File No. 120507

Committee Item No. 14
Board Item No. 10

# COMMITTEE/BOARD OF SUPERVISORS

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

**Board of Supervisors Meeting** **Date** 6/26/12

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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.

BOARD of SUPERVISORS

City Hall
Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

# MEMORANDUM

## GOVERNMENT AUDIT AND OVERSIGHT COMMITTEE

## SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor Mark Farrell, Chair
Government Audit and Oversight Committee

FROM: Rana Calonsag, Committee Clerk

DATE: June 15, 2012

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**
Tuesday, June 19, 2012

The following file should be presented as a **COMMITTEE REPORT** at the Board meeting, Tuesday, June 19, 2012. This item was acted upon at the Committee Meeting on June 14, 2012 at 1:00 p.m., by the votes indicated.

**Item No. 14** **File No. 120507**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors' Association; The Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Title Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, Structural, Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Auto, Marine and Specialty Painters, Local Union No. 1176; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104; Teamsters, Local 853, to be effective July 1, 2012, through June 30, 2014.

RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Mark Farrell - Aye
Supervisor Sean Elsbernd - Aye
Supervisor David Chiu - Aye

cc: Board of Supervisors
Angela Calvillo, Clerk of the Board
Rick Caldeira, Legislative Deputy Director
Cheryl Adams, Deputy City Attorney
Binder Copy

CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

Ben Rosenfield
Controller

Monique Zmuda
Deputy Controller

June 14, 2012

Ms. Angela Calvillo
Clerk of the Board of Supervisors
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

RE: File Number 120507: Memorandum of Understanding (MOU) with Consolidated Crafts Coalition

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of the MOU between the City and County of San Francisco and the Consolidated Crafts Coalition. The amendment applies to the period commencing July 1, 2012 through June 30, 2014, affecting 634 authorized positions with a salary base of approximately $48.5 million and an overall pay and benefits base of approximately $61.4 million.

As seen in Attachment A, our analysis projects that this agreement will result in approximately $30,000 of increased costs to the City during FY 2012-13 and $979,000 of increased costs in FY 2013-14. Our analysis assumes a scenario where premiums, overtime, step, and attrition grow consistent with wage changes.

If you have additional questions or concerns please contact me at 554-7500 or Drew Murrell of my staff at 554-7647.

Sincerely,

Ben Rosenfield
Controller

cc: Martin Gran, ERD
Harvey Rose, Budget Analyst

415-554-7500 City Hall • 1 Dr. Carlton B. Goodlett Place • Room 316 • San Francisco CA 94102-4694 FAX 415-554-7466

Attachment A

Memorandum of Understanding from July 1, 2012 - June 30, 2014

Consolidated Crafts

Controller's Office Estimate of Costs/(Savings) FY 2012-2014

| Annual Costs/(Savings) | FY 2012-2013 | FY 2013-2014 |
|---|---|---|
| **Wages** | | |
| 1% Wage increases effective July 1, 2013, January 4, 2014, and March 29, 2014 for all employees | $ - | $ 826,000 |
| **Wage-Related Fringe Increases/(Decreases)** | $ - | $ 229,000 |
| **Premium Increase/(Decreases)** | $ 30,000 | $ 18,000 |
| **Benefits** | | |
| For "Medically Single" employees, the City will pay 90% of the cost of the medical premium capped at 90% of the cost of the second highest cost plan, effective January 1, 2014. | $ - | $ (94,000) |
| **Annual Amount Increase/(Decrease)** | $ 30,000 | $ 979,000 |

**Controller's Ofice Summary of 2012 - 2014 Labor Agreements Costing**
**6/14/2012**

**Citywide Patterns**

1) **Wage Increases:** Three 1 % wage increases in FY 2013-14, projected to result in a 1.75% wage and variable fringe cost increase during FY 2013-14

2) **Step Savings:** Effective July 1, 2012 postpone advancement form Step 1 to Step 2 until the completion of 12 months of service rathern than 6 months

3) **Health Contributions:** Effective January 2014, For "Medically Single" employees, the City will pay 90% of the cost of the medical premium capped at 90% of the cost of the second highest cost plan.

| | FY 2012-13 Total | FY 2013-14 Total |
|---|---|---|
| **Costs/(Savings)** | $ 3,489,000 | $ 37,571,000 |

