

File No. 120507

Committee Item No. 14

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"/> | 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)

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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 - MOU Multiple Unions (Crafts Coalition)]

2

3 **Ordinance adopting and implementing the Memorandum of Understanding between the**

4 **City and County of San Francisco and the Bricklayers and Allied Crafts, Local 3; Hod**

5 **Carriers, Local 166; Building Inspectors' Association; The Northern California**

6 **Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Tile Workers, Local**

7 **12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass**

8 **Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees,**

9 **Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories**

10 **and Canada, Local 16; International Association of Bridge, Structural, Ornamental,**

11 **Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377; Auto, Marine and**

12 **Specialty Painters, Local Union No. 1176; Pile Drivers, Divers, Carpenters, Bridge,**

13 **Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66;**

14 **United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal**

15 **Workers International Union, Local 104; Teamsters, Local 853, to be effective July 1,**

16 **2012, through June 30, 2014.**

17 NOTE: Additions are *single-underline italics Times New Roman*;

18 deletions are *strike-through italics Times New Roman*.

19 Board amendment additions are double-underlined;

Board amendment deletions are ~~strikethrough normal~~.

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

21 Section 1. The Board of Supervisors hereby adopts and implements the Memorandum

22 of Understanding between the City and County of San Francisco and the Bricklayers and

23 Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors' Association; The Northern

24 California Carpenters Regional Council, Local 22; Carpet, Linoleum and Soft Tile Workers,

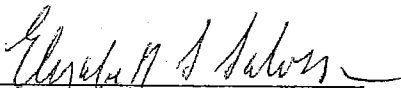
25 Local 12; Plasterers and Cement Masons, Local 300; Glaziers, Architectural Metal and Glass

1 Workers, Local Union No. 718; International Alliance of Theatrical Stage Employees, Moving
2 Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada,
3 Local 16; International Association of Bridge, Structural, Ornamental, Reinforcing Iron
4 Workers, Riggers and Machinery Movers, Local 377; Auto, Marine and Specialty Painters,
5 Local Union No. 1176; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders,
6 Local Union No. 34; Plasterers and Shophands, Local 66; United Union of Roofers,
7 Waterproofers and Allied Workers, Local 40; Sheet Metal Workers International Union, Local
8 104; Teamsters, Local 853, to be effective July 1, 2012, through June 30, 2014.

9
10 The Memorandum of Understanding so implemented is on file in the office of the Board
11 of Supervisors in Board File No. 120507.

12
13
14 APPROVED AS TO FORM:
DENNIS J. HERRERA, City Attorney

15
16 By:


ELIZABETH S. SALVESON
Chief Labor Attorney



CONSOLIDATED CRAFTS 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.

Elimination of Travel Pay Provision: Effective July 1, 2012, the City will no longer provide travel pay to employees who are San Francisco residents assigned to work at the Airport, Millbrae, Sharp Park or Sunol. Instead, employees who received Travel Pay in Fiscal Year 2011-2012 will receive a



DEPARTMENT OF HUMAN RESOURCES
EMPLOYEE RELATIONS

CCSF NEGOTIATIONS 2012

Consolidated Crafts

one-time lump sum payment equivalent to the amount of Travel Pay they earned in Fiscal Year 2011-2012.

Elimination of Free Parking Guarantee on MTA Properties: Requires MTA employees to pay for parking on MTA properties effective 7/1/2013.

Additional Compensation:

- **Lead Person Pay.** The threshold to qualify for Lead Person Pay has now requires performance of Foreperson for the day activities, including leading a crew of two or more and performing various set-up tasks such as planning and sketching the work. Additionally, the assignment must be made in writing by the supervisor in order to provide proper documentation of the payments.
- **Flat-Rated, Performance-Based Premiums.** The City has agreed to modest increases in certain flat rated premiums, which are paid only when specific duties are performed or conditions are met. The premium increases, which have not changed for ten or more years, apply only to the following: Underwater Diving premium, Raw Sewage premium, Thermo-Plastic Applicator premium, Height Work premium, Epoxy and Industrial Coatings premium, Wastewater Facility Assignment premium and Correctional Facility Assignment premium.
- **Elimination of Premiums.** In addition to the Travel Pay premiums cited above, the agreement eliminates three additional premiums from the MOU (Sandblasting, two additional Bos'n Chair rates).

Health Care for As-Needed Employees: The SF Healthy Workers Health Care Program has been extended to represented eligible temporary exempt and as-needed employees.

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

Construction Maintenance & Job Order Contracts: The City is required to provide the Union and the Building and Construction Trades Council with twenty days' notice prior to issuing a task order or job order, and will participate in an informational meeting if requested by the Union.

MEMORANDUM OF UNDERSTANDING

Between and For

THE CITY AND COUNTY OF SAN FRANCISCO

And

BRICKLAYERS AND ALLIED CRAFTS, LOCAL 3

And

HOD CARRIERS, LOCAL 166

And

BUILDING INSPECTORS' ASSOCIATION

And

**THE NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL,
LOCAL 22**

And

CARPET, LINOLEUM AND SOFT TILE WORKERS, LOCAL 12

And

PLASTERERS AND CEMENT MASONS, LOCAL 300

And

**GLAZIERS, ARCHITECTURAL METAL AND GLASS WORKERS,
LOCAL UNION NO. 718**

And

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES,
MOVING PICTURE TECHNICIANS, ARTIST AND ALLIED CRAFTS OF THE
UNITED STATES, ITS TERRITORIES AND CANADA,
LOCAL 16**

And

**INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL ORNAMENTAL,
REINFORCING IRON WORKERS, RIGGERS AND MACHINERY MOVERS,
LOCAL 377**

And

AUTO, MARINE AND SPECIALTY PAINTERS, LOCAL UNION NO. 1176

And

**PILE DRIVERS, DIVERS, CARPENTERS, BRIDGE, WHARF AND DOCK BUILDERS,
LOCAL UNION NO. 34**

And

**PLASTERERS AND SHOPHANDS,
LOCAL 66**

And

**UNITED UNION OF ROOFERS, WATERPROOFERS AND ALLIED WORKERS,
LOCAL 40**

And

**SHEET METAL WORKERS INTERNATIONAL UNION,
LOCAL 104**

And

TEAMSTERS, LOCAL 853

JULY 1, 2012 - JUNE 30, 2014