

File No. 130934

Committee Item No. 83

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date October 10, 2013

Board of Supervisors Meeting Date _____

CMTE BOARD

- Motion
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- Budget and Legislative Analyst Report
- Youth Commission Report
- Introduction Form
- Department/Agency Cover Letter and/or Report
- MOU
- Grant Information Form
- Grant Budget
- Subcontract Budget
- Contract/Agreement
- Form 126 – Ethics Commission
- Award Letter
- Application
- Public Correspondence

OTHER (Use back side if additional space is needed)

- PRESIDENT'S SU-DAY WAIVER
- REQUEST FOR COST ANALYSIS MEMO
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____
- _____

Completed by: Erica Dayrit Date October 4, 2013
Completed by: _____ Date _____

1 [Collective Bargaining Agreement, Amendment No. 2 - The Transport Workers Union, AFL-
2 CIO, Local 200]

3 **Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective**
4 **Bargaining Agreement between the City and County of San Francisco and The**
5 **Transport Workers Union, AFL-CIO, Local 200, by implementing specified terms and**
6 **conditions of employment for FY2013-2014.**

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 Amendment No. 2
12 to the 2012-2014 Collective Bargaining Agreement between the City and County of San
13 Francisco and The Transport Workers Union, AFL-CIO, Local 200, by implementing specified
14 terms and conditions of employment for FY2013-2014.

15 Amendment No. 2 to the Collective Bargaining Agreement so implemented is on file in
16 the office of the Board of Supervisors in Board File No. 130934.

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

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

Mayor Lee
BOARD OF SUPERVISORS

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

TO: Ben Rosenfield, City Controller

FROM: Erica Dayrit, Clerk, Government Audit and Oversight Committee
Board of Supervisors

DATE: October 1, 2013

SUBJECT: LEGISLATION INTRODUCED

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on September 24, 2013:

File No. 130912

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement 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, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130913

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors' Association; The Northern California Carpenters Regional Council, Local 22; Carpet, 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; 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; Teamsters, Local 853, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130914

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors' Association; The Northern California Carpenters Regional Council, Local 22; Carpet, 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; 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; Teamsters, Local 853, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130915

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco District Attorney Investigators' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130916

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco Deputy Probation Officers' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130917

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco Deputy Probation Officers' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130918

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130919

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the International Brotherhood of Electrical Workers, Local 6, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130920

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, AFL-CIO, Local 21, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130921

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, AFL-CIO, Local 21, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130922

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the San Francisco Institutional Police Officers' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130923

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Municipal Attorneys' Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130924

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco Sheriffs' Managers and Supervisors Association by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130925

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130926

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and San Francisco City Workers United by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130927

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130928

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130929

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Stationary Engineers, Local 39, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130930

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, Supervising Probation Officers, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130931

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Teamsters, Local 856 (Multi-Unit) by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130932

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and Teamsters, Local 856 (Multi-Unit) by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130933

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and The Transport Workers Union, AFL-CIO, Local 200, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130934

Ordinance adopting and implementing Amendment No. 2 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and The Transport Workers Union, AFL-CIO, Local 200, by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130935

Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists (Unit 17) by implementing specified terms and conditions of employment for FY2013-2014.

File No. 130936

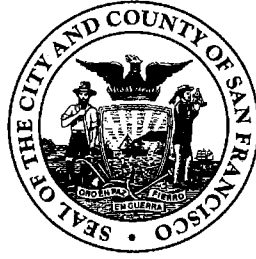
Ordinance adopting and implementing Amendment No. 1 to the 2012-2014 Collective Bargaining Agreement between the City and County of San Francisco and the Union of American Physicians and Dentists (Unit 18) by implementing specified terms and conditions of employment for FY2013-2014.

This matter is being forwarded to you for a cost analysis.

