

RESOLUTION NO. _____

WHEREAS, the Los Angeles Department of Water and Power (LADWP) engaged in the meet and confer process with its labor partners to implement a Bereavement Leave (BL) Policy in response to California Assembly Bill 1949; and

WHEREAS, LADWP entered into Letters of Intent (LOIs) with the International Brotherhood of Electrical Workers, Local 18; Management Employees Association; Association of Confidential Employees; Los Angeles Water and Power Load Dispatchers Association; and Service Employees International Union, Local 721, to establish the benefits of a BL Policy; and

WHEREAS, LADWP and its various labor organizations have mutually proposed and agreed to the implementation of the BL Policy, which would allow LADWP employees to be absent from work by reason of the death of an immediate family member for a maximum of five (5) working days for each occurrence of death in the employee's immediate family, the first three (3) days of which shall be with full pay and the remaining two (2) days shall be unpaid; and

WHEREAS, the employee may substitute any compensatory time, such as vacation, floating holidays, personal business time, or accumulated overtime earned, for the two (2) unpaid BL days; and

WHEREAS, the BL benefit would be made available to LADWP employees upon their first day of employment with LADWP; and

WHEREAS, BL may be taken during a period of up to 370 calendar days after the occurrence, while any BL days not used 370 calendar days from the date of said death shall be deemed waived and lost; and

WHEREAS, the BL Policy is effective January 1, 2023, and that employees who have taken BL off, while at LADWP, between January 1, 2023 and the implementation of the BL benefit by LADWP may submit satisfactory proof of death to correct the employee's time to paid BL for the first three (3) days of BL that was taken; and

WHEREAS, the BL Policy will also be applicable to unrepresented employees in Bargaining Units U and V, Utility Pre-Craft Trainees, and Utility Workers; and

WHEREAS, the BL Policy is anticipated to positively affect various aspects of LADWP, including but not limited to, affording employees paid time off to mourn, promoting mental health awareness, and enhancing overall well-being for employees.

NOW, THEREFORE, BE IT RESOLVED, that the parties' agreement, and the proposed BL Policy, be hereby approved, ratified, and adopted by the Board of Water and Power Commissioners (Board).

BE IT FURTHER RESOLVED that the LOIs between LADWP and the International Brotherhood of Electrical Workers, Local 18; Management Employees Association; Association of Confidential Employees; Los Angeles Water and Power Load Dispatchers Association; and Service Employees International Union, Local 721, are hereby approved for adoption, in accordance with the terms and conditions contained therein.

BE IT FURTHER RESOLVED that the President or Vice President, or the General Manager, or such person as the General Manager shall designate in writing, and the Secretary, Assistant Secretary, or the Acting Secretary of the Board are hereby authorized and directed to execute said LOIs for and on behalf of LADWP.

I HEREBY CERTIFY that the forgoing is a full, true, and correct copy of the Resolution adopted by the Board of Water and Power Commissioners of the City of Los Angeles at its meeting held

Secretary

APPROVED AS TO FORM AND LEGALITY
HYDEE FELDSTEIN SOTO, CITY ATTORNEY

DEC 15 2023
BY 
WENDY K. GENZ
DEPUTY CITY ATTORNEY