



2006-2011 MEA Amendment #3 Summary

1. **Layoffs** - Except for layoffs already noticed as of May 19, 2009, the City will not effectuate a layoff of employees in represented classifications in the period beginning the date of ratification of this Agreement through November 15, 2009.
2. **Budget Reform** - A broad-based selection of MEA-represented managers working in departments throughout the City shall be included in the development and implementation of recommendations to the elected leaders, to the extent a Charter Amendment or other legislative vehicle mandates a process and timeline by which financial policies and guidelines must be set.
3. **Pay for Performance**
 - In fiscal year 2009-2010, represented employees shall forgo the 1.5% pay-for-performance lump sum payment that would have been paid in October 2009.
 - In fiscal year 2010-2011, represented employees shall participate in a 4-day furlough program and shall contribute the value of the four (4) furlough days by waiving the Pay for Performance 1.5% lump sum payment that would have been paid in October 2010.
 - The pay for performance program shall expire upon close of business June 30, 2010, and, accordingly, there will be no Pay for Performance payment lump sum payment made on October 1st, 2010 or thereafter.
4. **Wages** - Effective close of business June 30, 2011, represented employees shall receive a 2.0% increase to base wages reflecting the expiration of the Pay for Performance Program and the abolishment of the 0.5% allocated in FY08-09 but unexpended for the post-appointment adjustment committee described the Agreement.
5. **Floating Holidays** - For Fiscal Year 2010-11, represented employees shall receive four (4) additional floating holidays for a total of nine (9) floating holidays for that fiscal year.
6. **Retirement Protection** - For employees who retire prior to the end of this Agreement and for whom their final compensation for retirement purposes is impacted by the unpaid furlough days and/or relinquished Pay for Performance lump sum payments, the City will provide restoration pay equaling the pensionable value of the unpaid furlough days for the period used by the applicable retirement system to determine the employee's final compensation for retirement purposes.
7. **Term** - Extend current 2006-2010 MOU through June 30, 2011.



2006-2010 MAA Amendment #3 Summary

1. **Unpaid Furlough Days** - Represented employees shall take five (5) unpaid furlough days during the period June 30, 2009 through June 30, 2010.
 - The above-referenced furlough program shall be suspended in the event represented employees are affected by action the City takes, either on a City-wide basis or within an individual department or departments, that causes a decrease in pay equaling or exceeding the contributed value of the furlough concession.
 - Likewise, should the City take action either on a City-wide basis or within an individual department or departments that causes a decrease in pay of less than the contributed value of the furlough concession, the contribution required under the furlough program shall be reduced proportionately from the date of the action until such time as no further reduction in the furlough program is necessary as a result of the City's action, but no later than the expiration of the furlough program.
2. **Floating Holidays** - For fiscal year 2009-10, represented employees shall receive five (5) additional floating holidays for a total of ten (10) floating holidays for that fiscal year.
3. **Retirement Protection** - For employees who retire prior to the end of this Agreement and for whom their final compensation for retirement purposes is impacted by the unpaid furlough days and/or relinquished Pay for Performance lump sum payments, the City will provide restoration pay equaling the pensionable value of the unpaid furlough days for the period used by the San Francisco Employees' Retirement System to determine the employee's final compensation for retirement purposes.



2006-2011 UAPD (8-CC) Amendment #3 Summary

1. **Term** – Extension of current 2006-20010 MOU through June 30, 2011
2. **Unpaid Legal Holidays** - Represented employees shall observe four (4) legal holidays each in fiscal years 2009-2010 and 2010-2011.
3. **Retirement Protection** - For employees who retire prior to the end of this Agreement and for whom their final compensation for retirement purposes is impacted by the unpaid furlough days, the City will provide restoration pay equaling the pensionable value of the unpaid furlough days for the period used by the San Francisco Employees' Retirement System to determine the employee's final compensation for retirement purposes.
4. **Layoff Protection** - Between the date of ratification of this agreement through November 15, 2009, the City shall not effectuate any layoffs of any represented employees.