Please forward your analysis to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c: Drew Murrell

President, District 3
BOARD of SUPERVISORS



*Electronically
305-11, COB, Leg Dep, GAO
Clerk*
Revised Memo

City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-7450
Fax No. 554-7454
TDD/TTY No. 544-5227

DAVID CHIU
邱信福
市參事會主席

PRESIDENTIAL ACTION

Date: 10/2/2013
To: Angela Calvillo, Clerk of the Board of Supervisors

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2013 OCT -2 PM 4:30
AK

Madam Clerk,

Pursuant to Board Rules, I am hereby:

Waiving 30-Day Rule (Board Rule No. 3.23)

File No. 130912 - 130936 Mayor
(Primary Sponsor)

Transferring (Board Rule No. 3.3)

File No. _____
(Primary Sponsor)

From: _____ Committee

To: _____ Committee

Assigning Temporary Committee Appointment (Board Rule No. 3.1)

Supervisor _____

Replacing Supervisor _____

For: _____ Meeting
(Date) (Committee)

David Chiu

David Chiu, President
Board of Supervisors

0140-FILE
CAB, (BOS-11) Leg Dep
Electronically ✓

President, District 3
BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-7450
Fax No. 554-7454
TDD/TTY No. 544-5227

DAVID CHIU
邱信福
市參事會主席

PRESIDENTIAL ACTION

Date: 10/2/2013

To: Angela Calvillo, Clerk of the Board of Supervisors

Madam Clerk,

Pursuant to Board Rules, I am hereby:

Waiving 30-Day Rule (Board Rule No. 3.23)
File No. 130912 and 130936 Mayor
(Primary Sponsor)

Transferring (Board Rule No. 3.3)
File No. _____
(Primary Sponsor)

From: _____ Committee
To: _____ Committee

Assigning Temporary Committee Appointment (Board Rule No. 3.1)
Supervisor _____
Replacing Supervisor _____
For: _____ Meeting
(Date) (Committee)

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2013 OCT -2 PM 3:52
PV

David Chiu
David Chiu, President
Board of Supervisors

Amendment No. 2
TO THE 2012-2014 COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
THE TRANSPORT WORKERS UNION, AFL-CIO
LOCAL 200

Consistent with the Tentative Agreement signed on July 31, 2013, the parties hereby amend the Agreement as follows:

III.K. HEALTH AND WELFARE

1. Employee Health Care

219. Health Service System Contributions. CITY shall contribute to the City Health Service System for each EMPLOYEE covered by this CBA who is a member of the Health Service System such sums as are required by the CITY Charter.

a. Health Coverage Effective Through December 31, 2013

1) Medically Single

220. From July 1, 2012 to December 31, 2013, 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.

2) Dependent Health Care Pick-Up

220a. *Amount of Employee Contribution to be Paid by the City: **From July 1, 2012 to December 31, 2013, for Dependent Coverage (Employee Plus One; Employee Plus Two More),** the City shall contribute \$225 per month per employee to provide for dependent coverage for employees with one or more dependents. However, in the event that the cost of dependent care exceeds \$225 per month, the City will adjust its pick-up level up to 75% of the cost of Kaiser’s dependent health care medical premium coverage for the employee plus two or more dependents category.*

b. Health Coverage Effective January 1, 2014 Through December 31, 2014

1) Medically Single

221. Effective January 1, 2014 **through December 31, 2014,** for “medically single employees” (Employee Only) enrolled in any plan other than the highest cost plan, the

italics = moved existing language

~~*struck out, italics*~~ = existing language prior section

bold, double underline = new language

~~struck out~~ = removed language

City shall contribute ninety percent (90%) of the "medically single employee" (Employee Only) premium for the plan in which the employee is enrolled; provided, however, that the City's premium contribution will not fall below the lesser of: (a) the "average contribution" as determined by the Health Service Board pursuant to Charter Sections A8.423 and A8.428(b)(2); or (b), if the premium is less than the "average contribution", one hundred percent (100%) of the premium.

