

K21-1444

AMENDMENT NO. 3 TO THE AGREEMENT  
BETWEEN  
THE CITY OF NEW ORLEANS  
AND  
TOXICOLOGY & DRUG ANALYSIS LABORATORY  
BID PROPOSAL NO.:4801-02393  
REGULAR AND AFTER HOURS SUBSTANCE  
ABUSE COLLECTION AND TESTING

**THIS THIRD AMENDMENT** is entered into by and between the City of New Orleans, represented by LaToya Cantrell, Mayor (the "City"), and Toxicology & Drug Analysis Laboratory represented by Jeffery Mendler, President (the "Contractor"). The Agreement is effective as of October 17, 2021 (the "Effective Date").

**RECITALS**

**WHEREAS**, on October 17, 2018, the City and the Contractor entered into a contract for regular and after hours substance abuse collection and testing;

**WHEREAS**, the City and the Contractor, each having the authority to do so, now desire to enter this Amendment to the Agreement for the purpose of continuity of services.

**NOW THEREFORE**, for good and valuable consideration, the Parties amend the Agreement as follows:

1. **Extension.** The term is extended on a month-to-month basis from the Effective Date through October 16, 2022.
2. **Additional Miscellaneous Provisions.** The following terms and conditions are hereby added to the Agreement:

**Living Wages.**

- a. **Definitions.** Unless otherwise expressly provided in the Agreement, Capitalized Terms used but not defined herein, shall have the definition attributed to them in Article VIII, Section 70-802 of the City Code.
- b. **Compliance.** To the fullest extent permitted by law, the Contractor agrees to abide by City Code Sections 70-801, *et seq.*, which requires, in pertinent part, the following:
  1. Payment of an hourly wage to Covered Employees equal to the amounts defined in the City Code ("**Living Wage**");
  2. Receipt of at least seven (7) days per year of compensated leave for Covered Employees, as required by Section 70-807 of the City Code; and

3. Post notice in a prominent place regarding the applicability of the Living Wage Ordinance in every workplace in which Covered Employees are working that is within the Covered Employer's custody and control, as required by Section 70-810 of the City Code.
- c. **Current Living Wage.** In accordance with the Living Wage Ordinance, the current Living Wage per the Consumer Price Index data is equal to \$11.19. The Contractor shall be responsible for confirming the Current Living Wage by visiting <https://www.nola.gov/economic-development/workforce-development/>.
- d. **Adjusted Living Wage.** In accordance with Section 70-806(2) of the City Code, the Contractor acknowledges and agrees that the Living Wage may be increased during the term of the Agreement. Any City contract or City financial assistance agreement (a) extending from one calendar year into the next or (b) with a term of longer than one year, inclusive of any renewal terms or extensions, shall require the Covered Employer to pay the Covered Employee an Adjusted Living Wage, accounting for the annual Consumer Price Index adjustment. The indexing adjustment shall occur each year on July 1st using the Consumer Price Index figures provided for the calendar year ended December 31st of the preceding year, and thereafter on an annual basis.
- e. **Subcontract Requirements.** As required by Section 70-804 of the City Code, the Contractor, beneficiary, or other Covered Employer, prior to entering into a subcontract, shall notify subcontractors in writing of the requirements and applicability of Article VIII - The Living Wage Ordinance ("**Article**"). City contractors and beneficiaries shall be deemed responsible for violations of this Article by their subcontractors.
- f. **Reporting.** On or before January 31st and upon request by the City, the Contractor shall identify (a) the hourly wage earned by the lowest paid Covered Employee and (b) the number of days of compensated leave received by Covered Employees earning less than 130% of the then-prevailing wage during the current term of the Agreement, and provide the identified information to the following:
- Office of Workforce Development  
Living Wage – Compliance  
1340 Poydras Street – Suite 1800  
New Orleans, Louisiana 70112
- g. **Compliance Monitoring.** Covered Employers under this Agreement are subject to compliance monitoring and enforcement of the Living Wage requirements by the Office of Workforce Development (the "**OWD**") and/or the Chief Administrative Office ("**CAO**"). Covered Employers will cooperate fully with the OWD and/or the CAO and other City employees and agents authorized to assist in the administration and enforcement of the Living Wage requirements. Steps and actions include, but are not limited to, requirements that: (i) the Contractor will cooperate fully with the OWD and the CAO and other City employees and agents authorized to assist in the administration and enforcement of the Living Wage requirements; (ii) the Contractor agrees that the OWD and the CAO and their designees, in the performance of their duties, shall have the right to engage in random inspections of job sites and to have access to the employees of the Contractor, payroll records

and employee paychecks; and (ii) that the City may audit such records of the Contractor as he or she reasonably deems necessary to determine compliance with the Living Wage standards.

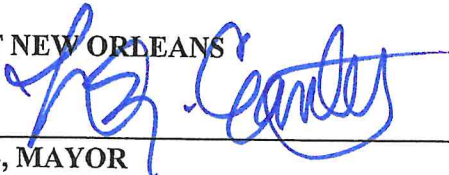
- h. ***Remedies.*** If the Contractor fails to comply with the Living Wage requirements during the term of the Agreement, said failure may result in termination of the Agreement or the pursuit of other remedies by the City, including, but not limited to, the penalties and enforcement mechanisms set forth in Section 70-811 of the City Code.
3. **Convicted Felon Statement.** The Contractor swears that it complies with City Code § 2-8(c). No principal, member, or officer has, within the preceding five years, been convicted of, or pled guilty to, a felony under state or federal statutes for embezzlement, theft of public funds, bribery, or falsification or destruction of public records.
4. **Non-Solicitation Statement.** The Contractor swears that it has not employed or retained any company or person, other than a bona fide employee working solely for it, to solicit or secure this Amendment. The Contractor has not paid or agreed to pay any person, other than a bona fide employee working for it, any fee, commission, percentage, gift, or any other consideration contingent upon or resulting from this Amendment.
5. **Prior Terms Binding.** Except as otherwise provided by this Amendment, the terms and conditions of the Agreement remain in full force and effect.
6. **Electronic Signature and Delivery.** The Parties agree that a manually signed copy of this Amendment and any other document(s) attached to this Amendment delivered by facsimile, email or other means of electronic transmission shall be deemed to have the same legal effect as delivery of an original signed copy of this Amendment. No legally binding obligation shall be created with respect to a party until such party has delivered or caused to be delivered a manually signed copy of this Amendment.

**[The remainder of this page is intentionally left blank, signatures to follow]**



IN WITNESS WHEREOF, the City and the Contractor, through their duly authorized representatives, execute this AMENDMENT.

CITY OF NEW ORLEANS

BY:   
LATOYA CONTRELL, MAYOR

Executed on this 14 of MARCH, 2022.

FORM AND LEGALITY APPROVED:

Law Department

By: 

Printed Name: Andrew Gregorian

TOXICOLOGY & DRUG ANALYSIS LABORATORY

BY:   
JEFFERY MENDLER, PRESIDENT

  
TAX I.D.

[END OF AMENDMENT]