2006-2011 UAPD (11-AA) Amendment #2 Summary

1. **Term** – Extension of current 2006-20010 MOU through June 30, 2011
2. **Unpaid Legal Holidays** - Represented employees shall observe four (4) legal holidays each in fiscal years 2009-2010 and 2010-2011.
3. **Retirement Protection** - For employees who retire prior to the end of this Agreement and for whom their final compensation for retirement purposes is impacted by the unpaid furlough days, the City will provide restoration pay equaling the pensionable value of the unpaid furlough days for the period used by the San Francisco Employees' Retirement System to determine the employee's final compensation for retirement purposes.
4. **Layoff Protection** - Between the date of ratification of this agreement through November 15, 2009, the City shall not effectuate any layoffs of any represented employees.



**Teamsters, Local 856
Supervising Nurses
HIGHLIGHTS**

2007-2011 Teamsters, Local 856 Supervising Nurses Summary

1. **Wages** – Base wages will be modified as follows:
 - > The April 4, 2009 raise previously at 4.00% is now at 2.00%
 - > The October 3, 2009 raise previously at 2.00% has been eliminated and 1.00% has been deferred to December 26, 2009
 - > The April 3, 2010 raise previously at 4.00% has been partially deferred to December 25, 2010 for 2.00%
 - > A raise of 3.00% has now been added on April 2, 2011.

2. **Pilot DPH Nursing Leadership Incentive Program** – The parties agreed to fund this program for fiscal years 2007-2008 and 2008-2009 only.

3. **Reopener** – The reopener clause for fiscal year 2010-2011 has been removed.



**SEIU Local 1021 Staff &
Per Diem Nurses
(Amendment 1)**

HIGHLIGHTS

2007-2011 SEIU Local 1021 Staff & Per Diem Nurses Amendment #1 Summary

1. **Term** - Extend current 2007-2010 MOU through June 30, 2011.
2. **Layoffs** - The City will not effectuate a layoff of employees in represented classifications date of ratification of the amendment through November 15, 2009.
3. **Wages** – The Union has agreed to defer upcoming October 2009 and April 2010 wage increases as follows:

October 3, 2009	<u>December 26, 2009</u>	a 2.00% increase
April 3, 2010		a 4.00% increase
<u>July 1, 2010</u>		a 2.00% increase
<u>December 25, 2010</u>		a 2.00% increase

4. **Charge Nurse Premium** - The Charge Nurse premium is currently 7.5% above the nurse’s base rate of pay. For fiscal year 2009-2010, the Union has agreed to reduce this premium to 5%.
5. **Preceptor Premium** – The Preceptor premium is currently 7.5% above the nurse’s base rate of pay. For fiscal years 2009-2010 and 2010-2011, the Union has agreed to reduce this premium to 5%.
6. **Childcare Fund** - The parties have agreed that all monies that have been and will be set aside for a childcare center at SFGH (per current MOU) from July 1, 2003 through June 30, 2011 shall be returned to the general fund.
7. **Reassignments** – The Union and the Department of Public Health have agreed to certain procedures for nurses who are reassigned due to position elimination.
8. **Public Health Nurse Caseloads** - The Department of Public Health will use its best efforts to conform to published State guidelines with respect to Public Health Nurse caseloads in California Children’s Services.
9. **New Hire Retention Bonus** - The Union has agreed to suspend the New Hire Retention Bonus for employees hired between July 1, 2009 through June 30, 2011.
10. **Pilot Nursing Education Fund** - The parties have agreed to extend this program through June 30, 2011 (\$50,000).
11. **Revenue Measure** - The City and SEIU are committed to working with other stakeholders, including labor organizations, non-profit agencies, and community and business representatives, to develop and support revenue measure(s) on the November, 2009 ballot.



2007-2012 POA (Unit P1 & P2A) Amendment #1 Summary

1. **Wage Deferral** - Represented employees shall defer 2% of the upcoming July 1, 2009 wage increase to January 8, 2011.
2. **Wages Effective July 1, 2011** - Represented employees shall receive a base wage increase in an amount equal to 100% of the difference between the average amount of all of the jurisdictions surveyed and the comparable total amount for San Francisco Police Officers. This base wage increase shall be no lower than 3% and no higher than 5%.
3. **Term** - Extend the term of the existing 2007-2011 MOU through June 30, 2012.
4. **Night Shift Differential** - For Fiscal Years 2009-2010 and 2010-2011, the time period during which represented employees will receive night shift differential shall be changed from 6:00 p.m. - 6:00 a.m. to 7:00 p.m.-5:00 a.m.
5. **Wellness** - The annual Wellness program will be suspended for fiscal years 2009-2010 and 2011-2012.



