

File No. 170084 Committee Item No. 21
Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight Date February 16, 2017

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"/> | Youth Commission Report |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Introduction Form |
| <input 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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| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>Controller's Cost Analysis - 02/09/17</u> |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <u>Presidential Action Memo - 02/01/17</u> |
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Completed by: Erica Major Date February 10, 2017
Completed by: _____ Date _____

1 [Memorandum of Understanding - Service Employees International Union, Local 1021]

2
3 **Ordinance adopting and implementing Amendment No. 2 to the 2014-2017**
4 **Memorandum of Understanding between the City and County of San Francisco and the**
5 **Service Employees International Union, Local 1021, to implement base wage increases**
6 **for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through**
7 **June 30, 2019.**

8 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.
9 **Additions to Codes** are in *single-underline italics Times New Roman font*.
10 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.
11 **Board amendment additions** are in double-underlined Arial font.
12 **Board amendment deletions** are in ~~strikethrough Arial font~~.
13 **Asterisks (* * * *)** indicate the omission of unchanged Code
14 subsections or parts of tables.

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

16 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 2
17 to the 2014-2017 Memorandum of Understanding ("MOU") between the City and County of
18 San Francisco and the Service Employees International Union Local 1021, to implement base
19 wage increases for fiscal years 2017-2018 and 2018-2019 and extend the term of the MOU
20 through June 30, 2019.

21 Amendment No. 2 to the 2014-2017 MOU so implemented is on file with the Clerk of
22 the Board of Supervisors in Board File No. 170084.

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

3 By:


4 KATHARINE HOBIN PORTER
5 Chief Labor Attorney

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CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

GAO, BOS-11,
COB, CPAGE

Ben Rosenfield
Controller

2017 FEB -9 PH 3:02

Todd Rydstrom
Deputy Controller

February 10, 2017

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 Numbers 170066 through 170090: Memoranda of Understanding (MOU) between the City and County of San Francisco and various collective bargaining units.

Dear Ms. Calvillo,

In accordance with Ordinance 92-94, I submit a cost analysis of 25 MOUs between the City and County of San Francisco and various employee collective bargaining units. The amendments apply to MOUs for the period July 1, 2017 through June 30, 2019, affecting 21,965 authorized positions with a salary base of approximately \$2.28 billion and an overall pay and benefits base of approximately \$2.87 billion.

The only change to these 25 MOUs from the prior MOUs is a provision for wage increases: A 3.00% wage increase effective July 1, 2017 and a 3.00% wage increase effective July 1, 2018. However, if the March 2018 Joint Report indicates a FY 2018-19 deficit of more than \$200 million, the wage increase in 2018 will be delayed to the pay period nearest January 1, 2019.

Our analysis finds that the amendment to the MOUs will result in increased costs to the City of approximately \$86 million in FY 2017-18 and \$175 million in FY 2018-19, or 3.0% and 6.1%, respectively, of FY 2017-18 base wage and benefit costs. Approximately 66% of the cost increase supports positions in the general fund. Our cost estimates assume that premiums, overtime, and other adjustments grow consistently with wage changes. We also assume that the wage increase in the second year will occur on July 1, 2018. If the increase were delayed to January 1, 2019, the estimated cost in FY 2018-19 is approximately \$131 million.

As there are no changes to the MOUs other than the wage increases, all increased costs are fully attributable to wage increases and wage-related benefit increases. See Attachment A for a detailed listing of the costs for each affected MOU.

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

Sincerely,


Ben Rosenfield
Controller

cc: Suzanne Mason, ERD
Harvey Rose, Budget Analyst



CITY AND COUNTY OF SAN FRANCISCO
OFFICE OF THE CONTROLLER

Ben Rosenfield
Controller
Todd Rydstrom
Deputy Controller

ATTACHMENT A

Amendments to the Memoranda of Understanding of listed units from July 1, 2017 - June 30, 2019
Controller's Office Estimate of Total Costs/(Savings) FY 2017-18 and FY 2018-19

