

City and County of San Francisco
Department of Human Resources

Overview Presentation on
Bargaining 2012

Compensation Implementation



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**Citywide
Agreements**



Citywide Agreements

■ Wage Reductions End:

- 5/12/12: DA Investigators
- 6/9/12: Local 21, DPOA, Sup. Prob. Off., Team., Local 856 (multi), TWU, Local 200, TWU, Local 250-A (Misc.), Stat. Eng.
- 7/1/12: SEIU, Local 1021 (Misc.), Unrepresented

■ Wage Increases: All (except N/A to SEIU, Local 1021, Misc., UAPD Phys. Spec., Nurses and Sup. Nurses)

- 7/1/13: 1%
- 1/4/14: 1%
- 3/29/14: 1%

■ Term: 2 years



Citywide Agreements

■ Floating Holidays:

- FY12-13: additional, one-time set of two floating holidays
- Unions: SEIU, Local 1021 (Misc.), Local 21, Teamsters, Local 856 (multi), TWU L250-A (multi), MEA, MAA, Unrep., Craft Coal., Auto. Mach., Electricians, Laborers, Oper. Eng., Plumbers, TWU L200, TWU L250-A (7410), DPOA, DAIA and IPOA
- Exceptions: N/A to Stat. Eng., L39, SPOA, UAPD, DSA, MSA, Nurses and Sup. Nurses

■ Dental Premium:

- For those unions that do not already have the \$5/\$10/\$15 employee premium, their employees will start paying effective 1/1/13
- Unions: DAIA, Electricians, Laborers, Auto. Mach., Stat. Eng., L39, DSA, MSA, Sup. Nurses and Unrepresented



Citywide Agreements

- **Health:** Changes to Medically Single Only
 - Unions: all (i.e., Local 21, SEIU, Local 1021 (misc.)(*effec. 7/1/14*), Team. L856 (multi), TWU Local 250-A (multi), MAA, Unrep., Craft Coal., Auto. Mach., Elec., Laborers, Oper. Eng., Plumbers, Stat. Eng., TWU, Local 200, TWU Local 250-A (7410), DSA, MSA, DPOA, DAIA, IPOA and UAPD)
 - Exception: N/A to SPOA, Sup. Nurses; Nurses TBD
 - Provision: effective 1/1/14, for “Medically Single” employees (i.e., employees without dependents), the City will pay 90% of the cost of the medical premium (i.e., no longer fully paid for by employer) capped at 90% of the cost of Blue Shield
 - City Plan Phase-In: for those employees enrolled in City Plan, impact phased in over two years; this last provision does not apply to Electricians, Stat. Eng., Local 39 and IPOA



Citywide Agreements

- **Step Advancement:** employees hired on or after 7/1/12 at step one shall advance to step two after one year of service (i.e., no longer merely six months); see MOU summary slides to follow for applicability
- **Wellness Committee:** Union and City partnership
- **Travel Pay:** abolished; those that earned in FY11-12 will receive a one-time payout in September of 2012 equivalent to what they earned in FY11-12; see MOU summary slides to follow for applicability
- **Night Shift:** a minimum number of hours must now be worked within night shift period in order to be eligible to receive; see specific details in the MOU summary slides to follow



Citywide Agreements

- **Standby Pay:** 25% provision abolished for DAIA, IPOA, DSA, MSA and Laborers
- **Retirement Restoration:** continues through COB 6/30/13 for final pensionable compensation calculations for FY10-11 and FY11-12
- **Lead Pay:** many of the MOUs made one of the changes below; specific details in the MOU summary slides to follow
 - increased number of employees that must be led in order to be eligible to receive; or
 - “plan, design, sketch...” *and* “lead...” (formerly *or*)
- **Assignments “In Writing”:** this has been added to many premiums to codify, what should already be inherent, that assignments should be in writing to ensure that they are documented, authorized and legitimate.



Citywide Agreements

- **Additional Employee Pension Contributions:** pursuant to Prop. C, employees shall make additional retirement contributions based on the rate of the City's contribution (SFERS and PERS). For fiscal year 2012-2013, those additional contributions are as follows:
 - Base Rate of Pay under \$50,000: zero
 - Base Rate of Pay over \$50,000, but under \$100,000: 2.5%
 - Base Rate of Pay over \$100,000: 3%
 - Police and Fire: 3%
 - Deputy Sheriffs: 3.5%



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**SEIU, Local 1021
Miscellaneous**



SEIU, Local 1021, Miscellaneous

- **Wage Increases:**
 - 1/4/14: 2%
 - 3/29/14: 1%
- **Health:** citywide agreement (implemented July 1, 2014)
- **Relief for Individuals:** continues for all groups except museum/security guards
- **Travel Pay:** citywide agreement
- **Step Advancement:** citywide agreement



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Professional



IFPTE, Local 21

- **CIP Bonus Program:** expires
- **Step Advancement:** citywide agreement
- **Travel Pay:** citywide agreement
- **Sick Pay:** capped at 1,040 hours
- **Lead Pay:** take lead on job when at least 3 other persons are assigned (formerly 2 other persons)
- **Exemplary Performance Pay:** abolished
- **1835 Legislative Assistant:** steps 1 and 2 deleted
- **Employee Development Fund:** increased to \$750,000 for FY12-13 and FY13-14