2007-2012 POA (Unit P2B) Amendment #1 Summary

1. **Wage Deferral** - Represented employees shall defer 2% of the upcoming July 1, 2009 wage increase to January 8, 2011.
2. **Wages Effective July 1, 2011** - Represented employees shall receive a base wage increase in an amount equal to 100% of the difference between the average amount of all of the jurisdictions surveyed and the comparable total amount for San Francisco Police Officers. This base wage increase shall be no lower than 3% and no higher than 5%.
3. **Term** - Extend the term of the existing 2007-2011 MOU through June 30, 2012.
4. **Wellness** - The annual Wellness program will be suspended for fiscal years 2009-2010 and 2011-2012.



2007-2012 MEA Police Amendment #1 Summary

1. **Wages** - Represented employees shall defer 2% of the upcoming July 1, 2009 wage increase to January 8, 2011.
2. **Term** - Extend the term of the existing 2007-2011 MOU through June 30, 2012.



2007-2011 MEA Fire Amendment #1 Summary

1. **Wages** - Represented employees shall defer 2% of the upcoming July 1, 2009 wage increase to January 8, 2011.



HIGHLIGHTS

2006-2011 SEIU Local 1021 Amendment #3 Summary

1. **Term** - Extend current 2006-2010 MOU through June 30, 2011.
2. **Layoffs** - Except for layoffs already noticed as of May 19, 2009, the City will not effectuate a layoff of employees in represented classifications in the period beginning May 19, 2009 through November 15, 2009.
3. **Unpaid Legal Holidays** – All “new plan” employees (i.e., employees who became members of SFERS on or after November 2, 1976) and employees who are members of PERS, from June 30, 2009 through September 6, 2010 shall observe the following ten (10) designated unpaid holidays:
 - July 4 (July 4, 2009);
 - first Monday in September (Labor Day) (September 7, 2009);
 - the second Monday in October (Columbus Day) (October 12, 2009);
 - November 11 (November 11, 2009);
 - New Year’s Day (January 1, 2010);
 - the day observing Martin Luther King, Jr.'s Birthday (January 18, 2010);
 - the third Monday in February (Presidents’ Birthday) (February 15, 2010);
 - the last Monday in May (May 31, 2010);
 - July 4 (July 4, 2010); and
 - First Monday in September (Labor Day) (September 6, 2010)
4. **Exception to Unpaid Legal Holidays** – Identified employees in specified classifications (e.g., Class 1428 and accepted TCS appointments in Class 1406; Class 8202 and 8226 who received a reduction in hours; Class 2303 at SFGH in TCS appointments) are exempted from the above listed unpaid legal holidays and the corresponding additional floating holidays provided that they maintain employment in the noted classifications.
5. **Floating Holidays** - Effective June 30, 2009, employees shall receive a one-time additional five (5) floating holidays, which shall be administered in the same manner as the floating holidays per Collective Bargaining Agreement language.
6. **Holidays for Employees on Work Schedules Other than Monday thru Friday** –Commencing June 30, 2009, employees assigned to seven (7) day-operation departments or employees working a workweek other than Monday through Friday shall accrue an unpaid in-lieu holiday, which the employee must take within two pay periods after the holiday, if one of the unpaid legal holidays listed above falls on one of their regularly scheduled days off.
 - **Exception:** Instead of taking an unpaid legal holidays, from close-of-business June 30, 2009 through close-of-business June 30, 2010, employees in the following classifications shall have their base wage reduced to the levels in effect on April 3, 2009: 8237 Public Safety Communications Technician; 8238 Public



DEPARTMENT OF HUMAN RESOURCES
EMPLOYEE RELATIONS

CCSF NEGOTIATIONS 2009

SEIU Local 1021
(Amendment 3)

HIGHLIGHTS

Safety Communications Dispatcher; 8239 Senior Police Communication Dispatcher; 9202 Airport Communication Dispatcher; 9203 Senior Airport Communication Dispatcher; 9204 Airport Communications Supervisor; 9209 Community Police Services Aide; 9212 Airport Safety Officer; 9220 Airport Operations Supervisor; 8213 Police Service Aide; and 8217 Community Police Service Aide Supervisor. The one-time five (5) additional floating holidays will apply to these classifications.

