

THIS PRINT COVERS CALENDAR ITEM NO. : 10.7

**SAN FRANCISCO
MUNICIPAL TRANSPORTATION AGENCY**

DIVISION: Administration, Safety and Training

BRIEF DESCRIPTION:

Approving the proposed successor collective bargaining agreements (CBAs) between the San Francisco Municipal Transportation Agency (SFMTA) and employees in service critical classifications represented by Service Employees International Union (SEIU) Local 1021, Transport Workers Union (TWU) 250-A (for Automotive Service Workers), International Brotherhood of Electrical Workers (IBEW) Local 6, International Association of Machinists (IAM) Local 1414, and the Municipal Executives Association (MEA), to be effective July 1, 2012.

SUMMARY:

- Charter Section 8A.104 authorizes the SFMTA to bargain labor agreements with employee organizations representing employees in service critical classifications.
- The Collective Bargaining Agreements (CBA) between SFMTA and the bargaining units identified above expire on June 30, 2012.
- Representatives of the SFMTA and SEIU 1021, TWU 250-A, Local 1414, and the MEA reached tentative agreements (TAs) on all bargaining issues. The TAs have been approved by the members of each of these bargaining units. Representatives of the SFMTA and Local 6 reached agreement on many subjects; however, the parties reached impasse on no-cost employee parking on SFMTA-controlled property, and this issue was submitted to binding interest arbitration as required by the City Charter. No CBA changes resulted from the arbitration.
- All of the proposed CBAs are for a two year term expiring June 30, 2014, with the exception of the TWU 250-A agreement, which is for a three year term expiring June 30, 2015.
- All of the proposed successor CBAs include the addition of two floating holidays in the first year only, a reduction in SFMTA payments for health insurance for medically single employees, an increase in the premium for dental insurance, elimination of incentive compensation, and varying wage increases as described further in the attached materials.

ENCLOSURES:

1. SFMTAB Resolution
2. CBA/MOU Changes Chart
3. Redline CBAs for each Bargaining Unit

APPROVALS:

DATE

DIRECTOR _____ 6/15/12

SECRETARY _____ 6/15/12

ASSIGNED SFMTAB CALENDAR DATE: June 19, 2012

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PURPOSE

To approve successor collective bargaining agreements between SFMTA and SEIU Local 1021, TWU 250-A (for Automotive Service Workers), IBEW Local 6, IAM Local 1414, and the Municipal Executives Association, effective from July 1, 2012.

GOAL

The proposed agreements meet the following strategic goals:

Goal 4 – Financial Capacity – To ensure financial stability and effective resource utilization.

Goal 5 – SFMTA Workforce – To provide a flexible , supportive work environment and develop a workforce that takes pride and ownership of the agency’s mission and vision and leads the agency with an evolving technology-driven future.

DESCRIPTION

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. CBAs with all of the bargaining units identified above expire on June 30, 2012.

SFMTA representatives and representatives of SEIU Local 1021, TWU 250-A (for Automotive Service Workers), IBEW Local 6, IAM Local 1414, and the Municipal Executives Association reached tentative agreement on the changes to the current CBAs described in the attached chart. All changes to the Local 6 CBA reflect tentative agreements between the parties. The parties reached impasse regarding employee parking. The arbitration opinion and award incorporated the parties’ tentative agreements but made no change to the CBA on the issue of employee parking.

The members of the various bargaining agreements approved the tentative agreements on the following dates: SEIU Local 1021 – May 22, 2012; TWU 250A (7410) – June 11, 2012; IAM Local 1414 – May 23, 2012; and MEA – May 7, 2012.

The significant changes to the proposed successor CBAs are summarized in the following chart:

Upon approval by the SFMTA Board of Directors, the newly negotiated successor CBAs will go into effect on July 1, 2012.

The City Attorney has reviewed this calendar item.

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ALTERNATIVES CONSIDERED

None.

