

File No. 120508

Committee Item No. 15

Board Item No. 11

### COMMITTEE/BOARD OF SUPERVISORS

#### AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date June 14, 2012

Board of Supervisors Meeting Date 6/26/12

#### Cmte Board

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| <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                                 |
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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.

BOARD of SUPERVISORS



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## 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. 15**                      **File No. 120508**

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO 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

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 from 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)  
FY 2012-13 Total FY 2013-14 Total  
\$ 3,489,000 \$ 37,571,000  
FY 2012-13 FY 2013-14

Table Name	FY 2012-13			FY 2013-14		
	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, TWU - Miscellaneous	\$ 7,000	\$ -	\$ -	\$ 28,000	\$ 8,000	\$ (1,000)
252 TWU Local 250-A, TWU - 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	\$ (299,000)
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)
	\$ -	\$ -	\$ -	\$ 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

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[Memorandum of Understanding - Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO]

Ordinance adopting and implementing the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO to be effective July 1, 2012, though June 30, 2014.

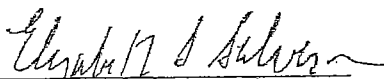
NOTE: Additions are single-underline italics Times New Roman;  
deletions are ~~strike through italics Times New Roman~~.  
Board amendment additions are double-underlined;  
Board amendment deletions are ~~strike through normal~~.

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

Section 1. The Board of Supervisors hereby adopts and implements the Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO to be effective July 1, 2012, through June 30, 2014.

The Memorandum of Understanding so implemented is on file in the office of the Board of Supervisors in Board File No. 120508.

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

By:   
ELIZABETH S. SALVESON  
Chief Labor Attorney



OPERATING ENGINEERS, LOCAL 3 BARGAINING HIGHLIGHTS

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

**Wages:**

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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.

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**Elimination of Free Parking Guarantee on MTA Properties:** Effective July 1, 2003, employees will be required to pay for their own parking on MTA properties.

**Lead Person Pay:** The threshold to qualify for Lead Person Pay is increased, now requiring 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.

**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.

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MEMORANDUM OF UNDERSTANDING

BETWEEN AND FOR

THE CITY AND COUNTY OF SAN FRANCISCO

AND

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OPERATING ENGINEERS LOCAL UNION NO. 3

OF THE INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO

JULY 1, 2012 - JUNE 30, 2014

\*\* Complete copy of document is  
located in

File No. 120508

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