

File No. 120513

Committee Item No. 20

Board Item No. 40

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 14, 2012

Board of Supervisors Meeting Date 6/19/12

Cmte Board

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

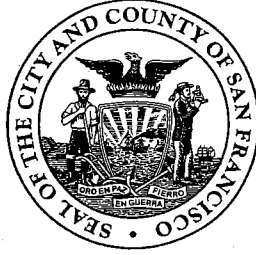
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<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.

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

GOVERNMENT AUDIT AND OVERSIGHT COMMITTEE

SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor Mark Farrell, Chair
Government Audit and Oversight Committee

FROM: Rana Calonsag, Committee Clerk

DATE: June 15, 2012

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**
Tuesday, June 19, 2012

The following file should be presented as a **COMMITTEE REPORT** at the Board meeting, Tuesday, June 19, 2012. This item was acted upon at the Committee Meeting on June 14, 2012 at 1:00 p.m., by the votes indicated.

Item No. 20 **File No. 120513**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the United Association of Journeyman and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38 to be effective July 1, 2012, through June 30, 2014.

RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor Mark Farrell - Aye
Supervisor Sean Elsbernd - Aye
Supervisor David Chiu - Aye

cc: Board of Supervisors
Angela Calvillo, Clerk of the Board
Rick Caldeira, Legislative Deputy Director
Cheryl Adams, Deputy City Attorney
Binder Copy



CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

Ben Rosenfield
Controller

Monique Zmuda
Deputy Controller

June 14, 2012

Ms. Angela Calvillo
Clerk of the Board of Supervisors
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

RE: File Number 120513: Memorandum of Understanding (MOU) with United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local No. 38

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I am submitting a cost analysis of the MOU between the City and County of San Francisco and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry (Plumbers). The amendment applies to the period commencing July 1, 2012 through June 30, 2014, affecting 339 authorized positions with a salary base of approximately \$28.4 million and an overall pay and benefits base of approximately \$35.9 million.

As seen in Attachment A, our analysis projects that this amendment will result in approximately \$16,000 of increased costs to the City during FY 2012-13 and \$614,000 of increased costs in FY 2013-14. Our analysis assumes a scenario where premiums, overtime, step, and attrition grow consistent with wage changes.

If you have additional questions or concerns please contact me at 554-7500 or Drew Murrell of my staff at 554-7647.

Sincerely,

A handwritten signature in black ink, appearing to be "BR", enclosed in a large, loopy oval.

Ben Rosenfield
Controller

cc: Martin Gran, ERD
Harvey Rose, Budget Analyst

Attachment A

Memorandum of Understanding from July 1, 2012 - June 30, 2014

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry

Controller's Office Estimate of Costs/(Savings) FY 2012-2014

<u>Annual Costs/(Savings)</u>	<u>FY 2012-2013</u>	<u>FY 2013-2014</u>
Wages		
1% Wage increases effective July 1, 2013, January 4, 2014, and March 29, 2014 for all employees	\$ -	\$ 509,000
Wage-Related Fringe Increases/(Decreases)	\$ -	\$ 136,000
Premium Increase/(Decreases)	\$ 16,000	\$ 9,000
Benefits		
For "Medically Single" employees, the City will pay 90% of the cost of the medical premium capped at 90% of the cost of the second highest cost plan, effective January 1, 2014.	\$ -	\$ (40,000)
Annual Amount Increase/(Decrease)	<u>\$ 16,000</u>	<u>\$ 614,000</u>

Controller's Office Summary of 2012 - 2014 Labor Agreements Costing
6/14/2012

Citywide Patterns

1) Wage Increases: Three 1 % wage increases in FY 2013-14, projected to result in a 1.75% wage and variable fringe cost increase during FY 2013-14

2) Step Savings: Effective July 1, 2012 postpone advancement form Step 1 to Step 2 until the completion of 12 months of service rather than 6 months

3) Health Contributions: Effective January 2014, For "Medically Single" employees, the City will pay 90% of the cost of the medical premium capped at 90% of the cost of the second highest cost plan.