FUNDING IMPACT

The proposed successor CBAs result in the following cost increases and savings to the SFMTA:

- SEIU 1021: \$1,081,456 (Two Year Cost)
- TWU 250-A: \$184,609 (Two Year Savings- wages reopen in Year 3)
- IBEW Local 6: \$1,880,452 (Two Year Cost)
- IAM Local 1414: \$113,066 (Two Year Savings)
- MEA: \$289,251 (Two Year Cost)

OTHER APPROVALS RECEIVED OR STILL REQUIRED

None.

RECOMMENDATION

Staff recommends that the SFMTA Board approve the proposed successor CBAs to commence July 1, 2012.

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MUNICIPAL TRANSPORTATION AGENCY
BOARD OF DIRECTORS
CITY AND COUNTY OF SAN FRANCISCO
RESOLUTION No. _____

WHEREAS, Under Section 8A.104 of the Charter, the Municipal Transportation Agency Board of Directors succeeded to the powers of the Board of Supervisors with respect to collective bargaining for employees in service critical classifications; and

WHEREAS, The current Collective Bargaining Agreements (CBAs) between the San Francisco Municipal Transportation Agency (SFMTA) and Service Employees International Union (SEIU) Local 1021, Transport Workers Union (TWU) 250-A (for Automotive Service Workers), International Brotherhood of Electrical Workers (IBEW) Local 6, International Association of Machinists (IAM) Local 1414, and the Municipal Executives Association (MEA), expire on June 30, 2012; and

WHEREAS, Representatives of the SFMTA and SEIU Local 1021, TWU 250-A (for Automotive Service Workers), IAM Local 1414, and the MEA reached tentative agreement on all terms of proposed successor agreements, and the members of these bargaining units ratified the tentative agreements on May 22, 2012; June 11, 2012; May 23, 2012 and May 7, 2012 respectively;

WHEREAS, Representatives of the SFMTA and Local 6 reached agreement on many subjects but reached impasse on one issue, which was submitted to binding interest arbitration; and

WHEREAS, The terms of the tentative agreements reached between the SFMTA and Local 6 were incorporated into the arbitration panel's Opinion and Award, which called for no additional changes to the successor CBA as to the issue on which the parties reached impasse; and

WHEREAS, The proposed successor CBAs , which shall be effective July 1, 2012 , and all other required information were publicly disclosed on June 4, 2012 and are on file with the Secretary of the SFMTA Board of Directors; now, therefore, be it.

RESOLVED, That the SFMTA Board of Directors hereby approves the successor CBAs between the SFMTA and service critical SFMTA employees represented by SEIU, Local 1021, TWU 250-A (for Automotive Service Workers), IBEW Local 6, IAM Local 1414, and the Municipal Executives Association to be effective July 1, 2012.

I hereby certify that the foregoing resolution was adopted by the San Francisco Municipal Transportation Agency Board at its meeting of June 19, 2012.

Secretary, Municipal Transportation Agency Board

CHANGES TO THE COLLECTIVE BARGAINING AGREEMENTS
Effective July 1, 2012

Row	Contract Change	FY2012-2013 Year 1	FY2013-2014 Year 2	FY2014-2015 Year 3
Provisions Common to All Collective Bargaining Agreements SEIU 1021 – TWU Local 250-A (7410) - IBEW Local 6 – IAMAW 1414 – MEA				
1.	Two additional floating holidays	July 1, 2013	First Year Only	First Year Only
2.	Health Plan Changes – CCSF premium coverage reduced to 90% for most "medically single" employees	No Change	250A, IBEW, IAMAW -- January 1, 2014 SEIU – July 1, 2014	Continues for duration of agreement MEA ** See Note Below
3.	Wage increases	No Wage Increases in Year 1	July 1, 2013 – 1% (Except SEIU) January 4, 2014 – 2% SEIU 1% All Others March 29, 2014 – 1% All	250-A: Wage Reopener
4.	Dental Premium Increases - \$5 Medically Single, \$10 Employee + 1, \$15 Employee + 2	January 1, 2014	Continues for duration of agreement	Continues for duration of agreement
5.	Performance Incentive Deleted	July 1, 2012	Continues for duration of agreement	Continues for duration of agreement
6.	Attendance Incentive Deleted	July 1, 2012	Continues for duration of agreement	Continues for duration of agreement
SEIU Local 1021 – Two Year Agreement – Expires June 30, 2014				
7.	Equity Pay for 8214 Parking Control Officers and 8216 Senior Parking Control Officers	July 1, 2012 – 1%	July 1, 2013 – 1%	
8.	Increase Number of Uniforms for 8214 Parking Control Officers and 8216 Senior Parking Control Officers from Four to Six	July 1, 2012	Continues for duration of agreement	
9.	Lead Pay Premium Increase from \$5 a day to \$10 a day	July 1, 2012	Continues for duration of agreement	

