

File No. 120516

Committee Item No. 23

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 _____

Cmte Board

- | | | |
|-------------------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
| <input checked="" type="checkbox"/> | <input 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 type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input checked="" 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 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.

1 [Memorandum of Understanding - Transport Workers Union of America, AFL-CIO, Local 200]

2
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 200, to be effective July 1, 2012, through June 30,**
6 **2014.**

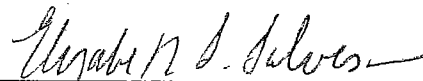
7 NOTE: Additions are single-underline italics Times New Roman;
8 deletions are ~~strike-through italics Times New Roman~~.
9 Board amendment additions are double-underlined;
Board amendment deletions are ~~strikethrough-normal~~.

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 200, to be effective July 1, 2012,
14 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. 120516.

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

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



LOCAL 200 BARGAINING HIGHLIGHTS

Term – Two year term (July 1, 2012 to June 30, 2014).

Wages – The City will increase base wages in the second year of the Agreement, equal to an annualized value of 1.75%.

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

Health Contributions –

- 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 the increased premium cost for “medically single employees” who elect to enroll in the highest cost plan.
- 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.

Reform of Lead Person Pay – The threshold to qualify for Lead Person Pay has been increased from leading at least *two* other employees to leading at least *three* other employees.

Substance Abuse Prevention Program – The parties will establish a mutually agreed-upon substance abuse prevention program, to be implemented by January 1, 2014. If there is no agreement on a new program by May 1, 2013, the arbitrator will resolve any disputes through mandatory arbitration.



COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY AND COUNTY OF SAN FRANCISCO

AND

**THE TRANSPORT WORKERS UNION, AFL-CIO
LOCAL 200**

JULY 1, 2012 – JUNE 30, 2014

** Complete copy of document is
located in

File No. 120576

TABLE OF CONTENTS

PREAMBLE	1
ARTICLE I - REPRESENTATION	1
I.A. RECOGNITION.....	1
I.B. INTENT.....	1
I.C. NO STRIKE PROVISION.....	2
I.D. OBJECTIVE OF THE CITY.....	2
I.E. MANAGEMENT RIGHTS.....	2
I.F. STEWARDS.....	3
I.G. GRIEVANCE PROCEDURE & THE DISCIPLINE PROCESS	4
I.H. UNION SECURITY.....	10
ARTICLE II - EMPLOYMENT CONDITIONS	13
II.A. NON DISCRIMINATION	13
II.B. AMERICANS WITH DISABILITIES ACT.....	13
II.C. PERSONNEL FILES AND OTHER PERSONNEL MATTERS.....	13
II.D. PERSONAL SERVICES CONTRACT.....	14
II.E. EDUCATION AND CAREER DEVELOPMENT.....	15
II.F. JOINT COMMITTEES	15
II.G. SENIORITY	16
II.H. PROBATIONARY PERIOD	16
II.I. MINIMUM NOTICE FOR DISPLACEMENTS.....	16
II.J. UTILIZATION OF PROP F AND TEMPORARY EXEMPT EMPLOYEES.....	16
II.K. SUBSTANCE ABUSE TESTING.....	17
ARTICLE III - PAY, HOURS AND BENEFITS	18
III.A. WAGES.....	18
III.B. COMPENSATION FOR VARIOUS WORK SCHEDULES.....	18
III.C. ADDITIONAL COMPENSATION.....	19
1. NIGHT DUTY	19
2. STANDBY PAY AND PAGER PAY	19
3. LEAD PERSON PAY	20
4. BILINGUAL PAY.....	20
5. ACTING ASSIGNMENT PAY.....	20
6. SUPERVISORY DIFFERENTIAL ADJUSTMENT	21
III.D. OVERTIME COMPENSATION & COMP. TIME.....	22
III.E. HOLIDAYS AND HOLIDAY PAY.....	24
III.F. SALARY STEP PLAN AND SALARY ADJUSTMENTS	26
1. Promotive Appointment In A Higher Class	26
2. Non-Promotive Appointment.....	26
3. Appointment Above Entrance Rate.....	27
4. Reappointment Within Six Months.....	27
5. Compensation Adjustments.....	27
6. Compensation Upon Transfer Or Re-Employment.....	29
III.G. METHODS OF CALCULATION	29
III.H. SENIORITY INCREMENTS	29