

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 Transport Workers Union (TWU) Local 250-A (7410)

Charter Section 8A.104 gives the SFMTA authority to negotiate labor 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 MOU between the SFMTA and TWU, Local 250-A (7410) in June 2010. That MOU expires on June 30, 2012.

Representatives of the SFMTA and the Transport Workers Union Local 250-A (7410) reached a tentative agreement (TA) on a successor MOU that provides for: one percent wage increases effective July 1, 2013, January 4, 2014 and March 29, 2014; changes to the Health Plan for medically single employees effective January 1, 2013; and elimination of: a floating holiday, tire premium, tow truck premium, steam cleaning premium, transit vehicle premium and the attendance/weekend/performance incentive premium.

In the current CBA, members received 12 furlough days representing a 4.62 percent wage reduction. In the successor MOU, the 4.62 percent reduction is restored and the furlough days are eliminated. The current CBA provides employees 24 hours of

floating holidays; under the proposed CBA, employees will receive two additional floating holidays for FY12-13 only.

Additionally, the SFMTA eliminated the Tire Premium which cost the SFMTA \$1,926 a year, the Attendance Incentive Premium which cost the SFMTA \$18,968 a year, the Steam Cleaning Premium which cost the SFMTA \$6,570 a year, the Weekend Premium which cost the SFMTA \$11,847 a year, the Transit Vehicle Premium which cost the SFMTA \$31,500 a year, one Floating Holiday which cost the SFMTA \$18,731 a year and the Performance Incentive which cost the SFMTA \$15,549 a year.

The MOU ratified by the members of the Local 250-A (7410) is expected to result in a potential \$105,091 savings for FY13 and a \$65,332 cost in FY14 with a potential total savings of \$39,759.

Attachments: Proposed CBA between SFMTA and TWU Local 250-A (7410)
Cost Analysis

TWU LOCAL 250-A (7410) COST ANALYSIS
Effective July 1, 2012

Row	Contract Change	FY2012-2013	FY2013-2014	Total
1	Wages Wage increases as follows: <ul style="list-style-type: none"> • 1% effective 7/1/2013 • 1% effective 1/4/2014 • 1% effective 3/29/2014 	\$0	(\$65,332)	(\$65,332)
2	Eliminate Tire Premium	\$1,926		
3	Eliminate Tow Truck	\$0		
4	Eliminate Attendance Incentive	\$18,968		
5	Eliminate Steam Cleaning	\$6,570		
6	Eliminate Weekend Premium	\$11,847		
7	Eliminate Transit Vehicle	\$31,500		
8	Eliminate Floating Holiday	\$18,731		
9	Eliminate Performance Incentive	\$15,549		
	Total Savings	\$105,091		\$39,759