Citywide Provisions

| Wages - Citywide Pattern | FY 2017-18 | FY 2018-19 |
|---|----------------------|-----------------------|
| 3.00% Effective July 1, 2017 | \$ 68,480,000 | \$ 68,480,000 |
| 3.00% Effective July 1, 2018 | | \$ 70,530,000 |
| Total Wage Increase | \$ 68,480,000 | \$ 139,010,000 |
| Wage-Related Fringe Increases | \$ 17,730,000 | \$ 35,990,000 |
| Total Wage and Wage-Related Fringe Increase | \$ 86,210,000 | \$ 175,000,000 |
| Increase as a Percent of FY 2017-18 Salary and Fringe | 3.0% | 6.1% |

**Union
Detail**

| File Number | Union | FY 2017-18 | FY 2018-19 |
|------------------------|--|---------------------|---------------------|
| 170066 | Local 1414 Automotive Machinists | | |
| | Wages | \$ 420,000 | \$ 850,000 |
| | Wage-Related Fringe Increases | \$ 110,000 | \$ 220,000 |
| | Total | \$ 530,000 | \$ 1,070,000 |
| 170067 | Craft Coalition | | |
| | Wages | \$ 1,220,000 | \$ 2,480,000 |
| | Wage-Related Fringe Increases | \$ 320,000 | \$ 650,000 |
| | Total | \$ 1,540,000 | \$ 3,130,000 |
| 170068 | Deputy Probation Officers' Association (DPOA) | | |
| | Wages | \$ 430,000 | \$ 870,000 |
| | Wage-Related Fringe Increases | \$ 120,000 | \$ 240,000 |
| | Total | \$ 550,000 | \$ 1,110,000 |

| | | | |
|---------------|--|----------------------|----------------------|
| 170069 | Deputy Sheriff's Association (DSA) | | |
| | Wages | \$ 2,820,000 | \$ 5,720,000 |
| | Wage-Related Fringe Increases | \$ 780,000 | \$ 1,580,000 |
| | Total | \$ 3,600,000 | \$ 7,300,000 |
| 170070 | Electricians Local 6 | | |
| | Wages | \$ 970,000 | \$ 1,970,000 |
| | Wage-Related Fringe Increases | \$ 250,000 | \$ 510,000 |
| | Total | \$ 1,220,000 | \$ 2,480,000 |
| 170071 | IFPTE, Local 21 | | |
| | Wages | \$ 15,000,000 | \$ 30,450,000 |
| | Wage-Related Fringe Increases | \$ 3,940,000 | \$ 8,000,000 |
| | Total | \$ 18,940,000 | \$ 38,450,000 |
| 170072 | Institutional Police Officers' Association (IPOA) | | |
| | Wages | \$ 10,000 | \$ 20,000 |
| | Wage-Related Fringe Increases | \$ 0 | \$ 0 |
| | Total | \$ 10,000 | \$ 20,000 |
| 170073 | Municipal Attorneys' Association (MAA) | | |
| | Wages | \$ 2,340,000 | \$ 4,750,000 |
| | Wage-Related Fringe Increases | \$ 590,000 | \$ 1,200,000 |
| | Total | \$ 2,930,000 | \$ 5,950,000 |
| 170074 | Municipal Executives Association (MEA) - Misc. | | |
| | Wages | \$ 4,890,000 | \$ 9,930,000 |
| | Wage-Related Fringe Increases | \$ 1,210,000 | \$ 2,460,000 |
| | Total | \$ 6,100,000 | \$ 12,390,000 |
| 170075 | Operating Engineers, Local 3 | | |
| | Wages | \$ 160,000 | \$ 320,000 |
| | Wage-Related Fringe Increases | \$ 40,000 | \$ 80,000 |
| | Total | \$ 200,000 | \$ 400,000 |
| 170076 | Plumbers, Local 38 | | |
| | Wages | \$ 910,000 | \$ 1,850,000 |
| | Wage-Related Fringe Increases | \$ 240,000 | \$ 490,000 |
| | Total | \$ 1,150,000 | \$ 2,340,000 |

