

File No. 120506

Committee Item No. 13

Board Item No. 33

### 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

- |                                     |                                     |  |
|-------------------------------------|-------------------------------------|--|
| <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                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Form 126 – Ethics Commission                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Application                                  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Public Correspondence                        |

OTHER (Use back side if additional space is needed)

<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____

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.

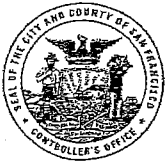
**Item No. 13**                      **File No. 120506**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Automotive Machinists Union, Local 1414, Machinists Automotive Trades District 190, International Association of Machinists and Aerospace Workers, 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 120506: Amendment to the Memorandum of Understanding (MOU) with  
Machinists Union, Local 1414

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 Machinists Union, Local 1414. The amendment applies to the period commencing July 1, 2012 through June 30, 2014, affecting 149 authorized positions with a salary base of approximately \$11.8 million and an overall pay and benefits base of approximately \$14.9 million.

As seen in Attachment A, our analysis projects that this amendment will result in approximately \$3,000 of increased costs to the City during FY 2012-13 and \$231,000 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,

A handwritten signature in black ink, appearing to read "Ben Rosenfield". The signature is written in a cursive style and is positioned above the printed name and title.

Ben Rosenfield  
Controller

cc: Martin Gran, ERD  
Harvey Rose, Budget Analyst

Attachment A

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

Machinists Union, Local 1414

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	\$ -	\$ 197,000
<b>Wage-Related Fringe Increases/(Decreases)</b>	\$ -	\$ 55,000
<b>Premium Increase/(Decreases)</b>	\$ 12,000	\$ 12,000
<b>Benefits</b>		
Increased premiums ranging from \$5 to \$15 per month for employees enrolled in the Delta Dental PPO effective January 1, 2013.	\$ (9,000)	\$ (18,000)
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 Jan 1, 2013	-	\$ (15,000)
<b>Annual Amount Increase/(Decrease)</b>	<u>\$ 3,000</u>	<u>\$ 231,000</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.

Costs/(Savings)

Table Name	FY 2012-13 Total				FY 2013-14 Total			
	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	\$ -	\$ -	\$ -	\$ -				
006 Electrical Workers, Local 6	\$ 492,000	\$ 108,000	\$ (17,000)	\$ -	\$ 76,000	\$ 21,000	\$ (5,000)	
021 Local 21	\$ 62,000	\$ (16,000)	\$ -	\$ -	\$ 981,000	\$ 255,000	\$ (81,000)	
038 Plumbing and Pipefitting Industry	\$ 16,000	\$ -	\$ -	\$ -	\$ 5,878,000	\$ 1,643,000	\$ (797,000)	
039 Stationary Engineers	\$ -	\$ -	\$ (35,000)	\$ -	\$ 518,000	\$ 136,000	\$ (40,000)	
121 Service Employees International Union	\$ 6,048,000	\$ (39,000)	\$ (6,051,000)	\$ -	\$ 1,000,000	\$ 265,000	\$ (168,000)	
130 Machinists Union	\$ 12,000	\$ -	\$ (9,000)	\$ -	\$ 12,390,000	\$ 1,981,000	\$ -	
163* Physicians and Dentists	\$ 2,514,000	\$ 486,000	\$ -	\$ -	\$ 2,663,000	\$ 569,000	\$ (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 Sheriff's 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	\$ -	
	\$ 3,489,000	\$ 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 - Automotive Machinists Union, Local 1414, Machinists  
2 Automotive Trades District 190, International Association of Machinists and Aerospace  
3 Workers]

4 **Ordinance adopting and implementing the Memorandum of Understanding**  
5 **between the City and County of San Francisco and the Automotive Machinists**  
6 **Union, Local 1414, Machinists Automotive Trades District 190, International**  
7 **Association of Machinists and Aerospace Workers, to be effective July 1, 2012,**  
8 **through June 30, 2014.**

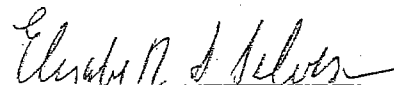
9 NOTE: Additions are single-underline italics Times New Roman;  
10 deletions are ~~strike through italics Times New Roman~~.  
11 Board amendment additions are double-underlined;  
12 Board amendment deletions are ~~striketrough normal~~.

