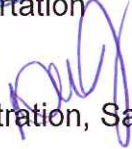


## MEMORANDUM

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 Memorandum of Understanding (MOU) between the San Francisco Municipal Transportation Agency (SFMTA) and the Municipal Executive Association (MEA)

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 Municipal Executive Association in June 2010. That CBA expires on June 30, 2012.

Representatives of the SFMTA and the Municipal Executive Association reached a tentative agreement (TA) on a successor CBA that provides for: a one year increase from five to seven floating holidays during FY13; a one percent wage increase effective July 1, 2013; a one percent wage increase effective January 4, 2014, a one percent wage increase effective March 29, 2014, and elimination of Performance/Attendance Incentive pay.

In the current MOU, members received 12 furlough days -- representing a 4.62 percent wage reduction. In the successor MOU, the wage reduction is restored and the furlough days are eliminated.

Under the current CBA, the SFMTA makes a contribution to a flexible spending account to help pay for employee health coverage. In the proposed CBA, the SFMTA

contribution for medically single employees is reduced starting July 1, 2012, for FY13 and FY14.

In exchange for the additional floating holidays and wage increases, the SFMTA eliminated the Attendance Incentive Premium which cost the SFMTA \$42,135 a year.

The agreed MEA MOU is expected to result in a total cost of \$47,076 for FY13 and \$242,175 in FY14 for a total cost of \$289,251 over course of the two-year contract.

Attachments: Proposed CBA between SFMTA and MEA  
Cost Analysis

**MEA 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		(\$284,310)	(\$284,310)
2	Employees will get an additional two Floating Holidays on first year of contract.	(\$89,211)		(\$89,211)
3	Eliminated the Performance/Attendance Incentive Pay	\$42,135	\$42,135	\$84,270
	<b>Total Cost for two years:</b>	<b>(\$47,076)</b>	<b>(\$242,175)</b>	<b>(\$289,251)</b>