
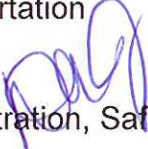


**MEMORANDUM**

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  
Joel 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 Service Employees International Union (SEIU) Local 1021

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 SEIU, Local 1021 in June 2010. That CBA expires on June 30, 2012.

Representatives of the SFMTA and SEIU, Local 1021 reached a tentative agreement (TA) on a successor CBA for a two-year period that provides two floating holidays during only FY12-13, a two percent wage increase on 1/4/2014, and a one percent wage increase on 3/29/2014. The agreement also provides that for medically single employees, the SFMTA share of health care insurance would be limited to 90 percent of the cost of the second highest cost plan in FY 2014. Based on evidence that San Francisco Parking Control Officers (PCOs) and Senior PCOs are paid less than PCOs in other jurisdictions, the agreement also includes a one percent "equity" pay increase for each year for PCOs and Sr. PCOs, i.e. on 7/1/12 and 7/1/13. In addition, the proposed CBA increases Lead Person Premium from \$5/day to \$10/day and increases the number of SFMTA provided uniforms for PCOs and Sr. PCOs from four to six.

In the current CBA, members other than PCOs and Sr. PCOs received 12 furlough days -- representing a 4.62 percent wage reduction. PCOs and Sr. PCOs received six unpaid

furlough days – representing a wage reduction of 2.3 percent. In the proposed CBA, these wage reductions are restored and the furlough days are eliminated. The current CBA provides employees between 32 and 40 hours of floating holidays; under the proposed CBA, employees will receive two additional floating holidays for FY12-13 only.

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.)

In exchange for the additional floating holidays and wage increases, the SFMTA eliminated the Attendance Incentive Premium which cost the SFMTA \$65,365 a year, the Performance Incentive Premium which cost the SFMTA \$19,278 a year.

On May 22, 2012, the SEIU, Local 1021 membership ratified the proposed changes.

Attachments:        Proposed CBA between SFMTA and SEIU Local 1021  
                             Cost Analysis

**Wage Increase Costing**

Wages

	FY14-BY1 Wage Total	2% Increase – 1/14/14 – 3/28/14	FY14- Total Wage with 2% In 1/4/14	1% Increase – 3/29/14 – 6/30/14	FY14 Total Wage with 1% in 3/29/14	FY14 Total Wage Increase
<b>Service Critical</b>	40,046,172	184,120	40,230,292	101,732	40,332,024	285,582

Benefits without Health

	FY14-BY1 Benefits w/o Health	2% Increase – 1/14/14 – 3/28/14	FY14- Total Benefit with 2% In 1/4/14	1% Increase – 3/29/14 – 6/30/14	FY14 Total Benefit with 1% in 3/29/14	FY14 Total Benefit Increase
<b>Service Critical</b>	10,804,534	49,676	10,854,210	27,447	10,881,657	77,123

Total Wage and Benefit Increase in FY14

	Total Wage and Benefit Increase
<b>Service Critical</b>	\$362,976

**Equity Pay Increase Costing**

Class	FY 13 Wages	FY 14 Wages	Total Cost
<b>8214 Parking Control Officer</b>	213,261	215,394	428,655
<b>8216 Senior Parking Control Officer</b>	27,654	27,732	55,386
<b>Total</b>	240,915	243,126	484,041