

File No. 120517

Committee Item No. 24

Board Item No. 44

### COMMITTEE/BOARD OF SUPERVISORS

#### AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 14, 2012

Board of Supervisors Meeting Date 6/19/12

#### Cmte Board

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| <input type="checkbox"/>            | <input type="checkbox"/>            | Motion                                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Resolution                                   |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance                                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget and Legislative Analyst Report        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Analyst Report                   |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Youth Commission Report                      |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Introduction Form (for hearings)             |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | MOU  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Budget                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Subcontract Budget                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Contract/Agreement                           |
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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.

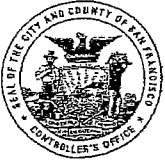
**Item No. 24**                      **File No. 120517**

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 (Multi-Unit), 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 120517: Memorandum of Understanding (MOU) with the Transport Workers Union, Local 250-A, Multi-Unit (non-MTA)

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 Transport Workers Union, Local 250-A, Multi unit (non-MTA). The amendment applies to the period commencing July, 2012 through June 30, 2014, affecting 94 authorized positions with a salary base of approximately \$8.6 million and an overall pay and benefits base of approximately \$10.8 million.

As seen in Attachment A, our analysis projects that this amendment will result in costs of \$7,000 to the City during FY 2012-13, and \$152,000 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,

A handwritten signature in black ink, appearing to read "B. Rosenfield", enclosed within a large, hand-drawn oval.

Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

Attachment A

Memorandum of Understanding from July 1, 2012 - June 30, 2014  
Transport Workers Union, Local 250-A, Multi-Unit (non-MTA)  
Controller's Office Estimate of Costs/(Savings) FY 2012-2014

<u>Annual Costs/(Savings)</u>	<u>FY 2012-2013</u>	<u>FY 2013-2014</u>
<b>Wages</b>		
1% Wage increases effective July 1, 2013, January 4, 2014, and March 29, 2014 for all employees	\$ -	\$ 132,000
Effective July 1, full-time employees entering at the first step may advance to the second step and to each successive step upon completion of the one year required service.	\$ -	\$ -
<b>Wage-Related Fringe Increases/(Decreases)</b>	\$ -	\$ 38,000
<b>Premium Increase/(Decreases)</b>	\$ 7,000	\$ 5,000
<b>Benefits</b>		
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.	\$ -	\$ (23,000)
<b>Annual Amount Increase/(Decrease)</b>	<u>\$ 7,000</u>	<u>\$ 152,000</u>

Controller's Office 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 from Step 1 to Step 2 until the completion of 12 months of service rather 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.