| | | | |
|---------------|---|----------------------|----------------------|
| 170077 | Painters (SFCWU) | | |
| | Wages | \$ 290,000 | \$ 590,000 |
| | Wage-Related Fringe Increases | \$ 70,000 | \$ 140,000 |
| | Total | \$ 360,000 | \$ 730,000 |
| 170078 | Sheriff's Managers & Supervisors Association (MSA) | | |
| | Wages | \$ 450,000 | \$ 910,000 |
| | Wage-Related Fringe Increases | \$ 130,000 | \$ 260,000 |
| | Total | \$ 580,000 | \$ 1,170,000 |
| 170079 | Teamsters Local 856 (Multi-Unit) | | |
| | Wages | \$ 310,000 | \$ 630,000 |
| | Wage-Related Fringe Increases | \$ 80,000 | \$ 160,000 |
| | Total | \$ 390,000 | \$ 790,000 |
| 170080 | Unrepresented | | |
| | Wages | \$ 400,000 | \$ 810,000 |
| | Wage-Related Fringe Increases | \$ 110,000 | \$ 220,000 |
| | Total | \$ 510,000 | \$ 1,030,000 |
| 170081 | Building Inspectors (BI) | | |
| | Wages | \$ 260,000 | \$ 530,000 |
| | Wage-Related Fringe Increases | \$ 70,000 | \$ 140,000 |
| | Total | \$ 330,000 | \$ 670,000 |
| 170082 | District Attorney Investigators' Association (DAIA) | | |
| | Wages | \$ 120,000 | \$ 240,000 |
| | Wage-Related Fringe Increases | \$ 30,000 | \$ 60,000 |
| | Total | \$ 150,000 | \$ 300,000 |
| 170083 | Laborers, Local 261 | | |
| | Wages | \$ 2,270,000 | \$ 4,610,000 |
| | Wage-Related Fringe Increases | \$ 590,000 | \$ 1,200,000 |
| | Total | \$ 2,860,000 | \$ 5,810,000 |
| 170084 | SEIU Local 1021 Misc. | | |
| | Wages | \$ 24,670,000 | \$ 50,080,000 |
| | Wage-Related Fringe Increases | \$ 6,540,000 | \$ 13,280,000 |
| | Total | \$ 31,210,000 | \$ 63,360,000 |

| | | | |
|---------------|--|---------------------|----------------------|
| 170085 | SEIU Local 1021 Staff & Per Diem Nurses | | |
| | Wages | \$ 8,070,000 | \$ 16,380,000 |
| | Wage-Related Fringe Increases | \$ 1,860,000 | \$ 3,780,000 |
| | Total | \$ 9,930,000 | \$ 20,160,000 |
| 170086 | Stationary Engineers, Local 39 | | |
| | Wages | \$ 1,980,000 | \$ 4,020,000 |
| | Wage-Related Fringe Increases | \$ 520,000 | \$ 1,060,000 |
| | Total | \$ 2,500,000 | \$ 5,080,000 |
| 170087 | Supervising Probation Officers (SPO) | | |
| | Wages | \$ 70,000 | \$ 140,000 |
| | Wage-Related Fringe Increases | \$ 20,000 | \$ 40,000 |
| | Total | \$ 90,000 | \$ 180,000 |
| 170088 | TWU-200 (SEAM) | | |
| | Wages | \$ 60,000 | \$ 120,000 |
| | Wage-Related Fringe Increases | \$ 20,000 | \$ 40,000 |
| | Total | \$ 80,000 | \$ 160,000 |
| 170089 | TWU 250-A (7410) | | |
| | Wages | \$ 60,000 | \$ 120,000 |
| | Wage-Related Fringe Increases | \$ 20,000 | \$ 40,000 |
| | Total | \$ 80,000 | \$ 160,000 |
| 170090 | TWU 250-A (Multi-Unit) | | |
| | Wages | \$ 310,000 | \$ 630,000 |
| | Wage-Related Fringe Increases | \$ 80,000 | \$ 160,000 |
| | Total | \$ 390,000 | \$ 790,000 |

RECEIVED VIA EMAIL
1/20/2017
170084

(REVISED)

**AMENDMENT No. 2
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

Article I – REPRESENTATION
(Adding new section K to Article I)

K. CITY WIDE LABOR MANAGEMENT COMMITTEE

The City and the Union understand and agree that it is the objective of all parties to provide quality services to residents in a work environment that is safe for employees and in which employees' concerns about their terms and conditions are discussed and addressed. To promote these shared goals, the parties agree to establish a City-Wide Labor Management Committee for SEIU-represented employees (the "SEIU-City LMC"). This does not replace existing committees.

