AMENDMENT NO. 1

MEMORANDUM OF UNDERSTANDING
REGARDING THE SERVICE EMPLOYEES REPRESENTATION UNIT
(MOU #15)

AMENDMENT NO. 1 to Memorandum of Understanding
made and entered into this 24th day of March, 2026

BY AND BETWEEN

THE CITY OF LOS ANGELES

AND THE

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721

December 31, 2023 through December 23, 2028

MOU AMENDMENT NO. 1
THE SERVICE EMPLOYEES REPRESENTATION UNIT
(MOU #15)

The Service Employees International Union, Local 721 and the City of Los Angeles have reached agreement on the deletion of the Cesar E. Chavez Birthday paid holiday and the addition of Farm Workers Day paid holiday. The MOU is hereby amended as follows.

The following subsection of Article 6.3 – Holidays and Holiday Pay is **amended** as follows:

ARTICLE 6.3 HOLIDAYS AND HOLIDAY PAY

A. Notwithstanding any provisions of the LAAC that may conflict, the following days shall be treated as holidays.

1. New Year's Day (January 1)
2. Martin Luther King's Birthday (the third Monday in January)
3. Presidents' Day (the third Monday in February)
4. **Farm Workers Day** (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. Veterans Day (November 11)
11. Thanksgiving Day (the fourth Thursday in November)
12. Day after Thanksgiving Day
13. Christmas Day (December 25)
14. Any day or portion thereof declared to be a holiday by proclamation of the Mayor, and the concurrence of the City Council by resolution.
15. Two unspecified holidays.

All other provisions of MOU 15 remain unchanged.

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THE SERVICE EMPLOYEES REPRESENTATION UNIT
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Except for the amendment specified herein, Articles and/or provisions of the 2023-2028 MOU No. 15 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:

DocuSigned by:
Jenita Igwealor
[illegible]

Jenita Igwealor
Regional Director, SEIU

3/24/26
Date

DocuSigned by:
Mirna Arias
55E59BDCB64C445...

Mirna Arias
Bargaining Unit Chair, MOU 15

3/24/26
Date

DocuSigned by:
926460E9BB4B438...

Steve Koffroth
Chief Negotiator, SEIU 721

3/24/26
Date

FOR THE CITY:

Matthew W. Szabo
City Administrative Officer

3/24/2026
Date

Approved as to Form and Legality:

Vivienne Swanigan, Asst. City Attorney
Office of the City Attorney

3/24/26
Date