Costs/(Savings)

Table Name	FY 2012-13 Total				FY 2013-14 Total			
	Wages & Premium	Variable Fringe	Health & Dental		Wages & Premium	Variable Fringe	Health & Dental	
000 Consolidated Crafts	\$ 30,000	\$ -	\$ -	\$ -	\$ 844,000	\$ 229,000	\$ (94,000)	
001 Unrepresented Employees	\$ 14,000	\$ 3,000	\$ (15,000)					
003 Operating Engineers, Local 3	\$ -	\$ -	\$ -					
006 Electrical Workers, Local 6	\$ 492,000	\$ 108,000	\$ (17,000)		\$ 76,000	\$ 21,000	\$ (5,000)	
021 Local 21	\$ 62,000	\$ (16,000)	\$ -		\$ 981,000	\$ 255,000	\$ (81,000)	
038 Plumbing and Pipefitting Industry	\$ 16,000	\$ -	\$ -		\$ 5,878,000	\$ 1,643,000	\$ (797,000)	
039 Stationary Engineers	\$ -	\$ -	\$ (35,000)		\$ 518,000	\$ 136,000	\$ (40,000)	
121 Service Employees International Union	\$ 6,048,000	\$ (39,000)	\$ (6,051,000)		\$ 1,000,000	\$ 265,000	\$ (168,000)	
130 Machinists Union	\$ 12,000	\$ -	\$ (9,000)		\$ 12,390,000	\$ 1,981,000	\$ -	
163* Physicians and Dentists	\$ 2,514,000	\$ 486,000	\$ -		\$ 209,000	\$ 55,000	\$ (33,000)	
200 TWU Local 200	\$ -	\$ -	\$ -		\$ 2,663,000	\$ 589,000	\$ (151,000)	
251 TWU Local 250-A, TMU - Miscellaneous	\$ 7,000	\$ -	\$ -		\$ 28,000	\$ 8,000	\$ (1,000)	
252 TWU Local 250-A, TMU - Auto Service Worker	\$ (9,000)	\$ -	\$ -		\$ 137,000	\$ 38,000	\$ (23,000)	
261 Laborers	\$ (69,000)	\$ 144,000	\$ (47,000)		\$ 33,000	\$ 12,000	\$ (6,000)	
311 Municipal Attorneys	\$ (2,000)	\$ (1,000)	\$ -		\$ 953,000	\$ 444,000	\$ (298,000)	
351 Municipal Executives Association	\$ -	\$ -	\$ (79,000)		\$ 1,065,000	\$ 286,000	\$ (102,000)	
419 DA Investigators	\$ -	\$ -	\$ (2,000)		\$ 2,019,000	\$ 541,000	\$ (323,000)	
498 SF Deputy Sheriff's Association	\$ 5,000	\$ -	\$ (47,000)		\$ 61,000	\$ 13,000	\$ (12,000)	
499 SF Sheriff's Managers and Supervisors	\$ -	\$ -	\$ (6,000)		\$ 1,352,000	\$ 268,000	\$ (231,000)	
651 SF Probation Officers	\$ 873,000	\$ (849,000)	\$ -		\$ 325,000	\$ 45,000	\$ (23,000)	
791 Staff / Per Diem Nurses	\$ (54,000)	\$ -	\$ -		\$ 1,105,000	\$ (773,000)	\$ (22,000)	
856 Teamsters - Multi - Unit	\$ 113,000	\$ (108,000)	\$ -		\$ 1,481,000	\$ 412,000	\$ -	
858** Supervising Nurses	\$ 25,000	\$ -	\$ (5,000)		\$ 259,000	\$ (78,000)	\$ (12,000)	
965 Supervising Probation Officers	\$ -	\$ -	\$ (3,000)		\$ 361,000	\$ 85,000	\$ (265,000)	
969 Institutional Police Officers	\$ -	\$ -	\$ -		\$ 36,000	\$ 7,000	\$ (6,000)	
	\$ 3,489,000	\$ 37,571,000			\$ 7,000	\$ 2,000	\$ -	