7. **Holiday Pay** - From June 30, 2009 through September 6, 2010, non-"Z" employees will continue to be eligible to earn holiday pay (HP) at the one-and-one-half time rate if they work on a designated unpaid legal holiday, but will not earn legal holiday compensation (LH) for these holidays.
8. **Compensatory Time Off** - From June 30, 2009 through September 6, 2010, "Z"-designated employees will continue to be eligible to earn compensatory time off (CTO) if they work on the holiday, but will not earn legal holiday compensation (LH) for the aforementioned unpaid legal holidays.
9. **Phlebotomy Premium** - Effective June 30, 2009, employees in class 2303 Patient Care Assistant at San Francisco General Hospital, who are in Temporary Civil Service ("TCS") appointments as of May 23, 2009, may elect to receive either the \$600 bonus or Department of Public Health-provided training toward obtaining the Certified Phlebotomy Technician 1 (CPT-1) certificate. Employees must make their election no later than July 31, 2009. Effective June 30, 2009, employees in class 2303 Patient Care Assistant at San Francisco General Hospital, who are in Temporary Civil Service ("TCS") appointments as of May 23, 2009, shall be eligible to receive a 5% phlebotomy premium on all hours worked if they obtain and possess a current Certified Phlebotomy Technician 1 (CPT-1) Certificate and are in positions designated and required by the Department of Public Health to perform phlebotomy.
10. **Retirement Protection** - For employees who retire prior to July 1, 2012 and whose final compensation for retirement purposes is impacted by the wage reduction, the City will provide restoration pay in a lump sum equivalent to the pensionable value of the wage reduction for the period used by the applicable retirement system to determine the employee's final compensation for retirement purposes.
11. **Save-Our-Services Labor/Management Committee** - Both the City and the Union recognize the need to review the use of public/private partnerships; review the use of personal services contracts; and use "as-needed" and/or other non-permanent employees for operational purposes under certain circumstances.
12. **Child Care Study** - The Union agrees to waive the existing fund balance of two hundred fifty thousand dollars (\$250,000) in the Child Care Fund for the permanent child care project at San Francisco General Hospital (SFGH) under the direction of the Child Care Study Committee.



DEPARTMENT OF HUMAN RESOURCES
EMPLOYEE RELATIONS

CCSF NEGOTIATIONS 2009

**SEIU Local 1021
(Amendment 3)**

HIGHLIGHTS

13. **Prop F** - The City agrees to reduce the total number of SEIU-represented Prop. F (Retiree) employees in General Fund Departments by 50% by September 1, 2009.
14. **Revenue Measure** - The City and SEIU are committed to working with other stakeholders, including labor organizations, non-profit agencies, and community and business representatives, to develop and support revenue measure(s) on the November, 2009 ballot.
15. **MOU Re-Opener** - If the Controller certifies that the projected Fiscal Year 2010-2011 deficit for the City is over \$100 million, the City may, at its option, re-open the MOU on economics. If the City elects to re-open, the Union may, at its option, re-open on two items.