Table Name	FY 2012-13 Total				FY 2013-14 Total			
	Wages & Premium	Variable Fringe	Health & Dental	Total	Wages & Premium	Variable Fringe	Health & Dental	Total
000 Consolidated Crafts	\$ 30,000	\$ -	\$ -	\$ 30,000	\$ 844,000	\$ 229,000	\$ (94,000)	\$ 979,000
001 Unrepresented Employees	\$ 14,000	\$ 3,000	\$ (15,000)	\$ 2,000	\$ -	\$ -	\$ -	\$ -
003 Operating Engineers, Local 3	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
006 Electrical Workers, Local 6	\$ 492,000	\$ 108,000	\$ (17,000)	\$ 583,000	\$ 981,000	\$ 1,643,000	\$ (797,000)	\$ 1,827,000
021 Local 21	\$ 62,000	\$ (16,000)	\$ -	\$ 46,000	\$ 518,000	\$ 136,000	\$ (40,000)	\$ 614,000
038 Plumbing and Piping Industry	\$ 16,000	\$ -	\$ -	\$ 16,000	\$ 1,000,000	\$ 265,000	\$ (168,000)	\$ 1,097,000
039 Stationary Engineers	\$ -	\$ -	\$ (35,000)	\$ (35,000)	\$ -	\$ -	\$ -	\$ -
121 Service Employees International Union	\$ 6,048,000	\$ (39,000)	\$ (6,051,000)	\$ -	\$ 12,390,000	\$ 1,981,000	\$ -	\$ 14,371,000
130 Machinists Union	\$ 12,000	\$ -	\$ (9,000)	\$ 3,000	\$ 209,000	\$ 55,000	\$ (33,000)	\$ 231,000
163* Physicians and Dentists	\$ 2,514,000	\$ 486,000	\$ -	\$ 2,999,000	\$ 2,663,000	\$ 589,000	\$ (151,000)	\$ 3,101,000
200 TWU Local 200	\$ -	\$ -	\$ -	\$ -	\$ 28,000	\$ 8,000	\$ (1,000)	\$ 35,000
251 TWU Local 250-A, TWU - Miscellaneous	\$ 7,000	\$ -	\$ -	\$ 7,000	\$ 137,000	\$ 38,000	\$ (23,000)	\$ 152,000
252 TWU Local 250-A, TWU - Auto Service Worker	\$ (9,000)	\$ -	\$ -	\$ (9,000)	\$ 33,000	\$ 12,000	\$ (6,000)	\$ 39,000
261 Laborers	\$ (69,000)	\$ 144,000	\$ (47,000)	\$ 68,000	\$ 953,000	\$ 444,000	\$ (299,000)	\$ 1,098,000
311 Municipal Attorneys	\$ (2,000)	\$ (1,000)	\$ -	\$ (3,000)	\$ 1,065,000	\$ 286,000	\$ (102,000)	\$ 1,249,000
351 Municipal Executives Association	\$ -	\$ -	\$ (79,000)	\$ (79,000)	\$ 2,019,000	\$ 541,000	\$ (323,000)	\$ 2,237,000
419 DA Investigators	\$ -	\$ -	\$ (2,000)	\$ (2,000)	\$ 61,000	\$ 13,000	\$ (12,000)	\$ 62,000
498 SF Deputy Sheriff's Association	\$ 5,000	\$ -	\$ (47,000)	\$ (42,000)	\$ 1,352,000	\$ 268,000	\$ (231,000)	\$ 1,389,000
499 SF Sheriff's Managers and Supervisors	\$ -	\$ -	\$ (6,000)	\$ (6,000)	\$ 325,000	\$ 45,000	\$ (23,000)	\$ 347,000
651 SF Probation Officers	\$ 873,000	\$ (849,000)	\$ -	\$ 24,000	\$ 1,105,000	\$ (773,000)	\$ (22,000)	\$ 310,000
791 Staff / Per Diem Nurses	\$ (54,000)	\$ -	\$ -	\$ (54,000)	\$ 1,481,000	\$ 412,000	\$ -	\$ 1,893,000
856 Teamsters - Multi - Unit	\$ 113,000	\$ (108,000)	\$ -	\$ 5,000	\$ 269,000	\$ (78,000)	\$ (12,000)	\$ 181,000
858** Supervising Nurses	\$ 25,000	\$ -	\$ (5,000)	\$ 20,000	\$ 361,000	\$ 85,000	\$ (265,000)	\$ 181,000
965 Supervising Probation Officers	\$ -	\$ -	\$ (3,000)	\$ (3,000)	\$ 36,000	\$ 7,000	\$ (6,000)	\$ 37,000
969 Institutional Police Officers	\$ -	\$ -	\$ -	\$ -	\$ 7,000	\$ 2,000	\$ -	\$ 9,000
	\$ 3,489,000	\$ 37,571,000		\$ 37,571,000				\$ 37,571,000

\* 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 from July 1, 2012 through June 30, 2015  
\*\* The MOU with Supervising Nurses is for three years from July 1, 2012 through June 30, 2015

1 [Memorandum of Understanding - Transport Workers Union of America, AFL-CIO, Local 250-  
2 A (Multi-Unit)]

3 Ordinance adopting and implementing the Memorandum of Understanding  
4 between the City and County of San Francisco and the Transport Workers Union  
5 of America, AFL-CIO, Local 250-A (Multi-Unit), to be effective July 1, 2012,  
6 through June 30, 2014.

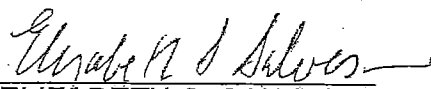
7 NOTE: Additions are single-underline italics Times New Roman;  
8 deletions are ~~strike through italics Times New Roman~~.  
9 Board amendment additions are double-underlined;  
Board amendment deletions are ~~striketrough normal~~.

