

Engineers and Architects Association (EAA)

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Los Angeles Council Aides Win Historic Union Recognition

Los Angeles - During August's Employee Relations Board (ERB) meeting, Council Aides won the establishment of two bargaining units, which together will provide a total of 330 Los Angeles City Council Aides across all 15 council district offices with union representation. Immediately following the unit definition, signed authorization cards submitted by Council Aides were counted by the ERB, showing overwhelming interest for union representation by EAA.

On April 7, 2026, LA City Council Aides submitted union authorization cards signed by a strong majority of Council Aides to the ERB to kick off the union recognition process. Four months later, EAA was certified as the union to represent hundreds of council aides.

EAA union members built, and continue to build, Los Angeles. The Association was established in 1894, founded by the original engineers and architects who designed and created Los Angeles. 129 years later, the union's legacy of City service continues. 5,800 EAA union members that comprise 300 professional titles, work across forty LA city departments.

LA City Council Aides work as frontline problem solvers for Los Angeles, working long hours and playing a key role in keeping the City running. They write legislative motions and craft policy, staff council and committee meetings, and coordinate across a complicated web of City departments. During a time of crisis for our City as well as increasing frustration with City services, Council Aides are often the first and most important point of contact for members of the public who need help. Despite the critical nature of their work, Council Aides report high turnover, little job security, an inequitable wage scale, and nonexistent overtime pay. "We look forward to negotiating our first union contract that recognizes the dedication and hard work of Los Angeles Council Aides," said Cairo Rodriguez, a longtime council aide who currently works in Council District 5.

Since the early 2000s, Council Aides have made efforts to win union representation. In 2023, Council Aides joined EAA for a renewed push to unionize, harnessing their collective power to win a pathway toward union recognition. Nellie Ruiz, council aide for Council District 13, said, "Our union was recognized! After years of experiencing a bureaucratic maze, the lives of current and future aides will change for the better because we now have a real voice in our work, wages and benefits."

This is a historic moment. LA City Council Aides are the largest group of Council Aides to unionize on the West Coast, joining a growing nationwide unionization movement among municipal workers in elected offices, including in New York City, Portland, and Denver.