



DIGEST

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STATUS OF NEGOTIATIONS

On September 1, 1983, a special edition of the County Digest was published indicating that agreements had not been reached with bargaining units represented by LACEA Local 660 and AFSCME and the expired Memoranda of Understanding would no longer be extended on a day-to-day basis.

In the early evening hours on September 1, 1983, four of the units represented by AFSCME reached tentative agreement for successor Memoranda of Understanding. As a result of these

tentative agreements, the County will continue to extend the expired Memoranda of Understanding for these AFSCME units on a day-to-day basis pending ratification of the successor agreements.

The tentative agreements provide for a 15-business-day window each year in which employees may, if they choose, cancel their Union dues. During the

period of time since July 1, 1983, while the County and AFSCME had mutually agreed to extend the previous agreements, AFSCME, acting in good faith, honored what would have been the "window" period and allowed employees desiring to cancel their membership to do so. Therefore, management and AFSCME agreed to the following "window" periods under the new agreements:

- | | |
|-----------|--|
| Local 119 | Automotive and Equipment Maintenance Men and Repairmen |
| Local 830 | Agricultural Inspectors |

In addition to honoring requests received during the month of August, AFSCME has agreed to honor cancellation requests up to September 8, the publication date of this special edition.

- | | |
|------------|----------------------------|
| Local 575 | Superior Court Clerks |
| Local 2712 | Psychiatric Social Workers |

Fifteen (15) business days from September 1 through September 22, 1983.

Agreement was also reached on additional "window" periods during the second year of the MOU's.

**SEPTEMBER 8
1983**

NEW PAYDAYS

Effective March 15, 1984, payroll warrants, including base pay, bonuses, overtime, or any other compensation, will be issued once a month, on the 15th day of the month, for work performed during the previous calendar month. If such day falls on a Saturday, Sunday, or holiday, the payday shall be the immediately preceding regular workday. Employees may opt to receive pay twice a month, including the Earned Salary Advance (ESA), as at present, provided they participate in the Direct Deposit Program, in which the Auditor-Controller automatically deposits the entire semi-monthly net pay directly into the employee's checking or

savings account at the bank, savings and loan, or credit union of the employee's choice. Such deposits will be made on or before the 15th and 30th days of each month.

During the period of October 25, 1983 to March 15, 1984, the above change of payday dates shall be phased in by gradually moving the date of the regular payday and the ESA payday, and gradually diminishing the percentage of net monthly salary to be received on each ESA warrant as follows, except that employees who opt for the Direct Deposit Program shall continue to receive approximately 50% on each payday:

ESA Payday	Percent of Monthly Pay	Regular Payday	Percent of Monthly Pay
Oct. 25, 1983	40%	Nov. 10, 1983	60%
Nov. 23, 1983	30%	Dec. 9, 1983	70%
Dec. 22, 1983	20%	Jan. 11, 1984	80%
Jan. 27, 1984	10%	Feb. 13, 1984	90%
Feb. 28, 1984	None	Mar. 15, 1984	100%

County of Los Angeles

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