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

11 Section 1. The Board of Supervisors hereby adopts and implements the  
12 Memorandum of Understanding between the City and County of San Francisco and the  
13 Transport Workers Union of America, AFL-CIO, Local 250-A (Multi-Unit), to be effective  
14 July 1, 2012, through June 30, 2014.

15  
16 The Memorandum of Understanding so implemented is on file in the office of the  
17 Board of Supervisors in Board File No. 120517.

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

20 By:   
21 ELIZABETH S. SALVESON  
22 Chief Labor Attorney



2012-2014 TWU 250A (Multi-Unit) 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. **Elimination of the Travel Pay Provision** – Effective July 1, 2012, the City will no longer pay \$3.50 a day to employees who are San Francisco residents assigned to work at San Francisco International Airport or Sharp Park. Instead, employees who received Travel Pay in Fiscal Year 2011-2012 will receive a one-time lump sum payment of \$900.



DEPARTMENT OF HUMAN RESOURCES  
EMPLOYEE RELATIONS

CCSF NEGOTIATIONS 2012  
TWU Local 250A (Multi)  
HIGHLIGHTS

6. **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.
7. **Paid Sick Leave Ordinance (“12W”)** – Waived for all covered employees.
8. **Substance Abuse Prevention Policy** – The parties agree to implement a Substance Abuse Prevention Policy for all covered employees that are regularly required to drive, or are required to drive as an essential function of their position.



\*\* Complete copy of document is  
located in

File No. 120517



**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**THE CITY AND COUNTY OF SAN FRANCISCO**

**AND**

**THE TRANSPORT WORKERS' UNION  
LOCAL 250-A, MULTI-UNIT  
(UNIT 28)**

**JULY 1, 2012 – JUNE 30, 2014**

**TABLE OF CONTENTS**

**PREAMBLE** ..... 1

**ARTICLE I. REPRESENTATION** ..... 1

    A. RECOGNITION ..... 1

    B. INTENT ..... 1

    C. NO STRIKE PROVISION ..... 2

    D. OBJECTIVES OF THE CITY ..... 2

    E. MANAGEMENT RIGHTS ..... 2

    F. SHOP STEWARDS ..... 3

    G. GRIEVANCE PROCEDURE & THE DISCIPLINE PROCESS ..... 4

    H. DUES DEDUCTION ..... 9

    I. AGENCY SHOP ..... 10

    J. BULLETIN BOARDS AND OTHER INFORMATION ..... 10

**ARTICLE II. EMPLOYMENT CONDITIONS** ..... 12

    A. NONDISCRIMINATION ..... 12

    B. AMERICANS WITH DISABILITIES/REASONABLE ACCOMMODATION ..... 12

    C. ASSIGNMENT OF WORK ..... 12

    D. PERSONNEL FILES & OTHER PERSONNEL MATTERS ..... 13

    E. SUBCONTRACTING ..... 14

        1. "Prop J." Contracts ..... 14

        2. Services Contracts and Advance Notice to Unions on Personal Services Contracts  
           Personal ..... 14

    F. EDUCATION AND CAREER DEVELOPMENT ..... 15

    G. LABOR/MANAGEMENT COMMITTEE ..... 16

    H. PROBATIONARY PERIOD ..... 17

    I. MINIMUM NOTICE FOR DISPLACEMENTS ..... 17

    J. UTILIZATION OF PROP F AND TEMPORARY EXEMPT EMPLOYEES ..... 17

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

    A. WAGES ..... 18

    B. WORK SCHEDULES ..... 18

        1. Normal Work Schedule ..... 18

        2. Part-Time Work Schedules ..... 18

    C. ADDITIONAL COMPENSATION ..... 18

        1. Night Duty ..... 19

        2. Stand-By Pay ..... 19

        3. Bilingual Pay ..... 19

        4. Automobile Allowance And Transportation ..... 19

        5. Acting Assignment Pay ..... 20

        6. Other Additional Compensation ..... 21

        7. Public Pay Telephone Calls ..... 21

    D. OVERTIME COMPENSATION & COMPENSATORY TIME ..... 21

    E. HOLIDAYS AND HOLIDAY PAY ..... 22

    F. SALARY STEP PLAN AND SALARY ADJUSTMENTS ..... 25