

**AMENDMENT NO. 3**

**MEMORANDUM OF UNDERSTANDING  
ADMINISTRATIVE UNIT (MOU 1)**

**AMENDMENT NO. 3 to Memorandum of Understanding No. 1  
made and entered into this 2<sup>nd</sup> day of June 2023**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES**

**AND**

**THE ENGINEERS AND ARCHITECTS ASSOCIATION**

**JUNE 23, 2019 – DECEMBER 31, 2023**

**MOU AMENDMENT NO. 3  
ADMINISTRATIVE UNIT (MOU 1)**

The Engineers and Architects Association and the City of Los Angeles have reached agreement on the addition of Juneteenth as a paid City Holiday. The MOU is hereby amended as follows.

The following subsections of Article 7.5 – Holidays and Holiday Pay are **amended** as follows:

**ARTICLE 7.5            HOLIDAYS AND HOLIDAY PAY**

A.     The following days shall be treated as holidays:

1.     New Year's Day (January 1)
2.     Martin Luther King, Jr.'s Birthday (the third Monday in January)
3.     President's Day (the third Monday in February)
4.     Cesar E. Chavez Birthday (the last Monday in March)
5.     Memorial Day (the last Monday in May)
6.     **Juneteenth (June 19)**
7.     Independence Day (July 4)
8.     Labor Day (the first Monday in September)
9.     Indigenous Peoples Day (the second Monday in October)
10.    Veteran's Day (November 11)
11.    Thanksgiving Day (the fourth Thursday in November)
12.    The Friday after Thanksgiving Day
13.    Christmas Day (December 25)
14.    Any day or portion thereof declared to be a holiday by proclamation of the Mayor with the concurrence of the City Council by resolution
15.    Two unspecified holidays (per calendar year)
16.    One additional unspecified holiday in 2020 only

B.     When any holiday from 1 through **13** above falls on a Sunday, it shall be observed on the following Monday.

C.     When any holiday from 1 through **13** above falls on a Saturday, it shall be observed on the preceding Friday.

F.     Holiday Premium Pay – Any FLSA non-exempt full-time employee who works on any holiday listed above will receive eight hours (or portion thereof as specified above in A.**14**) of holiday pay and one and one-half (1½) the hourly rate for all hours worked on the observed holiday; provided, however, that the employee has: (1) worked their assigned shift immediately before, and their assigned shift immediately after the holiday; or (2) prior to such holiday. Management has

authorized the employee to take paid leave time off in lieu of the requirement to work said shifts. Any employee who fails to meet these requirements will be paid at the rate of one hour for each hour worked. Employees shall not receive both overtime and Holiday Premium Pay (as defined herein) for the same hours.

- G. An employee who works: (1) in excess of eight hours on any holiday listed from 1 through **13** above; or (2) in excess of any day or portion thereof declared to be a holiday by proclamation of the Mayor shall be paid at the appropriate holiday premium pay rate for their class. Employees shall not receive both overtime and holiday premium pay for the same hours.

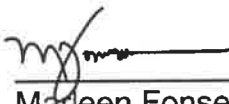
All other provisions of Article 7.5 remain unchanged.

**MOU AMENDMENT NO. 3  
ADMINISTRATIVE UNIT (MOU 1)**

Except for the amendment specified herein, Articles and/or provisions of the 2019-2023 MOU No. 1 shall remain in full force and effect during the term of the MOU.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month, and year first written above.

**FOR THE UNION:**



\_\_\_\_\_  
Marleen Fonseca, Executive Director  
Engineers and Architects Association

May 24, 2023

Date

**FOR THE CITY:**



\_\_\_\_\_  
Matthew W. Szabo  
City Administrative Officer

June 2, 2023

Date

**Approved as to Form and Legality:**

  
\_\_\_\_\_  
For the City Attorney

6/1/2023  
Date