File No. 120518 Committee Item No. 25
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** _____

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☒	☐	**Ordinance**
☐	☐	**Legislative Digest**
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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. 120518 ORDINANCE NO.

[Memorandum of Understanding - Transport Workers Union of America, AFL-CIO, Local 250-A (Non-MTA 7410)]

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 250-A (Non-MTA 7410), 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 250-A (Non-MTA 7410), 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. 120518.

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

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

2012-2014 TWU 250A (7410) City 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. **Premiums** – Effective July 1, 2012, the City and Union agree to eliminate the Tire Premium and the $450 annual Specialty Fleet/Equipment Allowance. Effective July 1, 2012, the City and Union agree to modify the current "Fire Truck Tire Premium" to include work on any heavy duty truck larger than one ton.

6. **Lead Person Pay** – Effective July 1, 2012, to receive "Lead Person Pay" employees must be assigned in writing to take the lead on a project where three (3) or more other individuals are assigned.

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 requirement of six (6) months.

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

9. **Substance Abuse Prevention Policy** – The parties agree to implement a Substance Abuse Prevention Policy for all covered employees that are not currently covered under the federal Department of Transportation regulations. At such time that all non-DOT covered employees separate from City service and no longer retain rights to their position, this provision shall sunset.

** Complete copy of document is located in

File No. 120578

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY AND COUNTY OF SAN FRANCISCO

AND

THE TRANSPORT WORKERS' UNION, AFL-CIO
LOCAL 250-A
AUTOMOTIVE SERVICE WORKERS (7410)

JULY 1, 2012 – JUNE 30, 2014

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