File No. 120516

Committee Item No. 23
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)**

☐	☐	
☐	☐	
☐	☐	
☐	☐	
☐	☐	
☐	☐	
☐	☐	
☐	☐	

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. 120516 ORDINANCE NO.

[Memorandum of Understanding - Transport Workers Union of America, AFL-CIO, Local 200]

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union of America, AFL-CIO, Local 200, 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 Transport Workers Union of America, AFL-CIO, Local 200, 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. 120516.

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

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

LOCAL 200 BARGAINING HIGHLIGHTS

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

Wages – The City will increase base wages in the second year of the Agreement, equal to an annualized value of 1.75%.

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

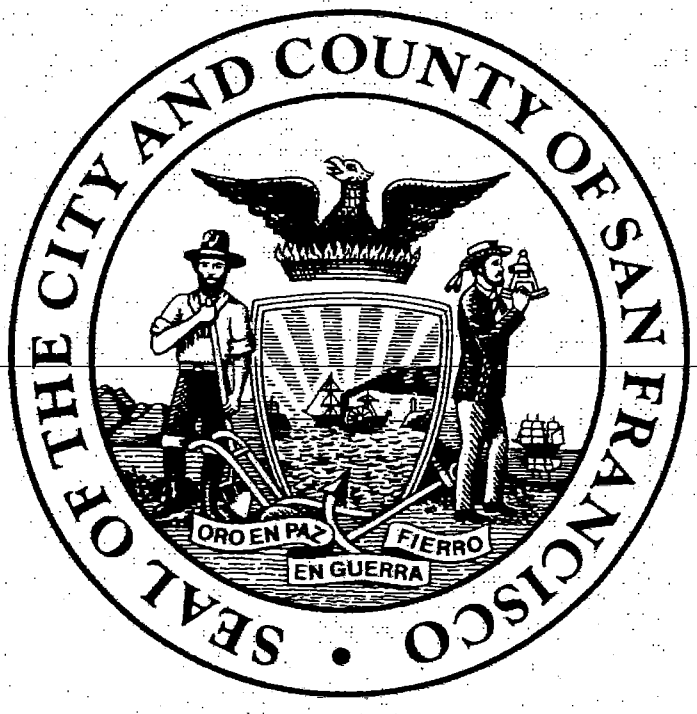
Health Contributions –

- 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 the increased premium cost for "medically single employees" who elect to enroll in the highest cost plan.
- 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.

Reform of Lead Person Pay – The threshold to qualify for Lead Person Pay has been increased from leading at least *two* other employees to leading at least *three* other employees.

Substance Abuse Prevention Program – The parties will establish a mutually agreed-upon substance abuse prevention program, to be implemented by January 1, 2014. If there is no agreement on a new program by May 1, 2013, the arbitrator will resolve any disputes through mandatory arbitration.



COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY AND COUNTY OF SAN FRANCISCO

AND

THE TRANSPORT WORKERS UNION, AFL-CIO
LOCAL 200

JULY 1, 2012 – JUNE 30, 2014

** Complete copy of document is
located in

File No. 120576

TABLE OF CONTENTS

PREAMBLE **1**

ARTICLE I - REPRESENTATION **1**

I.A. RECOGNITION 1
I.B. INTENT 1
I.C. NO STRIKE PROVISION 2
I.D. OBJECTIVE OF THE CITY 2
I.E. MANAGEMENT RIGHTS 2
I.F. STEWARDS 3
I.G. GRIEVANCE PROCEDURE & THE DISCIPLINE PROCESS 4
I.H. UNION SECURITY 10

ARTICLE II - EMPLOYMENT CONDITIONS **13**

II.A. NON DISCRIMINATION 13
II.B. AMERICANS WITH DISABILITIES ACT 13
II.C. PERSONNEL FILES AND OTHER PERSONNEL MATTERS 13
II.D. PERSONAL SERVICES CONTRACT 14
II.E. EDUCATION AND CAREER DEVELOPMENT 15
II.F. JOINT COMMITTEES 15
II.G. SENIORITY 16
II.H. PROBATIONARY PERIOD 16
II.I. MINIMUM NOTICE FOR DISPLACEMENTS 16
II.J. UTILIZATION OF PROP F AND TEMPORARY EXEMPT EMPLOYEES 16
II.K. SUBSTANCE ABUSE TESTING 17

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

III.A. WAGES 18
III.B. COMPENSATION FOR VARIOUS WORK SCHEDULES 18
III.C. ADDITIONAL COMPENSATION 19
1. NIGHT DUTY 19
2. STANDBY PAY AND PAGER PAY 19
3. LEAD PERSON PAY 20
4. BILINGUAL PAY 20
5. ACTING ASSIGNMENT PAY 20
6. SUPERVISORY DIFFERENTIAL ADJUSTMENT 21
III.D. OVERTIME COMPENSATION & COMP. TIME 22
III.E. HOLIDAYS AND HOLIDAY PAY 24
III.F. SALARY STEP PLAN AND SALARY ADJUSTMENTS 26
1. Promotive Appointment In A Higher Class 26
2. Non-Promotive Appointment 26
3. Appointment Above Entrance Rate 27
4. Reappointment Within Six Months 27
5. Compensation Adjustments 27
6. Compensation Upon Transfer Or Re-Employment 29
III.G. METHODS OF CALCULATION 29
III.H. SENIORITY INCREMENTS 29