* The MOUs with the Physicians and Dentists are split into two groups: one for bargaining unit 17 and one for bargaining unit 18 and run for three years from July 1, 2012 through June 30, 2015
** The MOU with Supervising Nurses is for three years from July 1, 2012 through June 30, 2015

1 [Memorandum of Understanding - United Association of Journeymen and Apprentices of the
2 Plumbing and Pipe Fitting Industry, Local 38]

3 Ordinance adopting and implementing the Memorandum of Understanding between the
4 City and County of San Francisco and the United Association of Journeymen and
5 Apprentices of the Plumbing and Pipe Fitting Industry, Local 38 to be effective July 1,
6 2012, through June 30, 2014.

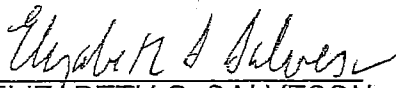
7 NOTE: Additions are single-underline italics Times New Roman;
8 deletions are ~~strike-through italics Times New Roman~~.
9 Board amendment additions are double-underlined;
Board amendment deletions are ~~strikethrough normal~~.

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 Memorandum
12 of Understanding between the City and County of San Francisco and the United Association
13 of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry, Local 38 to be
14 effective July 1, 2012, through June 30, 2014.

15
16 The Memorandum of Understanding so implemented is on file in the office of the Board
17 of Supervisors in Board File No. 120513.

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

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



UA LOCAL 38 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



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

Elimination of Free Parking on MTA Properties: Effective July 1, 2013, represented employees will be required to pay for their own parking on MTA properties.

Additional Compensation:

- **Lead Person Pay.** The threshold to qualify for Lead Person Pay has been increased to require 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.
- **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, Height Work premium, Epoxy and Industrial Coatings premium, Wastewater Facility Assignment premium and Correctional Facility Assignment premium.
- **Plumbing Inspectors Certification Premium.** An additional inspector certification was added to the list of eligible premiums.

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 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

**UNITED ASSOCIATION OF JOURNEYMEN AND
APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY,
LOCAL NO. 38**

JULY 1, 2012 - JUNE 30, 2014

** Complete copy of document is
located in

File No. 120573

TABLE OF CONTENTS

PAGE

ARTICLE I - REPRESENTATION	1
I.A. RECOGNITION	1
I.B. INTENT	2
I.C. NO STRIKE PROVISION	2
I.D. OBJECTIVE OF THE CITY	2
I.E. MANAGEMENT RIGHTS	2
I.F. EMPLOYEE REPRESENTATIVES	3
I.G. SHOP STEWARDS	3
I.H. GRIEVANCE PROCEDURE	4
1. Definition.....	4
2. Time Limits.....	4
3. Steps of the Procedure.....	4
4. Selection of the Arbitrator.....	5
5. Steps of the Procedure (Disciplinary Grievances).....	6
6. Claims.....	7
7. Dismissal.....	8
I.I. DUES DEDUCTION	8
I.J. AGENCY SHOP	8
1. Application.....	8
2. Agency Shop Fee.....	8
3. Religious Exemptions.....	9
4. Management, Confidential and Supervisory Designations.....	9
5. Notice and Method of Payment.....	10
6. Failure to Pay Agency Shop Fee.....	10
7. Revocation of Agency Shop.....	11
8. Financial Reporting.....	11
9. Indemnification.....	11
10. Hudson Compliance.....	11
I.K. APPRENTICESHIP PROGRAM	11
ARTICLE II - EMPLOYMENT CONDITIONS	13
II.A. NON DISCRIMINATION	13
II.B. DISABILITIES	13
II.C. EMPLOYEE LISTS	13
II.D. LAYOFFS	13
II.G. MINIMUM NOTICE FOR DISPLACEMENTS	14
II.H. UTILIZATION OF PROP F AND TEMPORARY EXEMPT EMPLOYEES	14
II.I. COMPLIANCE WITH CODES	14
II.J. PERSONNEL FILES	14
II.K. SUBCONTRACTING	15
1. Prop J Contracts.....	15
2. Personal Services Contracts.....	16
3. Advance Notice to Employee Organizations of the Construction/Maintenance or Job	