80 schedule would remain on that schedule during the ratification and Council approval process.

If the MOU amendments are ratified and approved by the City Council, salary movement for the affected MOUs will be deferred for two years. This will include the salary adjustments scheduled for July 1, 2009, January 1, 2010, July 1, 2010, and January 1, 2011. The scheduled July 1, 2009, cost of living adjustment, furloughs and layoffs are currently being deferred for up to four pay periods during the ratification process.

The implementation of mandatory furloughs for employees represented by the Engineers and Architects Association (EAA) remains in effect. EAA members will receive their scheduled salary increase on July 1, 2009, and are required to take 26 furlough days in Fiscal Year 2009-10.

The City Council has delayed implementation of furlough days and layoffs for non-represented employees and members of the Fiscal and Policy and Professionals Association (FPPA) for a period of at least two weeks. Please note that this is only a delay pending further consideration by the Executive Employee Relations Committee and the City Council. However, work schedules for non-represented and FPPA-represented employees should not be changed until further action by the City Council.

Any questions regarding this memorandum may be directed to the CAO Employee Relations Division at (213) 978-7676 or via e-mail at cao.erd@lacity.org.

RPC:TAC:mbg107