2006-2011 IFPTE Local 21 Amendment #2 Summary

1. **Layoffs** - Except for layoffs already noticed as of May 19, 2009, the City will not effectuate a layoff of employees in represented classifications in the period beginning May 19, 2009 through November 15, 2009.
2. **Wages**
 - Effective June 13, 2009, the wages effective as of December 27, 2008 shall be temporarily reduced by 1.75%, which represents an adjustment equivalent to the value of five (5) days of unpaid personal time off. This wage adjustment will sunset at the close of business July 23, 2010.
 - Effective July 24, 2010, the wages effective as of December 27, 2008 shall be temporarily reduced by 1.25%, which represents an adjustment equivalent to the value of three (3) days of unpaid personal time off. This wage adjustment will sunset on the close of business June 24, 2011.
3. **Exemplary Performance Pay** - Effective June 30, 2009, the Exemplary Performance Pay program shall be suspended due to lack of funds, and shall remain suspended due to the lack of departmental funds through fiscal year 2009-2010.
4. **Pilot Wellness Incentive Program** - This program shall sunset close of business June 30, 2010.
5. **Floating Holidays**
 - For Fiscal Year 2009-10, represented employees shall receive a one-time addition of five (5) floating holidays for one year.
 - For Fiscal Year 2010-11, represented employees shall receive a one-time addition of three (3) floating holidays for one year.
6. **Retirement Protection** - For employees who retire prior to July 1, 2012 and whose final compensation for retirement purposes is impacted by the wage reduction described in Section III.A., the City will provide restoration pay in a lump sum equivalent to the pensionable value of the wage reduction described in Section III.A. for the period used by the applicable retirement system to determine the employee's final compensation for retirement purposes.
7. **Personal Services Contracts Addendum** - The City and Union will work to reduce the cost of personal services contracts. This addendum will sunset close of business June 30, 2011.
8. **Term** - Extend current 2006-2010 MOU through June 30, 2011.



2009-2011 Laborers MOU Summary

1. **Term** – 2-year Agreement (July 1, 2009 – June 30, 2011)
2. **Grievance Procedure** – Standardize and streamline steps and timelines to move disciplinary and non-disciplinary grievances through the procedure.
3. **General Wage Increases** – no general base wage increases.
4. **Substance Abuse** - The parties agree to continue to meet and confer in good faith to establish a mutually agreed upon substance-abuse testing program to be implemented during the term of the Agreement, for safety-sensitive employees in positions that are not currently covered by the federal Department of Transportation testing regulations.
5. **Probationary Period** – Provisional appointees who have served the equivalent of a full probationary period will serve a 3 month probation period upon permanent civil service appointment in the same class.
6. **Paid Sick Leave Ordinance** - San Francisco Administrative Code, Chapter 12W, Paid Sick Leave Ordinance, is waived in its entirety.
7. **Pilot Wellness Incentive Program** – This program will sunset June 30, 2010.
8. **Dependent Health Care** - Effective July 1, 2010, the City shall contribute toward the monthly cost of a represented employee's dependent coverage in an amount up to 75% of the monthly cost of the City's least expensive medical plan's dependent health care medical premium charged for the employee plus two or more dependents per category.
9. **Retiree Health Care Trust Fund** - Effective January 8, 2011, all employees covered under this MOU shall contribute 2% of pre-tax compensation to the Retiree Health Care Trust Fund created pursuant to Charter Section A8.432. Effective January 8, 2011, the City shall contribute 1% of pre-tax compensation for all employees covered under this MOU into the same fund.
10. **Joint Labor Management Committee** - The parties have established a Joint Labor Management Committee with equal representation from both the City and the Union; to give advice and make recommendations regarding the meaning, interpretation, or application of this Agreement.
11. **Personnel Files** – Documents relating to disciplinary action will remain in employee file for 5 years.



2006-2010 TWU 250A (Multi Unit) MOU Summary
Amendment No. 1

1. **Term** – Extend the current 2006-2009 MOU through June 30, 2010
2. **General Wage Increases** – no base wage increases.
3. **Furlough Days** – Effective June 13, 2009, wages shall decrease by 2% representing an adjustment equivalent to the value of four (4) total days and this wage adjustment will sunset on the close of business March 19, 2010.
4. **Retirement Protection** - For employees who retire during the life of this agreement and whose final compensation for retirement purposes is impacted by the wage reduction described in Section III.A., the City will provide restoration pay in a lump sum equivalent to the pensionable value of the wage reduction described in Section III.A., for the period used by the applicable retirement system to determine the employee's final compensation for retirement purposes.
5. **Floating Holidays** – Effective June 30, 2009, four (4) additional paid floating holidays for Fiscal Year 2009-10.
6. **Pilot Wellness Incentive Program** – The current program sunsets on June 30, 2009.
7. **Pilot Incentive Performance Program** – For FY2009-10, the existing fund balance of five thousand dollars (\$5,000.00) and the five thousand dollars (\$5,000.00) annual allocation are waived.
8. **Tuition Reimbursement Fund** - For FY2009-10, the existing fund balance of seventeen thousand dollars (\$17,000.00) and the five thousand dollars (\$5,000.00) annual allocation are waived.



