File No. 120513

Committee Item No. 20
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. 120513 ORDINANCE NO.

[Memorandum of Understanding - United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38]

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38 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 United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38 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. 120513.

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

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

UA LOCAL 38 BARGAINING HIGHLIGHTS

Term: Two year term (July 1, 2012 to June 30, 2014).

Wages:

Fiscal Year 2012-2013 – No wage increases

Fiscal Year 2013-2014 –

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

Structural Reform of the City's Healthcare Benefit and Cost-Sharing Structures:

- 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.
  - Exception: for "medically single employees" (Employee Only) who are permanently assigned to work in remote locations outside of the health coverage areas of Kaiser and Blue Shield, the City will continue to contribute one hundred percent (100%) of the cost of the Employee-Only premium.
- 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

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

Elimination of Travel Pay Provision: Effective July 1, 2012, the City will no longer provide travel pay to employees who are San Francisco residents assigned to work at the Airport, Millbrae, Sharp Park or Sunol. Instead, employees who received Travel Pay in Fiscal Year 2011-2012 will receive a

one-time lump sum payment equivalent to the amount of Travel Pay they earned in Fiscal Year 2011-2012.

Elimination of Free Parking on MTA Properties: Effective July 1, 2013, represented employees will be required to pay for their own parking on MTA properties.

Additional Compensation:

- Lead Person Pay. The threshold to qualify for Lead Person Pay has been increased to require performance of Foreperson for-the-day activities, including leading a crew of two or more and performing various set-up tasks such as planning and sketching the work. Additionally, the assignment must be made in writing by the supervisor.

- Flat-Rated, Performance-Based Premiums. The City has agreed to modest increases in certain flat rated premiums, which are paid only when specific duties are performed or conditions are met. The premium increases, which have not changed for ten or more years, apply only to the following: Underwater Diving premium, Height Work premium, Epoxy and Industrial Coatings premium, Wastewater Facility Assignment premium and Correctional Facility Assignment premium.

- Plumbing Inspectors Certification Premium. An additional inspector certification was added to the list of eligible premiums.

Health Care for As-Needed Employees: The SF Healthy Workers Health Care Program has been extended to represented eligible temporary exempt and as-needed employees.

Substance Abuse Prevention Program: The parties have agreed to continue negotiations for the establishment of a mutually agreed-upon substance abuse prevention program. This will allow the parties to continue their consideration of various issues including safety, medical marijuana, standards for reasonable suspicion and related matters. If the parties cannot reach agreement by January 15, 2013, Arbitrator Robert Hirsch will issue an advisory decision by March 15, 2013.

Construction Maintenance & Job Order Contracts: The City is required to provide the Union and the Building and Construction Trades Council with twenty days' notice prior to issuing a task order or job order, and will participate in an informational meeting if requested by the Union.

MEMORANDUM OF UNDERSTANDING

Between and For

THE CITY AND COUNTY OF SAN FRANCISCO

And

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY, LOCAL NO. 38

JULY 1, 2012 - JUNE 30, 2014

** Complete copy of document is located in

File No. 120573

TABLE OF CONTENTS

PAGE

ARTICLE I - REPRESENTATION 1
- **I.A. RECOGNITION** 1
- **I.B. INTENT** 2
- **I.C. NO STRIKE PROVISION** 2
- **I.D. OBJECTIVE OF THE CITY** 2
- **I.E. MANAGEMENT RIGHTS** 2
- **I.F. EMPLOYEE REPRESENTATIVES** 3
- **I.G. SHOP STEWARDS** 3
- **I.H. GRIEVANCE PROCEDURE** 4
  - 1. Definition 4
  - 2. Time Limits 4
  - 3. Steps of the Procedure 4
  - 4. Selection of the Arbitrator 5
  - 5. Steps of the Procedure (Disciplinary Grievances) 6
  - 6. Claims 7
  - 7. Dismissal 8
- **I.I. DUES DEDUCTION** 8
- **I.J. AGENCY SHOP** 8
  - 1. Application 8
  - 2. Agency Shop Fee 8
  - 3. Religious Exemptions 9
  - 4. Management, Confidential and Supervisory Designations 9
  - 5. Notice and Method of Payment 10
  - 6. Failure to Pay Agency Shop Fee 10
  - 7. Revocation of Agency Shop 11
  - 8. Financial Reporting 11
  - 9. Indemnification 11
  - 10. Hudson Compliance 11
- **I.K. APPRENTICESHIP PROGRAM** 11

ARTICLE II - EMPLOYMENT CONDITIONS 13
- **II.A NON DISCRIMINATION** 13
- **II.B DISABILITIES** 13
- **II.C EMPLOYEE LISTS** 13
- **II.D LAYOFFS** 13
- **II.G MINIMUM NOTICE FOR DISPLACEMENTS** 14
- **II.H. UTILIZATION OF PROP F AND TEMPORARY EXEMPT EMPLOYEES** 14
- **II.I. COMPLIANCE WITH CODES** 14
- **II.J. PERSONNEL FILES** 14
- **II.K. SUBCONTRACTING** 15
  - 1. Prop J Contracts 15
  - 2. Personal Services Contracts 16
  - 3. Advance Notice to Employee Organizations of the Construction/Maintenance or Job