- a. **Membership: The SEIU-City LMC shall be composed of 12 core members; 6 appointed by the Union and 6 appointed by the City. Additional subject matter experts shall be permitted to attend meetings as necessary. Bargaining unit employees shall be released in advance of any meeting for reasonable caucus time and to attend the meeting, and employees shall not lose any wages or benefits for their attendance at the meeting.**

- b. **Purpose: The purpose of the SEIU-City LMC is to identify, discuss, and address issues surrounding SEIU-represented employees' terms and conditions in a constructive manner. The SEIU-City LMC members will investigate concerns that are brought to their attention and attempt to make unanimous recommendations to address concerns. The City shall promptly implement those recommendations made by the SEIU-City LMC members as long as any such recommendations are consistent with the San Francisco Charter, Codes, Civil Service Rules, City policies, and provisions of this Agreement.**

- c. **Meeting: The SEIU-City LMC shall meet on a monthly basis starting the month following ratification of this Agreement. The meetings shall normally be scheduled for the third Wednesday of each month, unless a different date in the month is mutually agreed upon by the City and the Union. No later than seven (7) calendar days prior to the scheduled meeting, the City and the Union shall provide each other with their proposed agenda items to be discussed at the meeting. Other items shall**

not be discussed absent mutual agreement. Meetings shall be rotated between the parties' office locations. The meetings shall be scheduled to last at least one (1) hour and in no event shall they last more than three (3) hours unless all members agree to extend the meeting.

- d. Dispute Resolution: At all times the SEIU-City LMC shall try to resolve issues through unanimous consensus. In the event there is no consensus, either party may request in writing within two weeks after the last meeting at which the issue was discussed, that the issue be submitted to mediation. The Mediator shall be asked to meet only with the members of the SEIU-City LMC within fourteen (14) days or as soon as the Mediator is available at a location agreed to by the parties. The Mediator shall be empowered to listen to the parties' respective positions and to make an oral recommendation to the members of the SEIU-City LMC at the conclusion of the mediation, or no later than one week after, unless the parties mutually agree to give the Mediator additional time. The decision issued by the Mediator shall be deemed advisory in nature. The members of the SEIU-City LMC may, by majority vote of all 12 core members of the SEIU-City LMC, recommend implementation of the Mediator's recommendation and the parties shall thereafter work together to make that implementation successful. If the Mediator's recommendation is not approved by a majority of the SEIU-City LMC members, the matter may be revisited by the SEIU-City LMC at a later date if mutually agreed to by the parties.
- e. Mediator: A Mediator shall be requested from the State Mediation and Conciliation Service unless the parties mutually agree to a Mediator. No transcript or other recording of the mediation shall be made and the mediation shall be considered a part of the SEIU-City LMC process. Under no circumstances shall a Mediator be required to testify concerning the mediation. If there is a cost for the services of the Mediator, the parties shall jointly bear that expense.
- f. Resolution: The parties agree that either party may file a grievance regarding any failure by the other party to fulfill any procedural obligation that arises under this provision. Grievances under this provision shall commence at Step IV. The parties agree to submit three (3) unresolved issues that are within the scope of representation as defined by the Meyers Milius Brown Act and do not fall within the grievance procedure to the Mayor for final determination two (2) times per fiscal year. The Union understands and agrees that the limitations referenced in the preceding sentence are cumulative across all City bargaining units represented by the Union, excepting the MTA Service Critical bargaining unit.
- g. Nothing in this provision shall abridge or otherwise modify any right guaranteed by another provision of this agreement.

Article III.A. WAGES

Represented employees will receive the following base wage increases:

Effective October 11, 2014: 3%

Effective October 10, 2015: 3.25%

Effective July 1, 2016, represented employees will receive a base wage increase between 2.25% and 3.25%, depending on inflation, and calculated as $(2.00\% \leq \text{CPI-U} \leq 3.00\%) + 0.25\%$, which is equivalent to the CPI-U, but no less than 2% and no greater than 3%, plus 0.25%.

