

San Francisco Charter

- San Francisco is the only agency in the state that provides for interest arbitration in the event of a bargaining impasse with its non-safety unions. A neutral party makes the final determination when the parties can't agree on the new MOU.
- General City employees are covered by these impasse procedures at Charter Section A8.409. (Similar procedures for MTA Service-Critical are in Charter Section A8.104 (n)).
- If the parties cannot reach agreement during negotiations, the unresolved issues are submitted to a three-person arbitration panel, chaired by the neutral arbitrator. The panel will select the proposal that most closely meets the Charter factors. Economic factors include increases in the cost of living, what comparable employees earn, financial resources available to pay for the proposal, etc.



2017 City Negotiations

- Instead of engaging in full bargaining, this year the City and its unions reached early agreements to extend expiring MOUs by two years, with a wage increase each year. Other terms remain the same.
- The agreements provide stability and predictability as the City faces financial uncertainty.
- These extension agreements (MOUs) must be ratified by the Board of Supervisors or SFMTA Board of Directors (as appropriate) and by each union.
- Should the Board or a union reject an agreement, full bargaining will commence under the terms of the Charter. MOUs must be submitted to the Board by May 15 in order to provide a raise in the following fiscal year.



Two-Year Labor Extensions With 36 Unions

- **36 Unions Had MOU's Scheduled to Expire in June 2017**

(Automotive Machinists Local 1414; Building Inspectors' Association; Bricklayers; Carpenters Local 22; Carpet, Linoleum & Soft Tile; Plasterers Local 300; Glaziers Local 718; IATSE Local 16; Local 377; Pile Drivers Local 34; Plasterers and Shophands Local 66; Roofers Local 40; Sheet Metal Workers Local 104; Teamsters Local 853; DPOA; DSA; DAIA; IBEW Local 6; IPOA; Local 21; Local 261; Hod Carriers; MAA; MEA; OE3; Plumbers Local 38; Painters; SEIU 1021; SEIU RNs; MSA; Local 39; SPO; Teamsters 856; TWU Local 200; TWU Local 250-A (7410s); TWU Local 250-A Multi-Unit; Unrepresented)

- **Includes 19,000 employees**
- **Two Year Extension Agreement (thru June 30, 2017):**
 - July 2017 – 3% cost of living increase
 - July 2018 – 3% cost of living increase unless March 2018 Joint Financial Report Projects a Deficit of More than \$200 million then wage increase delayed 6 months to Jan 2019
- **Additional General Fund cost \$58 million per fiscal year (\$87 million all funds)**

