

## MEMORANDUM

DATE: June 5, 2012

TO: SFMTA Board of Directors  
Tom Nolan, Chairman  
Cheryl Brinkman, Vice-Chairman  
Leona Bridges, Director  
Malcolm Heinicke, Director  
Jerry Lee, Director  
Joél Ramos, Director

THROUGH: Edward D. Reiskin  
Director of Transportation

FROM: Debra A. Johnson  
Director of Administration, Safety and Training

SUBJECT: Amended Collective Bargaining Agreement (CBA) between the San Francisco Municipal Transportation Agency (SFMTA) and the International Brotherhood of Electrical Workers Local 6

Charter Section 8A.104 gives the SFMTA authority to negotiate collective bargaining agreements covering wages, hours, working conditions and benefits with labor organizations representing employees at SFMTA in service critical classifications.

The SFMTA Board of Directors approved the terms of the current CBA between the SFMTA and the IBEW, Local 6 in June 2010. That CBA expires on June 30, 2012.

Representatives of the SFMTA and Electricians' Union Local 6 reached a series of tentative agreements (TAs) to be incorporated into a successor CBA; however, the parties reached impasse regarding paragraph 398 of the existing CBA, which requires the SFMTA to make a good faith effort to provide no-cost employee parking on SFMTA-controlled property. Local 6 sought to retain this provision; the SFMTA proposed to replace it with language requiring bargaining unit members to pay \$80/month for parking at SFMTA facilities. As required by Section A8.409-4 of the Charter, this issue was submitted to binding interest arbitration before a panel that included one representative of the SFMTA, one representative of Local 6, and a neutral chairperson. The panel issued an opinion and award that declined to adopt the SFMTA proposal.

The arbitration opinion and award incorporated the TAs reached by the parties on a variety of other issues, including the following: restoration of three Floating Holidays; two additional floating holidays during FY 13; one percent wage increase effective July 1, 2013; one percent wage increase effective January 4, 2014 and one percent wage increase effective March 29, 2014; Internal Adjustment: parity of Job Class 7319 Electrical Motor Repairer with Job Class 7371 Electrical Transit System Mechanic; a five percent wage increase for Job Class 7510 Lighting Fixture Maintenance Technician; adding the Job Class 9145 Traffic Signal Electrician to be eligible for the Lead Electrician Premium; increased tool allowance from \$375 to \$550 and added classes 7380 Electrical Transit Mechanic, Assistant Supervisor and 7319 Electrical Motor Repairer to the eligible list to receive the annual tool upgrade allowance; employees to receive safety shoes every 12 months; modification of the night shift differential language to reflect that employees must work at least four hours within a particular shift to get the night duty premium.

In the current CBA, members received a restoration of 3.75 percent to their base wages. They also received a reduction of three floating holidays and six carryover floating holidays which resulted in a \$419,300 savings for FY 12. In the successor CBA, the employees will receive one percent wage increases on the dates mentioned in the above paragraph. Additionally there will be an internal adjustment for Job Class 7319 Electrical Motor Repairer as mentioned. Job Class 7510 Lighting Fixture Maintenance Technician will also receive a five percent wage increase. They will also regain three floating holidays, six carryover floating holidays and will receive two additional floating holidays for FY13. Currently employees receive safety shoes every 18 months and are only required to work a minimum of at least one hour within a particular shift to be eligible for the night duty differential. In the successor CBA Job Class 9145 Traffic Signal Electrician was added to the list of eligible for the Lead Electrician Premium; increased the tool allowance from \$375 to \$550; added classes 7380 Electrical Transit Mechanic, Assistant Supervisor and 7319 Electrical Motor Repairer to the list of eligible for the annual tool upgrade allowance; employees to receive safety shoes every 12 months; modification of the night shift differential language to reflect that employees must work at least four hours within a particular shift to get the night duty premium, a savings of \$346,220.

Currently, the City and County of San Francisco's Health Service System (HSS) covers 100 percent of the cost of any health plan for medically single employees. Beginning July 1, 2014, SFMTA's contribution to health insurance for medically single employees will be reduced to 90 percent of the cost of the second highest cost health plan, with the employee covering the remaining 10 percent. (Employees who choose the highest cost plan will receive a slightly higher percentage during a six month transition period.)

The agreed Electricians' Union Local 6 CBA is expected to result in a total cost increase of \$802,583 for FY13 and \$1,077,869 in FY14 for a total cost increase of \$1,880,452 over course of the two-year contract.

Attachments: Proposed CBA between SFMTA and IBEW Local 6  
Cost Analysis

**IBEW, Local 6 Labor Cost Analysis**

Effective July 1, 2012

ROW	Proposals	(Cost) Savings FY 2012-2013	(Cost)/Savings FY 2013-2014	Total
1	Wage increases as follows: 1% effective 7/1/2013 1% effective 1/4/2014 1% effective 3/29/2014		(\$600,106)	(\$600,106)
2	Internal Adjustments for: 7319 parity with Class 7371	(\$14,431)	(\$14,603)	(\$29,034)
3	7510 5% wage increase	(\$11,373)	(\$11,509)	(\$22,882)
4	Restored Floating Holidays to five from two. Employees will get an additional two Floating Holidays on first year of contract.	(\$812,026)	(\$486,301)	(\$1,298,327)
5	Added class 9145 to eligible list of lead electrician premium.	(\$5,200)	(\$5,460)	(\$10,660)
6	Increase annual tool upgrade allowance to \$550 from \$375. Also added classes 7380 and 7319 to eligible list.	(\$92,838)	(\$93,100)	(\$185,938)
7	Employees to receive safety shoes every 12 months instead of every 18 months.	(\$39,825)	(\$39,900)	(\$79,725)
8	Employee must work at least four hours within a shift to get the night duty differential.	\$173,110	\$173,110	\$346,220
	<b>Total Cost for two years:</b>	<b>(\$802,583)</b>	<b>(\$1,077,869)</b>	<b>(\$1,880,452)</b>