In calculating CPI-U, the Controller's Office shall use the Consumer Price Index – All Urban Consumers (CPI-U), as reported by the Bureau of Labor Statistics for the San Francisco Metropolitan Statistical Area. The growth rate shall be calculated using the percentage change in price index from February 2015 to February 2016.

Effective July 1, 2017, represented employees will receive a base wage increase of 3%.

Effective July 1, 2018, represented employees will receive a base wage increase of 3% unless the March 2018 Joint Report, prepared by the Controller, the Mayor's Budget Director and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2018-2019 that exceeds \$200 million, in which case the base wage adjustments of 3% due on July 1, 2018, will be delayed by six (6) months until the pay period including January 1, 2019.

The City agrees that the provision in the preceding paragraph that delays implementation of the July 1, 2018 scheduled wage increase because of projected shortfalls in the March, 2018 Joint Report shall not be used as evidence or precedent in any future interest arbitration proceedings under San Francisco Charter Sections A8.409 or 8A.104. This does not preclude the City from making a similar proposal in the future, and from supporting it with other evidence.

All base wage calculations shall be rounded to the nearest **whole dollar, bi-weekly** salary schedule.

Article VIII. D. DURATION OF AGREEMENT

This Agreement shall be effective July 1, 2014 and shall remain in full force and effect through June 30, ~~2017~~**2019**.

This Agreement shall remain in full force and effect through that date and from year to year thereafter unless either party serves written notice on the other at least sixty (60) days prior to June 30, ~~2017~~ **2019** or June 30th of any subsequent year of its desire to open the Agreement for the purpose of meeting and conferring on proposed changes.

The effective date of those provisions herein that have been determined by the arbitration board established pursuant to Charter Section A8.409.4 shall be the date that the board issues its decision.

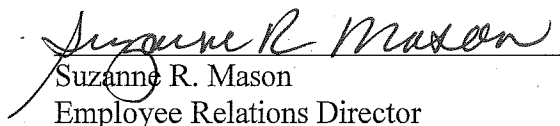
FOR THE CITY

Date: 1/30/17



Micki Callahan
Human Resources Director


Date: 1-26-17



Suzanne R. Mason
Employee Relations Director

APPROVED AS TO FORM:

Date: 1/27/17



Katharine Hobin Porter
Chief Labor Attorney

FOR THE UNION

Date: _____

John Stead-Mendez
Executive Director
SEIU, Local 1021

Date: _____

David Canham
SF Regional Director, SEIU Local 1021

Date: _____

Joseph Bryant
Vice President, San Francisco Region

AMENDMENT No. 2
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1021

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

Article III.A. WAGES

Represented employees will receive the following base wage increases:

Effective October 11, 2014: 3%

Effective October 10, 2015: 3.25%

Effective July 1, 2016, represented employees will receive a base wage increase between 2.25% and 3.25%, depending on inflation, and calculated as $(2.00\% \leq \text{CPI-U} \leq 3.00\%) + 0.25\%$, which is equivalent to the CPI-U, but no less than 2% and no greater than 3%, plus 0.25%.

In calculating CPI-U, the Controller's Office shall use the Consumer Price Index – All Urban Consumers (CPI-U), as reported by the Bureau of Labor Statistics for the San Francisco Metropolitan Statistical Area. The growth rate shall be calculated using the percentage change in price index from February 2015 to February 2016.

Effective July 1, 2017, represented employees will receive a base wage increase of 3%.

Effective July 1, 2018, represented employees will receive a base wage increase of 3% unless the March 2018 Joint Report, prepared by the Controller, the Mayor's Budget Director and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2018-2019 that exceeds \$200 million, in which case the base wage adjustments of 3% due on July 1, 2018, will be delayed by six (6) months until the pay period including January 1, 2019.

The City agrees that the provision in the preceding paragraph that delays implementation of the July 1, 2018 scheduled wage increase because of projected shortfalls in the March, 2018 Joint Report shall not be used as evidence or precedent in any future interest arbitration proceedings under San Francisco Charter Sections A8.409 or 8A.104. This does not preclude the City from making a similar proposal in the future, and from supporting it with other evidence.

