

File No. 110629

Committee Item No. 2  
Board Item No. 1

**COMMITTEE/BOARD OF SUPERVISORS**  
AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date: June 9, 2011

Board of Supervisors Meeting Date: 6/28/11

**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 Analyst Report                        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Analyst 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 type="checkbox"/>            | <input 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 checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Contract/Agreement (Approved as to Form)     |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Application                                  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Public Correspondence                        |

**OTHER**

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Completed by: Andrea S. Ausberry

Date June 2, 2011

Completed by: AA

Date 6-13-11

An asterisked item represents the cover sheet to a document that exceeds 25 pages. The complete document is in the file.

1 [Memorandum of Understanding, Amendment No. 1 - Multiple Unions (Crafts Coalition)]

2  
3 **Ordinance adopting and implementing Amendment No. 1 to the 2010-2012**

4 **Memorandum of Understanding between the City and County of San Francisco and the**  
5 **Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors'**  
6 **Association; The Northern California Carpenters Regional Council, Local 22; Carpet,**  
7 **Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300;**  
8 **Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International**  
9 **Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied**  
10 **Crafts of the United States, Its Territories and Canada, Local 16; International**  
11 **Association of Bridge, Structural, Ornamental, Reinforcing Iron Workers, Riggers and**  
12 **Machinery Movers, Local 377; Auto, Marine and Specialty Painters, Local Union No.**  
13 **1176; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union**  
14 **No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers**  
15 **and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104;**  
16 **Teamsters, Local 853, by implementing specified terms and conditions of employment**  
17 **for FY2011-2012.**

18 NOTE: Additions are *single-underline italics Times New Roman*;  
19 deletions are *strike-through italics Times New Roman*.  
20 Board amendment additions are double-underlined;  
Board amendment deletions are ~~strike-through normal~~.

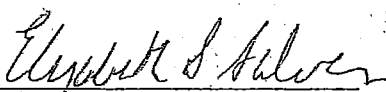
21 Be it ordained by the People of the City and County of San Francisco:

22 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 1  
23 to the 2010–2012 Memorandum of Understanding between the City and County of San  
24 Francisco and the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building  
25 Inspectors' Association; The Northern California Carpenters Regional Council, Local 22;

1 Carpet, Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300;  
2 Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance  
3 of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied crafts of the  
4 United States, Its Territories and Canada, Local 16; International Association of Bridge,  
5 Structural, Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377;  
6 Auto, Marine and Specialty Painters, Local Union No. 1176; Pile Drivers, Divers, Carpenters,  
7 Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66;  
8 United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers  
9 International Union, Local 104; Teamsters, Local 853, by implementing specified terms and  
10 conditions of employment for fiscal year 2011-2012.

11  
12 Amendment No. 1 to the Memorandum of Understanding so implemented is on file in  
13 the office of the Board of Supervisors in Board File No. 110629.

14  
15 APPROVED AS TO FORM:  
16 DENNIS J. HERRERA, City Attorney

17 By:   
18 ELIZABETH S. SALVESON  
19 Chief Labor Attorney

OFFICE OF THE MAYOR  
SAN FRANCISCO



EDWIN M. LEE  
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors  
FROM: Mayor Edwin M. Lee  
RE: Amendments to Various Memoranda of Understanding  
DATE: May 17, 2011

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2011 MAY 17 AM 11:22

Dear Madame Clerk:

Attached for introduction to the Board of Supervisors are the following amendments to 23 different Memoranda of Understanding, listed below.

- 10629 1. Consolidated Crafts, (July 1, 2010 through June 20, 2012)
- 10630 2. Deputy Probation Officers' Association, (July 1, 2010 through June 30, 2012)
- 10631 3. Fire, Unit 1, (July 1, 2007 through June 30, 2013)
- 10632 4. Fire, Unit 2, (July 1, 2007 through June 30, 2013)
- 10633 5. SEIU, Local 1021, H1 Fire Rescue Paramedics, (July 1, 2007 through June 30, 2013)
- 10634 6. IFPTE, Local 21, (July 1, 2006 through June 30, 2012)
- 110635 7. Institutional Police Officers' Association, (July 1, 2010 through June 30, 2012)
- 110636 8. MAA, (July 1, 2010 through June 30, 2012)
- 110637 9. MEA Misc., (July 1, 2006 through June 30, 2012)
- 110638 10. MEA Fire, (July 1, 2007 through June 30, 2013)
- 110639 11. MEA Police, (July 1, 2007 through June 30, 2013)
- 110640 12. Operating Engineers, Local 3 (July 1, 2010 through June 30, 2012)
- 110641 13. Plumbers, Local 38, (July 1, 2010 through June 30, 2012)
- 110642 14. POA - P1&P2A, (July 1, 2007 through June 30, 2013)
- 110643 15. POA - P2B, (July 1, 2007 through June 30, 2013)
- 110644 16. SEIU, Local 1021, (July 1, 2010 through June 30, 2012)
- 110645 17. Operating Engineers, Supervising Probation Officers, (July 1, 2010 through June 30, 2012)
- 110646 18. Teamsters, Local 856 Multi-Unit, (July 1, 2010 through June 30, 2012)
- 110647 19. TWU Local 200 (Non-MTA), (July 1, 2010 through June 30, 2012)
- 110648 20. TWU Local 250-A (Non-MTA Class 7410), (July 1, 2010 through June 30, 2012)
- 110649 21. TWU Local 250-A (Multi-Unit), (July 1, 2010 through June 30, 2012)
- 110650 22. UAPD - Unit 8CC, (July 1, 2006 through June 30, 2012)
- 110651 23. UAPD - Unit 11AA, (July 1, 2006 through June 30, 2012)

I request that these items be calendared in Government Audit & Oversight Committee.