*** MEA – January 1, 2015, SFMTA contribution for health coverage to Flex Spending Compensation Package reduced.

Row	Contract Change	FY2012-2013 Year 1	FY2013-2014 Year 2	FY2014-2015 Year 3
10.	New employees hired after July 1, 2012 advance to first seniority step after one year rather than six months.	July 1, 2012	Continues for duration of agreement	
TWU Local 250-A (7410) – Three Year Agreement (Wage Reopener Only) – Expires June 30, 2015				
11.	Deleted Premiums: Steam Cleaning (¶176), Transit Vehicle Maintenance (¶191), Tire Premium (¶175), Tow Truck (¶177)	July 1, 2012	Continues for duration of agreement	Continues for duration of agreement
12.	Modified Weekend Premium – Saturday from 6% to 4% (¶186)	July 1, 2012	Continues for duration of agreement	Continues for duration of agreement
13.	Eliminate One Paid Furlough	July 1, 2012	Continues for duration of agreement	Continues for duration of agreement
14.	Increases probationary period for new employees from 1040 to 2080 work hours.	July 1, 2012	Continues for duration of agreement	Continues for duration of agreement
15.	Eliminates sick and other leave time from hours for purposes of overtime eligibility	July 1, 2012	Continues for duration of agreement	Continues for duration of agreement
IBEW Local 6 - Electrical Workers - Two Year Agreement – Expires June 30, 2014				
16.	Increase 7319 Electric Motor Repairer to rate of 7371 Electrical Transit System Mechanic	July 1, 2012	Continues for duration of agreement	
17.	7510 Lighting Fixture Maintenance Worker Wage Increase	July 1, 2012: 5%	Continues for duration of agreement	
18.	Restoration of Three Floating Holidays from Two to Five	July 1, 2012	Continues for duration of agreement	
19.	9145 Traffic Signal Electricians Added to List of Employees Eligible for Lead Electrician Premium	July 1, 2012	Continues for duration of agreement	
20.	Increased Tool Upgrade Allowance to \$550 from \$375	July 1, 2012	Continues for duration of agreement	
21.	Increased distribution of Safety Shoes to every 12 Months from 18 Months	July 1, 2012	Continues for duration of agreement	
22.	Must work at least four hours within a shift to get night differential	July 1, 2012	Continues for duration of agreement	

Row	Contract Change	FY2012-2013 Year 1	FY2013-2014 Year 2	FY2014-2015 Year 3
23.	Restoration of three floating holidays to be consistent with City MOUs	July 1, 2012	Continues for duration of agreement	
IAMAW 1414 – Machinists – Two Year Agreement – Expires June 30, 2014				
23.	Sunday Premium Changed to 12.5% of base rate from half of 94% of base rate for all hours worked on Sunday	July 1, 2012	Continues for duration of agreement	
24.	Increased Tool Allowance to \$550 from \$500	July 1, 2012	Continues for duration of agreement	
25.	Restoration of two floating holidays to be consistent with City MOUs	July 1, 2012	Continues for duration of agreement	
MEA – Two Year Agreement – Expires June 30, 2014				
26.	Limits IT Supervisory Adjustment to amount required for supervisor pay to be equivalent to 5% more than the highest paid employee.	July 1, 2012	Continues for duration of agreement	
27.	Liquidates current balance in Management Classification/Compensation Plan and reforms and prevents rollover of future accruals in fund.	July 1, 2012	Continues for duration of agreement	
27.	Limits availability of Prop F employment for managers who receive severance pay upon separation.	July 1, 2012	Continues for duration of agreement	