Teamsters, Local 856, Multi-Unit

- **Employer Paid Member Contribution:** 9% to 0% in exchange for a 7.15% wage increase on 7/1/12 for Misc. Safety classifications (8322/8568, 8323/8570, 8324/8572)
- **Sick Leave Ordinance:** waive
- **Step Advancement:** citywide agreement
- **Acting Assignment Pay:** eligible after 10 consecutive days (formerly 5 days)
- **Uniform Allowance:** \$250 annually for Animal Care and Control Officers
- **Tuition Reimbursement:** \$15,000 for FY12-13 (formerly \$5,000) and then \$20,000 annually thereafter



TWU, Local 250-A, Multi-Unit

- **Travel Pay:** abolished; those that earned in FY11-12 will receive a one-time payout of \$900 in September of 2012
- **Step Advancement:** citywide agreement
- **Tuition Reimbursement:** \$10,000 annual allocation (was \$5,000); individual employees may access up to \$700 per fiscal year (formerly \$500)
- **Football/Baseball Game Premium:** \$300 per shift (formerly \$190)
- **Sick Leave Ordinance:** waive



Municipal Executives' Association, Misc.

- **MCCP Post-Appointment Committee:**
 - 0.5% Annual, Use-It-or-Lose-It Allocation
 - Up to 0.25% for one-time; up to 0.25% for on-going
- **Wage Restoration:** 2% on 7/1/12 (1.5% from Pay for Performance and 0.5% from FY08-09 Post-Appt. allocation)
- **Severance:** notice pay increased to 60 days (formerly 30 days) for non-exempt
- **Cafeteria Plan:** for medically single, frozen at \$726.04 monthly for Calendar 2013 and 2014; 65% Kaiser 2+ Index thereafter



Municipal Attorneys' Association

- **Step Advancement:** citywide agreement
- **Sick Leave Ordinance:** waive



Unrepresented

- **Health:** citywide agreement for Unit 1 (Misc.); same as MEA for Unit 2 (Mgt.)
- **Severance:** must elect within 30 days of separation; may not work as a Prop. F for 2 years after election
- **Term:** one year



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Trades



Craft Coalition

■ Covered Unions:

Bricklayers	Ironworkers
Building Inspectors	Painters
Carpenters	Pile Drivers
Cement Masons	Plasterers
Glaziers	Roofers
Hod Carriers	Sheet Metal Workers
IATSE	Teamsters, Local 853



Craft Coalition

- **Tuition Reimbursement:** IATSE represented employees may access up to \$500 per fiscal year (formerly \$250)
- **Travel Pay:** citywide agreement
- **Rest Period:** IATSE represented employees earn compensatory time at one-and-one-half hours for work during rest period
- **Lead Pay:** “plan, design, sketch...” and “lead...” (formerly or)



Craft Coalition

- **Premiums:** effective 7/1/12
 - Thermo-Plastic App. (20R): \$1.50 → \$2.00 per hour
 - Epoxy (23A): \$0.75 → \$1.00 per hour
 - Bos'n Chair (20H,23X,49F,49E): \$0.75/\$1.00/\$3.00 → \$2.00 per hour
 - Underwater Diving (19L): \$12 → \$15 per hour
 - Sewage (20M): \$5.00 → \$6.00 per day
 - Waster Water Treat. (23Z): \$3.00 → \$4.00 per day
 - Correctional Facility (24Z): \$1.50 → \$2.00 per hour
 - Sandblasting (20G): abolished (formerly \$0.50 per hour)



Automotive Machinists, Local 1414

- **Dental:** employee dental premium (*effective 1/1/13*)
- **Tuition Reimbursement:** individual employees may access up to \$600 per fiscal year (formerly \$500)
- **Tool Allowance:** increased to \$550 (formerly \$500)
- **Heavy and Auxiliary Equipment Premium (49A):** increased to \$0.45 per hour (formerly \$0.40 per hour)



Electrical Workers, Local 6

■ **Internal Adjustments:** effective 7/1/12

- 7319: Parity with 7371
- 7229: 15%
- 7255: 5%
- 7285: 15%
- 7480: 15%
- 7482: 15%
- 7484: 15%
- 7488: 15%
- 7510: 5%

- **Night Shift:** if four or more hours of one's regularly scheduled shift is during the night shift, the employee's entire shift is provided the night shift premium (formerly paid for any hours worked during the night shift and only received for the entire shift if worked five or more during the night shift)



Electrical Workers, Local 6

- **Dental:** employee dental premium (*effective 1/1/13*)
- **Travel Pay:** citywide agreement



Laborers, Local 261

- **Dental:** employee dental premium (*effective 1/1/13*)
- **Public Safety Premium:** 1% premium abolished and base wage increased by 1%
- **Travel Pay:** citywide agreement
- **Captain Pay:** 3417 added to list of eligible classes
- **Step Advancement:** citywide agreement
- **Standby Pay:** eliminate 25% provision