Should you have any questions, please contact Jason Elliott (415) 554-5105.

Amendment No. 1  
TO THE 2010-2012 MEMORANDUM OF UNDERSTANDING  
BETWEEN

THE CITY AND COUNTY OF SAN FRANCISCO  
AND

BRICKLAYERS AND ALLIED CRAFTS, LOCAL 3;  
HOD CARRIERS, LOCAL 166;

BUILDING INSPECTORS' ASSOCIATION;

THE NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL, LOCAL 22; CARPENTERS

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; AND

TEAMSTERS, LOCAL 853

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2011 MAY 17 AM 11:22  
BY [Signature]

The parties hereby amend the Memorandum of Understanding as follows:

**III.S. HEALTH BENEFIT CONTRIBUTIONS**

**1. EMPLOYEE HEALTH CARE**

342. The City shall maintain the level of health insurance and dental benefits as determined by the Health Service System Board and shall contribute the applicable amount per month for employee coverage.

**2. DEPENDENT HEALTH CARE PICK-UP**

343. The City shall contribute the greater amount of up to \$225 per month or 75% of the dependent rate charged by the City to employees for Kaiser coverage at the dependent plus two level.

**3. DENTAL COVERAGE**

344. Each employee covered by this Agreement shall be eligible to participate in the City's dental program.

**344a. Effective July 1, 2011, employees who enroll in the Delta Dental PPO Plan shall pay the following premiums for the respective coverage levels: \$5/month for employee-only,**

\$10/month for employee + 1 dependent, or \$15/month for employee + 2 or more dependents.

The aforesaid payments shall not be considered as part of an employee's salary for the purpose of computing straight time earnings, compensation for overtime worked, premium pay, retirement benefits or retirement contributions; nor shall such contributions be taken into account on determining the level of any other benefit which is a function of or percentage of salary.

**4. CONTRIBUTIONS WHILE ON UNPAID LEAVE**

345. As set forth in Administrative Code section 16.701(b), covered employees who are not in active service for more than twelve (12) weeks shall be required to pay the Health Service System for the full premium cost of membership in the Health Service System, unless the employee shall be on sick leave, workers' compensation, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions, or on a layoff holdover list where the employee verifies they have no alternative coverage.

**5. MEDICALLY SINGLE EMPLOYEES**


346. For "medically single"/employee-only employees, i.e., benefited employees not receiving the contribution paid by the City for dependent health care benefits, the City shall contribute all of the premium for the employee's own health care benefit coverage.

Fiscal Year 2011-12 and Thereafter

- ~~347. The City and the PEC will establish a labor management committee to begin meeting no later than October 1, 2010, concluding before December 31, 2010, to identify changes to MOU negotiated premium payments that would be anticipated to yield approximately \$3 million in savings annually in the City's employee health care cost, beginning Fiscal Year 2011-12.~~
- ~~348. Should the committee not reach mutual agreement on another option, the following goes into effect: for Fiscal Year 2011-12 and thereafter, for all employees enrolled in the City Plan in the medically single/Employee Only category, the City's contribution will be capped at an amount equivalent to the cost of the second highest cost plan for medically single/Employee Only enrollees. Employees who elect to enroll in the City plan in this category must pay the difference between the capped amount of the City plan described above and the cost of City plan coverage in the medically single/Employee Only category.~~
- ~~349. If no mutual agreement on another option is reached as described in paragraph 348, and if an employee's work location reasonably requires him or her to reside in a county in which there is no City HMO available, then the City shall pay for medically single/Employee Only coverage under the City plan.~~



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

 5-10-11  
\_\_\_\_\_  
Elizabeth Salveson Date  
Chief Labor Attorney

\_\_\_\_\_  
Robert Alvarado Date  
Executive Officer,  
Northern California Carpenters Regional  
Council / Building Inspectors' Association

\_\_\_\_\_  
Dennis M. Carlin, Jr. Date  
President,  
San Francisco Building Inspectors'  
Association

\_\_\_\_\_  
Tony Tofani Date  
Business Representative  
Carpet, Linoleum and Soft Tile Workers,  
Local 12

\_\_\_\_\_  
Patrick Barrett Date  
Business Agent  
Plasterers & Cement Masons, Local 300

\_\_\_\_\_  
Mark Shelley Date  
Glaziers, Architectural Metal and Glass  
Workers, Local Union 718

\_\_\_\_\_  
Sam Robinson Date  
Hod Carriers Union, Local 166

\_\_\_\_\_  
Terrence Dunnigan Date  
Ironworkers, Local 377

\_\_\_\_\_  
F.X. Crowley Date  
Business Mgr. - Secretary  
International Alliance of Theatrical Stage  
Employees, Moving Picture Technicians,



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Artist and Allied Crafts of the United States,  
Its Territories and Canada, Local 16

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Jose Santana Date  
Business Representative  
Auto, Marine and Specialty Painters, Local  
Union No. 1176

---

Pat Karinen Date  
Senior Field Representative  
Pile Drivers, Divers, Carpenters, Bridge,  
Wharf and Dock Builders, Local Union No.  
34

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Chet Murphy Date  
Business Representative  
Plasterers and Shophands, Local 66

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Steven Tucker Date  
Business Representative  
United Union of Roofers, Waterproofers  
and Allied Workers, Local 40

---

Richard Koenig Date  
Business Representative  
Sheet Metal Workers International Union,  
Local 104

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Rome Aloise Date  
Secretary Treasurer  
Teamsters, Local 853

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Daniel Harrington Date  
Business Representative  
Teamsters, Local 853