2006-2010 TWU 250A (Non-MTA 7410) MOU Summary
Amendment No. 1

1. **Term** – Extend the current 2006-2009 MOU through June 30, 2010
2. **General Wage Increases** – no base wage increases.
3. **Furlough Days** – Effective June 13, 2009, wages shall decrease by 2% representing an adjustment equivalent to the value of four (4) total days and this wage adjustment will sunset on the close of business March 19, 2010.
4. **Retirement Protection** - For employees who retire during the life of this agreement and whose final compensation for retirement purposes is impacted by the wage reduction described in Section III.A., the City will provide restoration pay in a lump sum equivalent to the pensionable value of the wage reduction described in Section III.A., for the period used by the applicable retirement system to determine the employee's final compensation for retirement purposes.
5. **Floating Holidays** – Effective June 30, 2009, four (4) additional paid floating holidays for Fiscal Year 2009-10.
6. **Pilot Wellness Incentive Program** – The current program sunsets on June 30, 2009.
7. **Tuition Reimbursement Fund** - For FY2009-10, the Union agrees to waive the existing fund balance of twelve thousand dollars (\$12,000.00) and the two thousand five hundred dollars (\$2,500.00) annual allocation as of the date of this Agreement's interest arbitration award.



2006-2010 TWU Local 200 Amendment #1 Summary

1. **Wages**

- Effective June 13, 2009, wages shall decrease by 1.25% representing an adjustment equivalent to the value of three (3) total furlough days. This wage adjustment will sunset on the close of business May 14, 2010.

2. **Tuition Reimbursement Fund** – waived existing balance of \$47,920

3. **Chapter 12W Paid Sick Leave Ordinance** - waived

4. **Overtime Distribution**

- In the absence of operational need to the contrary, overtime shall be distributed on a voluntary, rotational basis. The rotation shall begin with the most senior qualified employee in the classification, in the unit, and continue down through the seniority list until the list is exhausted, at which point it returns to the top of the list. If an employee cannot be reached or if an employee declines an offer to work an overtime assignment, the rotation wheel will advance to the next employee on the seniority list.
- Employees placed on sick leave restriction pursuant to Civil Service Rule 120.11 are ineligible for voluntary overtime assignments.

5. **Lead Person Pay** – clarifies that the pay applies when at least two employees in the same classification are working together

6. **Floating Holidays**

- From June 30, 2009 to June 30, 2010, employees shall receive an additional three (3) floating holidays for a total of eight (8) floating holidays for that period.

7. **Retirement Protection** - For employees who retire between the date of ratification of this Agreement and 6/30/10, inclusive, and whose final compensation for retirement purposes is impacted by the wage reduction described in Article III.A., above, the City will provide restoration pay in a lump sum equivalent to the pensionable value of the wage reduction described in Article III.A., above, for the period used by the San Francisco Employee's Retirement System to determine the employee's final compensation for retirement purposes.

8. **Term** - Extend current 2006-2009 MOU through June 30, 2010.



2006-2010 Consolidated Crafts MOU Summary

1. **Term** – 1-year extension of existing MOU (July 1, 2006 – June 30, 2010)
2. **General Wage Increases** – no base wage increases.
3. **Furlough Days** – Covered employees shall take five (5) unpaid furlough days in fiscal year 2009-2010, to be scheduled by Friday, July 17, 2009.
4. **Pilot Wellness Incentive Program** – The current program sunsets on June 30, 2010.
5. **Layoff Protection** - Between the date of ratification of the MOU amendment through November 15, 2009, the City shall not effectuate layoffs of any represented employees, excluding represented employees in the Department of Building Inspection who have already received notices of layoff as of May 11, 2009. This shall not include any displacement actions that result from layoffs effectuated in non-Crafts bargaining units.
6. **Retirement Protection** - For employees who retire prior to the end of this Agreement and for whom their final compensation for retirement purposes is impacted by the unpaid furlough days, the City will provide restoration pay equaling the pensionable value of the unpaid furlough days for the period used by the San Francisco Employees' Retirement System to determine the employee's final compensation for retirement purposes.
7. **Substance Abuse** - The parties agree to continue to meet and confer in good faith to establish a mutually agreed upon substance-abuse testing program to be implemented during the term of the Agreement, for safety-sensitive employees in positions that are not currently covered by the federal Department of Transportation testing regulations.
8. **Revenue Measure** - Upon the Union's request, the parties shall begin meeting between November 3, 2009 and November 10, 2009 to discuss the impact, if any, of the passage or failure of revenue measure(s) on the November 2009 ballot.
9. **MOU Reopener** - The parties agree to reopen the MOU in January 2011 in the event an arbitration panel acting under the authority of Charter section A8.409-4 awards another union representing miscellaneous employees an economic benefit that becomes effective between July 1, 2010 through December 30, 2010. The parties further agree that if the City negotiates to improve an economic benefit that becomes effective between July 1, 2010 through December 30, 2010 for any other miscellaneous City and County officers or employees, that economic benefit will be extended to the union's represented employees in a manner consistent with the overall economic agreement between the City and the union with which it previously agreed.