Operating Engineers, Local 3

- **Travel Pay:** citywide agreement
- **Underwater Diving (20D):** \$10 → \$15 per hour
- **Lead Pay:** “plan, design, sketch...” and “lead...” (formerly or)



Plumbers, Local 38

- **Premiums:** effective 7/1/12
 - Waster Water Treat. (23Z): \$3.00 → \$4.00 per day
 - Underwater Diving (19L): \$12 → \$15 per hour
 - Bos'n Chair (23X): \$1.00 → \$2.00 per hour
 - Epoxy (23A): \$0.75 → \$1.00 per hour
 - Correctional Facility (24Z): \$1.50 → \$2.00 per hour
- **Travel Pay:** citywide agreement
- **Lead Pay:** “plan, design, sketch...” and “lead...” (formerly or)



Stationary Engineers, Local 39

- **Dental:** employee dental premium (effective 1/1/13)
- **Medically Single:** \$190 monthly benefit expires COB 6/30/14
- **Floating Holidays:** no add. for FY12-13
- **Tuition Reimbursement:** individual employees may access up to \$500 per fiscal year (formerly \$250)



TWU, Local 200

- **Lead Pay:** take lead on job when at least 3 other persons are assigned (formerly 2 persons)
- **Tuition Reimbursement:** Individual employees may access up to \$750 per fiscal year (formerly \$500)
- **Severance Pay:** 30 day notice and 1 week for each year of service up to 26 weeks



TWU, Local 250-A, Auto Service Worker

- **Tire Premium (19T):** abolish (formerly \$1.20 per hour)
- **Specialty Fleet/Equipment Allowance:** abolish (formerly \$450 annually)
- **Lead Pay:** take lead on job when at least 3 other persons are assigned (formerly 2 other persons); no longer for “special” assignments
- **Step Advancement:** citywide agreement
- **Sick Leave Ordinance:** waive



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Safety



Deputy Sheriffs' Association

- **Dental:** employee dental premium (effective 1/1/13)
- **Standby Pay:** eliminate 25% provision
- **Floating Holidays:** no add. for FY12-13
- **Tuition Reimbursement:** \$5,000 annually allocated; individual access up to \$500



Sheriffs' Supervisory and Management Associations (MSA)

- **Dental:** employee dental premium (*effective 1/1/13*)
- **Standby Pay:** eliminate 25% provision
- **Emergency Services Premium:** increases to 3% on 7/1/13 (currently 1%)
- **Floating Holidays:** no add. for FY12-13



Deputy Probation Officers' Association

- **Employer Paid Member Contribution:** 9% to 0% in exchange for a 7.15% wage increase on 7/1/12
- **Night Shift:** must work at least *three* hours (formerly *one* hour) between 5 p.m. and 7 a.m. to be eligible
- **Step Advancement:** citywide agreement



Supervising Probation Officers

- **Health:** all three levels change effective 1/1/13
- **Night Shift:** must work at least two hours (formerly one hour) between 5 p.m. and 7 a.m. to be eligible
- **Step Advancement:** citywide agreement
- **Floating Holidays:** no add. for FY12-13



District Attorney Investigators Assoc.

- **Dental:** employee dental premium (*effective 1/1/13*)
- **Standby Pay:** eliminate 25% provision
- **Step Advancement:** citywide agreement



Institutional Police Officers' Association

- **Dental:** employee dental premium (effective 1/1/13)
- **Step Advancement:** citywide agreement
- **Sick Leave Ordinance:** waive
- **Standby Pay:** eliminate 25% provision



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Health



UAPD

- **Wage Increases:** citywide agreement for classes 2210, 2292 and 2598
- **Additional Steps:** steps 8, 9 and 10 added for classes 2230, 2232 and 2233
- **Internal Adjustments:** wage realignment to 10% over 2328s for 2320s (and corresponding differentials for 2322 and 2323) phased in over term of MOU:
 - July 1, 2012: 1/3 of the difference
 - July 1, 2013: 1/2 of the difference
 - January 3, 2015: the entire difference



UAPD

- **Standby Pay:** \$15.00 per hour (formerly \$9.00)
- **Floating Holidays:** no add. FHs for FY12-13
- **Step Advancement:** citywide agreement
- **Employee Development Fund:** \$117,500 Annual Allocation (formerly \$83,500)
- **Term:** 3 year agreement



SEIU Local 1021, Nurses

- **Wage Increases:** 3% on 3/29/14
- **Double Ward Assignment at LHH:** abolished
- **Health:** TBD
- **Floating Holidays:** no add. FHs for FY12-13
- **Step Advancement:** citywide agreement



Teamsters, Local 856, Sup. Nurses

- **Wage Increases:** 3% on 12/7/13
- **Health:** all three levels change effective 1/1/14
- **Dental:** employee dental premium (effective 1/1/13)
- **Floating Holidays:** no add. FHs for FY12-13
- **Voluntary Weekend Schedule Premium:** abolished
- **Step Advancement:** citywide agreement
- **Term:** 3 years