All base wage calculations shall be rounded to the nearest whole dollar, bi-weekly salary schedule.

Article VIII. D. DURATION OF AGREEMENT

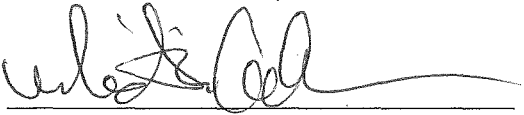
This Agreement shall be effective July 1, 2014 and shall remain in full force and effect through June 30, ~~2017~~2019.

This Agreement shall remain in full force and effect through that date and from year to year thereafter unless either party serves written notice on the other at least sixty (60) days prior to June 30, ~~2017~~ 2019 or June 30th of any subsequent year of its desire to open the Agreement for the purpose of meeting and conferring on proposed changes.

The effective date of those provisions herein that have been determined by the arbitration board established pursuant to Charter Section A8.409.4 shall be the date that the board issues its decision.

FOR THE CITY

Date: 1/20/17



Micki Callahan
Human Resources Director

Date: 1-20-17



Suzanne R. Mason
Employee Relations Director

FOR THE UNION

Date: _____

John Stead-Mendez
Executive Director
SEIU, Local 1021

Date: _____

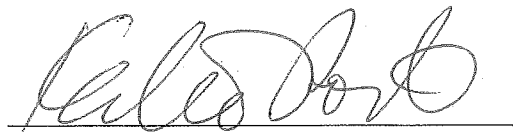
David Canham
SF Regional Director, SEIU Local 1021

Date: _____

Joseph Bryant
Vice President, San Francisco Region

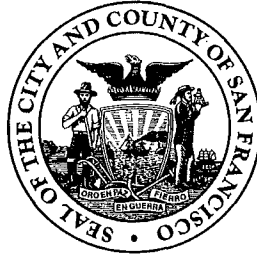
APPROVED AS TO FORM:

Date: 1/20/17

A handwritten signature in black ink, appearing to read "Katharine Porter", written over a horizontal line.

Katharine Hobin Porter
Chief Labor Attorney

BOARD of SUPERVISORS



City Hall
1 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, Office of the Controller

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

DATE: January 30, 2017

SUBJECT: LEGISLATION INTRODUCED - MOUs

The Board of Supervisors' Government Audit and Oversight Committee has received the following proposed legislation, introduced by Mayor Lee on January 24, 2017:

File No. 170066

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Machinists Union, Local 1414, International Association of Machinists & Aerospace Workers Machinists Automotive Trades District Lodge 190, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170067

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Crafts Coalition: Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; 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 the Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied Crafts of the United States, Its Territories and Canada, Local 16; International Association of Bridges, 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; and Teamsters, Local 853, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170068

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Probation Officers' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170069

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Deputy Sheriffs' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170070

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the International Brotherhood of Electrical Workers, Local 6, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170071

Ordinance adopting and implementing Amendment No. 2 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the International Federation of Professional and Technical Engineers, Local 21, AFL-CIO, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170072

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Institutional Police Officers' Association, to extend the term of the agreement through June 30, 2019.

File No. 170073

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Municipal Attorneys Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170074

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Municipal Executives Association, to implement base wage increases for FYs 2017-2018 and 2018-2019 and other specified terms and conditions of employment, and extend the term of the agreement through June 30, 2019.

File No. 170075

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union 3 of the International Union of Operating Engineers, AFL-CIO, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170076

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding 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, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170077

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco City Workers United (Painters), to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170078

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco Sheriffs' Managers and Supervisors Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170079

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Teamsters, Local 856, Multi-Unit, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170080

Ordinance fixing compensation for persons employed by the City and County of San Francisco whose compensation is subject to the provisions of Section A8.409 of the Charter, in job codes not represented by an employee organization, and establishing wages, working schedules and other terms and conditions of employment, effective July 1, 2017.

File No. 170081

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and Building Inspectors' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170082

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the San Francisco District Attorney Investigators' Association, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170083

Ordinance adopting and implementing Amendment No. 2 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Laborers International Union, Local 261, to implement base wage increases for FYs 2017-2018 and 2018-2019, other specified terms and conditions of employment, and extend the term of the agreement through June 30, 2019.