222. For the period January 1, 2014 through December 31, 2014 only, for "medically single employees" (Employee Only) who elect to enroll in the highest cost plan, the City shall contribute ninety percent (90%) of the premium for the second highest cost plan, plus fifty percent (50%) of the difference between: (a) ninety percent (90%) of the premium for the second highest cost plan, and (b) one hundred percent (100%) of the premium for the highest cost plan. ~~Thereafter, the City shall contribute ninety percent (90%) of the premium for the second highest cost plan for such employees.~~

2) Dependent Health Care Pick-Up

222a. *Amount of Employee Contribution to be Paid by the City: **From January 1, 2014 through December 31, 2014, for Dependent Coverage (Employee Plus One; Employee Plus Two More), the** City shall contribute \$225 per month per employee to provide for dependent coverage for employees with one or more dependents. However, in the event that the cost of dependent care exceeds \$225 per month, the City will adjust its pick-up level up to 75% of the cost of Kaiser's dependent health care medical premium coverage for the employee plus two or more dependents category.*

c. Health Coverage Effective January 1, 2015

222b. **Effective January 1, 2015, the contribution model for employee health insurance premiums will be based on the City's contribution of a percentage of those premiums and the employee's payment of the balance (Percentage-Based Contribution Model), as described below:**

1) Employee Only:

222c. **For medically single employees (Employee Only) who enroll in any health plan offered through the Health Services System, the City shall contribute ninety-three percent (93%) of the total health insurance premium, provided however, that the City's contribution shall be capped at ninety-three percent (93%) of the Employee Only premium of the second-highest-cost plan.**

2) Employee Plus One:

<i>italics</i> = moved existing language	<u>bold, double underline</u> = new language
<i>struck out, italics</i> = existing language prior section	struck out = removed language

222d. For employees with one dependent who elect to enroll in any health plan offered through the Health Services System, the City shall contribute ninety-three percent (93%) of the total health insurance premium, provided however, that the City's contribution shall be capped at ninety-three percent (93%) of the Employee Plus One premium of the second-highest-cost plan.

3) Employee Plus Two or More:

222e. For employees with two or more dependents who elect to enroll in any health plan offered through the Health Services System, the City shall contribute eighty-three percent (83%) of the total health insurance premium, provided however, that the City's contribution shall be capped at eighty-three percent (83%) of the Employee Plus Two or More premium of the second-highest-cost plan.

4) Contribution Cap

222f. In the event HSS eliminates access to the current highest cost plan for active employees, the City contribution under this agreement for the remaining two plans shall not be affected.

5) Average Contribution Amount

222g. For purposes of this agreement, and any resulting agreements under paragraph 222h, to ensure that all employees enrolled in health insurance through the City's Health Services System (HSS) are making premium contributions under the Percentage-Based Contribution Model, and therefore have a stake in controlling the long term growth in health insurance costs, it is agreed that, to the extent the City's health insurance premium contribution under the Percentage-Based Contribution Model is less than the "average contribution," as established under Charter section A8.428(b), then, in addition to the City's contribution, payments toward the balance of the health insurance premium under the Percentage-Based Contribution Model shall be deemed to apply to the annual "average contribution." The parties intend that the City's contribution toward employee health insurance premiums will not exceed the amount established under the Percentage-Based Contribution Model.

d. Agreement Not to Renegotiate Contributions in 2014

222h. The terms described in paragraphs 222b through 222g above will be effective in calendar year 2015, and the parties agree not to seek to modify this agreement through the term of any MOU entered into prior to, or in the spring of, 2014.

italics = moved existing language

~~struck out, italics~~ = existing language prior section

bold, double underline = new language

~~struck out~~ = removed language

e. Other Terms Negotiable

222i. While the parties have agreed in paragraph 222h not to negotiate any changes to the Percentage-Based Contribution Model, the parties are free to make economic proposals to address any alleged impact of the health contribution levels described above or other health related issues not involving the percentage-based contribution model (e.g. wellness and transparency).

f. Other Agreements

222j. Should the City and any recognized bargaining unit reach a voluntarily bargained agreement that results in City contributions to health insurance premiums exceeding those provided by the Percentage-Based Contribution Model, the City agrees to offer the entire alternate model to the Union as a substitute.

