



ENGINEERS & ARCHITECTS ASSOCIATION

September 29, 2021

Via Email

Office of the Mayor
200 North Spring Street
Los Angeles, CA 90012

RE: DEMAND TO IMMEDIATELY CEASE AND DESIST

Honorable Mayor Garcetti,

As you know, Engineers and Architects Association (EAA) is the exclusive bargaining representative for approximately 5135 professional employees in the City of Los Angeles covered by Memorandums of Understanding (MOUs) 1, 19, 20 and 21.

In the last 24 hours, we were notified for the first time that it was the City of Los Angeles' intention to discipline employees who have either failed to inform their department of their vaccination status or informed their department that they would not be vaccinated. We were further informed that the City of Los Angeles was starting to begin this process as early as October 1, 2021. The City of Los Angeles' unilateral decision to implement discipline for the unvaccinated violates Ordinance 187134, the Employee Relations Ordinance (ERO) and California Government Code section 3503.

Therefore, EAA demands that the City of Los Angeles, the Mayor, the City Administrative Office and the various Departments CEASE AND DESIST from proceeding with EERC's latest instruction which includes discipline and/or threats/implications of discipline to our members. These rash decisions being made will have a catastrophic impact on City of Los Angeles services and directly affect the wages and livelihood of our members who have served the City of Los Angeles through this pandemic and helped the City of Los Angeles by sacrificing the pay increases you and the others on the Council had previously granted them. The City of Los Angeles' contradictory, impulsive, and inconsistent decision-making process must stop now.

This is a MEET and CONFER matter and EAA does NOT agree to your latest proposal of disciplinary action. Further, we have not been given ample time to appropriately research, respond or negotiate.

Failure to cease and desist can adversely affect 20% of the City of Los Angeles' workforce and will be a violation of the ERO, Meyers-Miliias-Brown Act and violates your own ordinance, which has no mention of the discipline now being proposed. This all constitutes BAD FAITH bargaining and on October 1, 2021, EAA is prepared to file any and all administrative and legal actions necessary if the City does not immediately cease and desist from proceeding until the bargaining process is complete.

Awaiting Response,

Marleen Fonseca
Executive Director, EAA

c: Matt Szabo, City Administrative Officer
Wendy Macy, General Manager, Personnel Department