

**AMENDMENT NO. 2**

**MEMORANDUM OF UNDERSTANDING  
FIREFIGHTERS AND FIRE CAPTAINS REPRESENTATION UNIT (MOU NO. 23)**

**AMENDMENT NO. 2 to Memorandum of Understanding No. 23  
made and entered into this 2nd day of June 2023**

**BY AND BETWEEN**

**THE CITY OF LOS ANGELES**

**AND**

**THE UNITED FIREFIGHTERS OF LOS ANGELES CITY, LOCAL 112, IAFF, AFL-CIO-CLC**

**July 1, 2019 – June 29, 2024**

**MOU AMENDMENT NO. 2  
FIREFIGHTERS AND FIRE CAPTAINS REPRESENTATION UNIT (MOU NO. 23)**

The United Firefighters of Los Angeles City, Local 112, IAFF, AFL-CIO-CLC, and the City of Los Angeles have reached agreement on the following MOU amendments.

**ARTICLE 3.1        HOLIDAYS**

A.     An employee shall receive fourteen (14) days off in lieu of holidays each calendar year. These days off will be scheduled in accordance with existing practice.

**Note:** For calendar year 2010 only, four holidays were moved to a separate bank immediately upon implementation of the MOU in accordance with Article 1.2. These days are frozen and may not be used by the employee. These banked days will be cashed out by the City at the employee's straight time rate as soon as budgetarily feasible; however, the precise manner and date of payback will be determined by the City in consultation with the Union. If the banked days are not paid out or returned prior to the date an employee separates from City service, the days shall be paid out at separation at the employee's straight time rate in effect on the date of separation.

B.     Employees regularly assigned to a 4/10 work schedule shall receive, in addition to the above, an additional one-half day holiday Christmas Eve (a.m.), and an additional one-half day holiday New Year's Eve (a.m.).

C.     An employee who works on one of the holidays specified below shall receive, in addition to the employee's regular compensation for that day, \$7.50 for each hour worked:


Thanksgiving	Christmas Day
Christmas Eve	New Year's Eve

D.     Whenever a special holiday is declared by proclamation of the Mayor with concurrence of the Council, the Fire Chief is hereby authorized to grant to each employee a day off with full pay. Such day off shall be in addition to any other day off authorized and granted each employee under the provisions of this MOU and may be allowed either on the same day that is declared a special holiday by the Mayor and the Council or on any subsequent day at the discretion of the Fire Chief.

Except for the amended made herein, all other Articles and/or provisions of the 2019-2024 MOU No. 23 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 above written.

**FOR THE ASSOCIATION:**

  
\_\_\_\_\_  
Freddy Escobar, President  
UFLAC Local 112

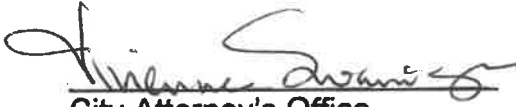
5/23/2023  
Date

**FOR THE CITY:**

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

June 2, 2023  
Date

**Approved as to form and legality:**

  
\_\_\_\_\_  
City Attorney's Office

6/1/2023  
Date