File No. 120512 Committee Item No. 19
Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight **Date** June 14, 2012

Board of Supervisors Meeting **Date** _____

Cmte	Board	
☐	☐	Motion
☐	☐	Resolution
☒	☐	Ordinance
☐	☐	Legislative Digest
☐	☐	Budget and Legislative Analyst Report
☐	☐	Legislative Analyst Report
☐	☐	Youth Commission Report
☐	☐	Introduction Form (for hearings)
☒	☐	Department/Agency Cover Letter and/or Report
☒	☐	MOU
☐	☐	Grant Information Form
☐	☐	Grant Budget
☐	☐	Subcontract Budget
☐	☐	Contract/Agreement
☐	☐	Form 126 – Ethics Commission
☐	☐	Award Letter
☐	☐	Application
☐	☐	Public Correspondence

OTHER **(Use back side if additional space is needed)**

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Completed by: Alisa Miller **Date** June 8, 2012
Completed by: _____ **Date** _____

An asterisked item represents the cover sheet to a document that exceeds 25 pages.
The complete document can be found in the file.

FILE NO. 120512 ORDINANCE NO.

[Memorandum of Understanding - Teamsters, Local 856 (Multi-Unit)]

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Teamsters, Local 856 (Multi-Unit), to be effective July 1, 2012, through June 30, 2014.

NOTE: Additions are *single-underline italics Times New Roman*; deletions are ~~*strike-through italics Times New Roman*~~. Board amendment additions are double-underlined; Board amendment deletions are ~~strikethrough normal~~.

Be it ordained by the People of the City and County of San Francisco:

Section 1. The Board of Supervisors hereby adopts and implements the Memorandum of Understanding between the City and County of San Francisco and the Teamsters, Local 856 (Multi-Unit), to be effective July 1, 2012, through June 30, 2014.

The Memorandum of Understanding so implemented is on file in the office of the Board of Supervisors in Board File No. 120512.

APPROVED AS TO FORM:
DENNIS J. HERRERA, City Attorney

By: Elizabeth S. Salveson
ELIZABETH S. SALVESON
Chief Labor Attorney

2012-2014 Teamsters, Local 856 MOU

1. **Term** – Two year agreement (July 1, 2012 through June 30, 2014).

2. **Wages** –

   a) Fiscal Year 2012-2013 – No wage increases

   b) Fiscal Year 2013-2014 –

      - 1% on July 1, 2013
      - 1% on January 4, 2014
      - 1% on March 29, 2014

3. **Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures** –

   a) Health care cost sharing effective January 1, 2014:

      - For "medically single employees" (Employee Only) enrolled in any plan other than the highest cost plan, the City shall only contribute ninety percent (90%) of the "medically single employee" (Employee Only) premium for the plan in which the employee is enrolled.
      - For "medically single employees" (Employee Only) enrolled in the highest cost plan, the City shall only contribute ninety percent (90%) of the "medically single employee" (Employee Only) premium for the second highest cost plan. However, in calendar year 2014 only, the City will subsidize half of the amount of this increased premium cost for "medically single employees" who elect to enroll in the highest cost plan.

   b) The parties will form a Joint Labor-Management Healthcare Committee to discuss healthcare issues, including a possible wellness program, with a re-opener in the second year of the contract by mutual agreement.

4. **Floating Holidays** – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013.

5. **CalPERS** – Effective July 1, 2012, covered employees who are members of CalPERS will receive a 7.15% base wage increase in exchange for agreement to pick-up their entire employee paid member contribution to CalPERS. Base wages of SFERS classifications 8568 and 8572 shall be maintained at the same level as CalPERS classifications 8322 and 8324, respectively.

6. **CalPERS Proposition C Contribution** – Effective July 1, 2012, covered employees who are members of CalPERS agree to make pre-tax like contributions similar to those being made by members of SFERS, as required under Charter section A8.409-9.

7. **Step Advancement** – Effective July 1, 2012, new appointees that are appointed at step 1 shall be required to have twelve (12) months of continual service before advancing to the next salary step, an increase from the current six (6) month requirement.

8. **Acting Assignment Pay** – Effective July 1, 2012, to receive Acting Assignment Pay employees must "act" in a position for at least ten (10) consecutive days, an increase from the current minimum of five (5) days.

9. **Uniform Allowance** – Effective July 1, 2012, individuals in the classification 3372 (Animal Control Officer) at the department of Animal Care & Control shall receive a $250 annual uniform allowance for the cleaning and maintenance of uniforms.

10. **Substance Abuse Prevention** – The parties agree to begin meeting and conferring regarding a substance abuse prevention policy for agreed upon classifications in this bargaining unit. If the parties are not able to reach agreement the issue will be advanced to arbitration, where the arbitrator will issue an advisory arbitration decision in January 2014.

11. **Paid Sick Leave Ordinance ("12W")** – Waived for all covered employees.

MEMORANDUM OF UNDERSTANDING

BETWEEN AND FOR

TEAMSTERS, LOCAL 856
MULTI-UNIT

AND

CITY AND COUNTY OF SAN FRANCISO

JULY 1, 2012 – JUNE 30, 2014

** Complete copy of document is
located in

File No. 120572

TABLE OF CONTENTS

ARTICLE I. REPRESENTATION **1**

A. RECOGNITION 1
B. NO STRIKE PROVISION 1
C. MANAGEMENT RIGHTS 1
D. UNION/CITY RELATIONS COMMITTEE 2
E. GRIEVANCE PROCEDURES 2
F. OFFICIAL REPRESENTATIVES AND STEWARDS 6
G. UNION SECURITY 7
H. AGENCY SHOP 8
I. EMPLOYEE REASSIGNMENTS 9
J. BULLETIN BOARDS 10
K. CIVIL SERVICE RULES 10
L. DATA 10
M. ADDITIONAL DATA 10

ARTICLE II. EMPLOYMENT CONDITIONS **11**

A. NON-DISCRIMINATION 11
B. PROBATIONARY PERIOD 11
C. RECLASSIFICATION/REORGANIZATION 11
D. AMERICANS WITH DISABILITIES ACT 12
E. RIGHT TO PRIVACY 12
F. SUBCONTRACTING OF WORK 12
"Prop J." Contracts 12
Personal Services Contracts 13
G. WORKFORCE REDUCTION 13
H. TRAVEL REIMBURSEMENT 14
I. REIMBURSEMENT OF PERSONAL EXPENSES 15
J. FINGERPRINTING 15
K. PERSONNEL FILES 15
L. INDEMNIFICATION OF CITY EMPLOYEES 16
M. LABOR-MANAGEMENT COMMITTEE 16
N. SENIORITY 17
O. MINIMUM NOTICE FOR DISPLACEMENTS 17
P. UTILIZATION OF PROP F AND TEMPORARY EXEMPT EMPLOYEES 17

ARTICLE III. PAY, HOURS AND BENEFITS **18**

A. WAGES 18
Class 8322 Classification/Compensation Study 18
Employees at the Department of Animal Care & Control 19
B. ADDITIONAL COMPENSATION 19
Wage Corrections, Adjustments, and Studies 19
Lead Person Pay 20
"In Charge" Assignment Pay 20
Acting Assignment Pay 20