

File No. 120515

Committee Item No. 22

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

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| <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 |

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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.

1 [Memorandum of Understanding - Laborers, Local 261]

2
3 **Ordinance adopting and implementing the Memorandum of Understanding**
4 **between the City and County of San Francisco and the Laborers International**
5 **Union, Local 261, to be effective July 1, 2012, through June 30, 2014.**


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

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

10 Section 1. The Board of Supervisors hereby adopts and implements the
11 Memorandum of Understanding between the City and County of San Francisco and the
12 Laborers International Union, Local 261, to be effective July 1, 2012, through June 30,
13 2014.

14
15 The Memorandum of Understanding so implemented is on file in the office of the
16 Board of Supervisors in Board File No. 120515.

17
18 APPROVED AS TO FORM:
19 DENNIS J. HERRERA, City Attorney

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



LABORERS, LOCAL 261 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

Dental - Beginning January 1, 2013, the bargaining unit agrees to pay \$5 (individual) - \$10 (employee +1) - \$15 (employee + 2 or more) per month respectively towards dental premium costs.

Floating Holidays – Employees will receive a one-time award of two additional floating holidays in Fiscal Year 2012-2013:



Increase in Time to Advance from Step 1 to Step 2 – Employees appointed on or after July 1, 2012 must now complete one year (increased from 6 months) of required service before advancing to the second step of the salary range.

Elimination of the Travel Pay Provision – Effective July 1, 2012, employees who are San Francisco residents and who are assigned to work at Sunol, will no longer receive Travel Pay. 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.

Work Schedule Change Provision- Departments can change schedules of all covered employees based on operational need with 5 calendar days' notice and with written approval of the appointing officer.

Lead Worker Pay – Lead Worker Pay assignments must be made in writing.

Standby Pay – Eliminate 25% standby pay. Employees earn 10% standby pay when provided with a cell phone or other electronic communication device.

Substance Abuse Policy- The parties will meet and confer regarding the possibility of a drug testing policy that will be limited to instances of reasonable suspicion of drug and/or alcohol use, to be implemented no later than January 1, 2013. Should the parties fail to reach agreement on a new substance abuse testing program by December 1, 2013, Arbitrator Chris Burdick shall retain jurisdiction to resolve any such dispute under Charter Section A8.409-4(d).

Public Outreach/Public Safety Cross Training Premium – The City will fold the 1% premium received by all covered employees into the base rate.

MEMORANDUM OF UNDERSTANDING

Between and For

THE CITY AND COUNTY OF SAN FRANCISCO

And

THE LABORERS INTERNATIONAL UNION, LOCAL 261

JULY 1, 2012- JUNE 30, 2014

**** Complete copy of document is
located in**

File No. 120575

TABLE OF CONTENTS

ARTICLE I - REPRESENTATION	1
I.A. RECOGNITION	1
I.B. INTENT	2
I.C. OBJECTIVE OF THE CITY	2
I.D. MANAGEMENT RIGHTS	2
I.E. JOINT LABOR MANAGEMENT COMMITTEE	3
I.F. NO WORK STOPPAGES	3
I.G. GRIEVANCE PROCEDURE	4
Definition	4
Grievance Description	4
Time Limits	4
Steps of the Procedure	4
Expedited Arbitration	7
I.H. AGENCY SHOP	7
1. Establishment of Agency Shop.....	7
2. Implementation of Agency Shop	7
3. Religious Exemptions.....	8
4. Payroll Deductions.....	9
5. Revocation of the Agency Shop Fee.....	10
6. Financial Reporting.....	10
7. Indemnification.....	10
7. <u>Hudson</u> Compliance.....	10
I.I. SHOP STEWARDS	10
I.J. BULLETIN BOARDS	11
I.K. COPE CONTRIBUTIONS BY CHECK-OFF	12
I.L. RELEASE TIME - CIVIL SERVICE TEST RESULTS	12
ARTICLE II - EMPLOYMENT CONDITIONS	13
II.A. NON-DISCRIMINATION	13
II.B. PERSONNEL FILES	13
II.C. SENIORITY	14
II.D. TRAVEL PAY	14
II.E. QUALIFIED APPLICATOR CERTIFICATE AND PESTICIDE CONTROL ADVISOR LICENSE	15
II.F. RIGHT TO PRIVACY	16
II.G. SUBCONTRACTING	16
1. Prop J. Contracts.....	16
2. Advance Notice to Union on Personal Services Contracts.....	16
2. Advance Notice to Union on Construction/Maintenance or Job Order Contracts.....	17
II.H. BARGAINING UNIT WORK	18
II.I. REQUESTS FOR REASSIGNMENT	18
II.J. TEMPORARY ASSIGNMENTS	18
II.M. MINIMUM NOTICE FOR DISPLACEMENTS	19
II.O. GUIDELINES FOR SUPERVISOR WORKLOADS	19