File No. 170084

Ordinance adopting and implementing Amendment No. 2 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Service Employees International Union, Local 1021, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170085

Ordinance adopting and implementing Amendment No. 1 to the 2016-2017 Memorandum of Understanding between the City and County of San Francisco and the Service Employees International Union, Local 1021: Staff & Per Diem Nurses, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170086

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the International Union of Operating Engineers, Stationary Engineers, Local 39, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170087

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Operating Engineers Local Union 3 of the International Union of Operating Engineers, AFL-CIO, Supervising Probation Officers, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170088

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Transport Workers Union, AFL-CIO, Local 200, to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170089

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Transport Workers' Union, AFL-CIO, Local 250-A, Automotive Service Workers (7410), to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

File No. 170090

Ordinance adopting and implementing Amendment No. 1 to the 2014-2017 Memorandum of Understanding between the City and County of San Francisco and the Transport Workers' Union, Local 250-A, Multi-Unit (Unit 28), to implement base wage increases for FYs 2017-2018 and 2018-2019, and extend the term of the agreement through June 30, 2019.

These matters are tentatively calendared to be heard in Committee on **Thursday, February 16th, 2017**. 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: Michelle Allersma, Office of the Controller
Carol Lu, Office of the Controller

President, District 5
BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-7630
Fax No. 554-7634
TDD/TTY No. 544-5227

BOS -11, COB
GAO, LES
Dep
Dep
C.A
Mayor

London Breed

PRESIDENTIAL ACTION

Date: 2/1/2017

To: Angela Calvillo, Clerk of the Board of Supervisors

2017 FEB -1 PM 4:45
AR
RECEIVED
SAN FRANCISCO
FEB 1 2017

Madam Clerk,

Pursuant to Board Rules, I am hereby:

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

File No. 170066-170090 Mayor
(Primary Sponsor)

Title. Various Collective Bargaining Agreements

Transferring (Board Rule No. 3.3)

File No. _____
(Primary Sponsor)

Title. _____

From: _____ Committee

To: _____ Committee

Assigning Temporary Committee Appointment (Board Rule No. 3.1)

Supervisor _____

Replacing Supervisor _____

For: _____ Meeting
(Date) (Committee)

London Breed

London Breed, President
Board of Supervisors

MEMORANDUM

2017 JAN 20 PM 4:40
eu

Date: January 20, 2017
To: Angela Calvillo, Clerk of the Board
Board of Supervisors
From: *Suzanne R. Mason*
Suzanne R. Mason
Employee Relations Director
Subject: Amendments to the 2014 Memoranda of Understanding between Unions and the City and County of San Francisco (Transmittal 2 of 2)

On behalf of the Honorable Mayor Edwin M. Lee, the Department of Human Resources is pleased to forward you the following amendments to the 2014 Memoranda of Understanding (MOUs). These amendments extend the 2014-2017 contracts through July 1, 2019, allowing the City and County to present a united front in this time of uncertainty.

1. Building Inspectors' Association
2. District Attorney Investigators' Association
3. Laborers International Union, Local 261
4. Service Employees International Union (SEIU), Local 1021
5. SEIU, Local 1021, Staff and Per Diem Nurses
6. Stationary Engineers, Local 39
7. Supervising Probation Officers
8. TWU, Local 200, SEAM
9. TWU, Local 250-A, 7410 Auto. Service Workers
10. TWU, Local 250-A, Multi-Unit

Please find enclosed for each Amendment:

- One original FINAL Amendment with original Ordinance
- Two copies of the Ordinance

This is the second of two transmittals. The first transmittal was sent yesterday, January 19, 2017 and contained amendments for 15 Memoranda of Understanding.

Please refer these amendments to the appropriate committee at your earliest conveniences.

Thank you.

C: Micki Callahan, Human Resources Director
Ben Rosenfield, Controller
Melissa Whitehouse, Mayor's Budget Director
Jason Elliot, Deputy Chief of Staff
Nicole Elliott, Director, Legislative & Government Affairs
Alisa Somera, Legislative Deputy Director
Members: Government, Audit and Oversight file