223. Life Insurance. A term life insurance policy of \$50,000 with a permanent total disability benefit provision, subject to the conditions and provisions of said policy, shall be provided for all EMPLOYEES covered by this CBA, the full premium cost of which shall be paid for by the Department. Coverage shall be suspended for an EMPLOYEE who has been off the payroll and been absent from service for a continuous period of twelve months.

224. Eye Examinations. For all covered EMPLOYEES required to use VDTs on average at least two (2) hours per day, the Department will provide a base line eye examination at the Occupational Safety and Health facility ("OSH"), followed by an eye examination at OSH once a year.

2. ~~Dependent Health Care Pick-Up~~

225. ~~*Amount of Employee Contribution to be Paid by the City: The City shall contribute \$225 per month per employee to provide for dependent coverage for employees with one or more dependents. However, in the event that the cost of dependent care exceeds \$225 per month, the City will adjust its pick up level up to 75% of the cost of Kaiser's dependent health care medical premium coverage for the employee plus two or more dependents category.*~~

italics = moved existing language

~~*struck out, italics*~~ = existing language prior section

bold, double underline = new language

~~struck out~~ = removed language



TO: Angela Calvillo, Clerk of the Board of Supervisors
FROM: Mayor Edwin M. Lee *EL*
RE: Memoranda of Understanding – Health Contribution Amounts and Substance Abuse Testing Program
DATE: September 24, 2013

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2013 SEP 24 PM 3:15
EL

Attached for introduction to the Board of Supervisors are the ordinances amending health contribution amounts and substance abuse testing program for the following:

- ~~30912~~ 1. Automotive Machinists Local 1414 Amendment 1 ✓
- ~~30913~~ 2. Crafts Amendment 1 ✓
- ~~30914~~ 3. Crafts Amendment 2 ✓
- ~~30915~~ 4. DAIA Amendment 1 ✓
- ~~30916~~ 5. DPOA Amendment 1 ✓
- ~~30917~~ 6. DPOA Amendment 2 ✓
- ~~30918~~ 7. DSA Amendment 2 ✓
- ~~30919~~ 8. IBEW Local 6 Amendment 1 ✓
- ~~30920~~ 9. IFPTE Local 21 Amendment 1 ✓
- ~~30921~~ 10. IFPTE Local 21 Amendment 2 ✓
- ~~130922~~ 11. IPOA Amendment 1 ✓
- ~~130923~~ 12. MAA Amendment 1 ✓
- ~~130924~~ 13. MSA Amendment 2 ✓
- ~~130925~~ 14. OE Local 3 Amendment 1 ✓
- ~~130926~~ 15. Painters Amendment 1 ✓
- ~~130927~~ 16. Plumbers Local 38 Amendment 1 ✓
- ~~130928~~ 17. Plumbers Local 38 Amendment 2 ✓
- ~~130929~~ 18. Stationary Engineers Local 39 Amendment 1 ✓
- ~~130930~~ 19. Supervising Probation Officers Amendment 1 ✓
- ~~130931~~ 20. Teamsters Local 856 Amendment 1 ✓
- ~~130932~~ 21. Teamsters Local 856 Amendment 2 ✓
- ~~130933~~ 22. TWU Local 200 Amendment 1 ✓
- ~~130934~~ 23. TWU Local 200 Amendment 2 ✓
- ~~130935~~ 24. UAPD Unit 17 Amendment 1 ✓
- ~~130936~~ 25. UAPD Unit 18 Amendment 1 ✓

I request that this item be calendared in Government Audit and Oversight Committee.

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