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

13 Section 1. The Board of Supervisors hereby adopts and implements the  
14 Memorandum of Understanding between the City and County of San Francisco and the  
15 Automotive Machinists Union, Local 1414, Machinists Automotive Trades District 190,  
16 International Association of Machinists and Aerospace Workers, to be effective July 1,  
17 2012, through June 30, 2014.

18  
19 The Memorandum of Understanding so implemented is on file in the office of the  
20 Board of Supervisors in Board File No. 120506.

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

23 By:   
24 ELIZABETH S. SALVESON  
25 Chief Labor Attorney



**MACHINISTS, LOCAL 1414 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.

**Tool Allowance** – The annual tool allowance for each covered employee increased by \$50.00 to \$550.00.



DEPARTMENT OF HUMAN RESOURCES  
EMPLOYEE RELATIONS

CCSF NEGOTIATIONS 2012

**Automotive Machinists,  
Local 1414**

**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 Carol Vendrillo who has retained jurisdiction over this portion of the MOU, will issue an advisory decision by March 15, 2013.



**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN AND FOR**  
**THE CITY AND COUNTY OF SAN FRANCISCO**  
**AND**  
**MACHINISTS UNION, LOCAL 1414**  
**INTERNATIONAL ASSOCIATION OF MACHINISTS**  
**& AEROSPACE WORKERS**  
**MACHINISTS AUTOMOTIVE TRADES DISTRICT LODGE 190**

**JULY 1, 2012- JUNE 30, 2014**

\*\* Complete copy of document is  
located in

File No. 120506

**TABLE OF CONTENTS**

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

I.A. RECOGNITION..... 1

I.B. INTENT..... 1

I.C. MANAGEMENT RIGHTS..... 2

I.D. NO STRIKE PROVISION..... 2

I.E. OFFICIAL REPRESENTATIVES AND STEWARDS..... 2

I.F. UNION SECURITY..... 3

I.G. AGENCY SHOP..... 4

I.H. BULLETIN BOARDS..... 6

I.I. GRIEVANCE PROCEDURE..... 6

    1. APPLICATION..... 6

    2. TIME LIMITS..... 6

    3. GRIEVANCE PROCEDURE STEPS – NON-DISCIPLINARY GRIEVANCES..... 7

    4. STEPS OF THE PROCEDURE – DISCIPLINARY GRIEVANCES..... 10

    5. RIGHTS OF THE UNION FORMALLY RECOGNIZED TO REPRESENT THE  
GRIEVANT'S CLASSIFICATIONS..... 12

I.J. WORKFORCE REDUCTION..... 13

I.K. MINIMUM NOTICE FOR DISPLACEMENTS..... 13

I.L. UTILIZATION OF PROP F AND TEMPORARY EXEMPT EMPLOYEES..... 13

I.M. BARGAINING UNIT WORK..... 13

I.N. APPRENTICESHIP PROGRAM..... 13

I.O. JOINT LABOR MANAGEMENT COMMITTEE..... 14

**ARTICLE II - EMPLOYMENT CONDITIONS..... 15**

II.A. NON-DISCRIMINATION..... 15

II.B. PERSONNEL FILES..... 15

II.C. REIMBURSEMENT OF PERSONAL EXPENSES..... 16

II.D. TEMPORARY VACANCIES..... 16

II.E. LEAVES OF ABSENCE..... 16

II.F. SUBCONTRACTING..... 16

    1. "Prop J." Contracts:..... 16

    2. Advance Notice to Unions on Personal Services Contracts..... 17

    3. Advance Notice to Employee Organizations of the Construction/Maintenance or Job  
Order Contracts..... 17

II.G. PROBATIONARY PERIOD..... 18

II.H. LOSS OF COMMERCIAL DRIVER'S LICENSE DUE TO OFF-DUTY EVENT(S)..... 18

**ARTICLE III - PAY, HOURS AND BENEFITS..... 19**

III.A. WAGES..... 19

III.B. WORK SCHEDULES..... 19

    1. Hours..... 19

    2. Voluntary Reduced Work Week..... 19

    3. Voluntary Time off Program ("VTOP")..... 19

    4. Work Schedules Other than Monday Through Friday..... 20

III.C. ADDITIONAL COMPENSATION..... 20

    1. NIGHT DUTY..... 20