| | | FY 2012-13 | | | FY 2013-14 | | |
|---|---|---|---|---|---|---|---|
| **Table** | **Table Name** | **Wages & Premium** | **Variable Fringe** | **Health & Dental** | **Wages & Premium** | **Variable Fringe** | **Health & Dental** |
| 000 | Consolidated Crafts | $ 30,000 | $ - | $ - | $ 844,000 | $ 229,000 | $ (94,000) |
| 001 | Unrepresented Employees | $ 14,000 | $ 3,000 | $ (15,000) | | | |
| 003 | Operating Engineers, Local 3 | $ - | $ - | $ - | $ 76,000 | $ 21,000 | $ (5,000) |
| 006 | Electrical Workers, Local 6 | $ 492,000 | $ 108,000 | $ (17,000) | $ 981,000 | $ 255,000 | $ (81,000) |
| 021 | Local 21 | $ 62,000 | $ (16,000) | $ - | $ 5,878,000 | $ 1,643,000 | $ (797,000) |
| 038 | Plumbing and Pipefitting Industry | $ 16,000 | $ - | $ - | $ 518,000 | $ 136,000 | $ (40,000) |
| 039 | Stationary Engineers | $ - | $ - | $ (35,000) | $ 1,000,000 | $ 265,000 | $ (168,000) |
| 121 | Service Employees International Union | $ 6,048,000 | $ (39,000) | $ (6,051,000) | $ 12,390,000 | $ 1,981,000 | $ - |
| 130 | Machinists Union | $ 12,000 | $ - | $ (9,000) | $ 209,000 | $ 55,000 | $ (33,000) |
| 163* | Physicians and Dentists | $ 2,514,000 | $ 486,000 | $ - | $ 2,663,000 | $ 589,000 | $ (151,000) |
| 200 | TWU Local 200 | $ - | $ - | $ - | $ 28,000 | $ 8,000 | $ (1,000) |
| 251 | TWU Local 250-A, TWU - Miscellaneous | $ 7,000 | $ - | $ - | $ 137,000 | $ 38,000 | $ (23,000) |
| 252 | TWU Local 250-A, TWU - Auto Service Worker | $ (9,000) | $ - | $ - | $ 33,000 | $ 12,000 | $ (6,000) |
| 261 | Laborers | $ (69,000) | $ 144,000 | $ (47,000) | $ 953,000 | $ 444,000 | $ (299,000) |
| 311 | Municipal Attorneys | $ (2,000) | $ (1,000) | $ - | $ 1,065,000 | $ 286,000 | $ (102,000) |
| 351 | Municipal Executives Association | $ - | $ - | $ (79,000) | $ 2,019,000 | $ 541,000 | $ (323,000) |
| 419 | DA Investigators | $ - | $ - | $ (2,000) | $ 61,000 | $ 13,000 | $ (12,000) |
| 498 | SF Deputy Sheriff's Association | $ 5,000 | $ - | $ (47,000) | $ 1,352,000 | $ 268,000 | $ (231,000) |
| 499 | SF Sheriffs Managers and Supervisors | $ - | $ - | $ (6,000) | $ 325,000 | $ 45,000 | $ (23,000) |
| 651 | SF Probation Officers | $ 873,000 | $ (849,000) | $ - | $ 1,105,000 | $ (773,000) | $ (22,000) |
| 791 | Staff / Per Diem Nurses | $ (54,000) | $ - | $ - | $ 1,481,000 | $ 412,000 | $ - |
| 856 | Teamsters - Multi - Unit | $ 113,000 | $ (108,000) | $ - | $ 259,000 | $ (78,000) | $ (12,000) |
| 858** | Supervising Nurses | $ 25,000 | $ - | $ (5,000) | $ 361,000 | $ 85,000 | $ (265,000) |
| 965 | Supervising Probation Officers | $ - | $ - | $ (3,000) | $ 36,000 | $ 7,000 | $ (6,000) |
| 969 | Institutional Police Officers | $ - | $ - | $ - | $ 7,000 | $ 2,000 | $ - |

* The MOUs with the Physicians and Dentists are split into two groups; one for bargaining unit 17 and one for bargaining unit 18 and run for three years form July 1, 2012 through June 30, 2015
** The MOU with Supervising Nurses is for three years from July 1, 2012 through June 30, 2015

[Memorandum of Understanding - MOU Multiple Unions (Crafts Coalition)]

**Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors' Association; The Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, Structural, Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Auto, Marine and Specialty Painters, Local Union No. 1176; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104; Teamsters, Local 853, 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 Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors' Association; The Northern California Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass

Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridge, Structural, Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Auto, Marine and Specialty Painters, Local Union No. 1176; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104; Teamsters, Local 853, 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. 120507.

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

By: _____
ELIZABETH S. SALVESON
Chief Labor Attorney

# CONSOLIDATED CRAFTS 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 Guarantee on MTA Properties:** Requires MTA employees to pay for parking on MTA properties effective 7/1/2013.

**Additional Compensation:**

- Lead Person Pay. The threshold to qualify for Lead Person Pay has now requires 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 in order to provide proper documentation of the payments.

- 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, Raw Sewage premium, Thermo-Plastic Applicator premium, Height Work premium, Epoxy and Industrial Coatings premium, Wastewater Facility Assignment premium and Correctional Facility Assignment premium.

- Elimination of Premiums. In addition to the Travel Pay premiums cited above, the agreement eliminates three additional premiums from the MOU (Sandblasting, two additional Bos'n Chair rates).

**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, who has retained jurisdiction over this portion of the MOU, 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.

** Complete copy of document is located in

File No. 120507

# MEMORANDUM OF UNDERSTANDING

Between and For

THE CITY AND COUNTY OF SAN FRANCISCO

And

BRICKLAYERS AND ALLIED CRAFTS, LOCAL 3

And

HOD CARRIERS, LOCAL 166

And

BUILDING INSPECTORS' ASSOCIATION

And

THE NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL, LOCAL 22

And

CARPET, LINOLEUM AND SOFT TILE WORKERS, LOCAL 12

And

PLASTERERS AND CEMENT MASONS, LOCAL 300

And

GLAZIERS, ARCHITECTURAL METAL AND GLASS WORKERS, LOCAL UNION NO. 718

And

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTIST AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES AND CANADA, LOCAL 16

And

INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL ORNAMENTAL, REINFORCING IRON WORKERS, RIGGERS AND MACHINERY MOVERS, LOCAL 377

And

AUTO, MARINE AND SPECIALTY PAINTERS, LOCAL UNION NO. 1176

And

PILE DRIVERS, DIVERS, CARPENTERS, BRIDGE, WHARF AND DOCK BUILDERS, LOCAL UNION NO. 34

And

PLASTERERS AND SHOPHANDS, LOCAL 66

And

UNITED UNION OF ROOFERS, WATERPROOFERS AND ALLIED WORKERS, LOCAL 40

And

SHEET METAL WORKERS INTERNATIONAL UNION, LOCAL 104

And

TEAMSTERS, LOCAL 853

JULY 1, 2012 - JUNE 30, 2014