**United Association of
Journeymen and
Apprentices of the Plumbing
and Pipe Fitting Industry,
Local No. 38
(Amendment 2)**

HIGHLIGHTS

2006-2010 Plumbers, Local 38 Amendment #2 Summary

1. **Term** – 1-year extension of existing MOU (July 1, 2006 – June 30, 2010)
2. **Furlough Days** – Covered employees shall take five (5) unpaid furlough days in fiscal year 2009-2010, to be scheduled by Friday, July 17, 2009.
3. **Pilot Wellness Incentive Program** – The current program sunsets on June 30, 2010.
4. **Layoff Protection** - Between the date of ratification of the MOU amendment through November 15, 2009, the City shall not effectuate layoffs of any represented employees, excluding represented employees in the Department of Building Inspection who have already received notices of layoff as of May 11, 2009. This shall not include any displacement actions that result from layoffs effectuated in non-Crafts bargaining units.
5. **Retirement Protection** - For employees who retire prior to the end of this Agreement and for whom their final compensation for retirement purposes is impacted by the unpaid furlough days, the City will provide restoration pay equaling the pensionable value of the unpaid furlough days for the period used by the San Francisco Employees' Retirement System to determine the employee's final compensation for retirement purposes.
6. **Substance Abuse** - The parties agree to continue to meet and confer in good faith to establish a mutually agreed upon substance-abuse testing program to be implemented during the term of the Agreement, for safety-sensitive employees in positions that are not currently covered by the federal Department of Transportation testing regulations.
7. **Revenue Measure** - Upon the Union's request, the parties shall begin meeting between November 3, 2009 and November 10, 2009 to discuss the impact, if any, of the passage or failure of revenue measure(s) on the November 2009 ballot.
8. **MOU Reopener** - The parties agree to reopen the MOU in January 2011 in the event an arbitration panel acting under the authority of Charter section A8.409-4 awards another union representing miscellaneous employees an economic benefit that becomes effective between July 1, 2010 through December 30, 2010. The parties further agree that if the City negotiates to improve an economic benefit that becomes effective between July 1, 2010 through December 30, 2010 for any other miscellaneous City and County officers or employees, that economic benefit will be extended to the union's represented employees in a manner consistent with the overall economic agreement between the City and the union with which it previously agreed.



2006-2011 Machinists Local 1414 Amendment #2 Summary

1. Unpaid Furlough days

- 4 Furlough days in FY 09-10 and 3 Furlough days in FY 10-11. Furlough days must be scheduled and are subject to approval by management subject to operational need. Unpaid furlough days are considered hours worked toward overtime.

1. Tuition Reimbursement Fund – suspended through June 30, 2011

2. Tool Allowance - suspended through June 30, 2011

3. Pilot Wellness Incentive Program – sunsets on June 30, 2010

4. Layoff Protection – Between the date of ratification of this Agreement through November 15, 2009, the City shall not effectuate layoffs of any represented employees. This shall not include any displacement actions that result from layoffs effectuated in non-Machinists bargaining units.

5. Retirement Protection - For employees who retire between the date of ratification of this Agreement and 6/30/10, inclusive, and whose final compensation for retirement purposes is impacted by the wage reduction described in Article III.A., above, the City will provide restoration pay in a lump sum equivalent to the pensionable value of the wage reduction described in Article III.A., above, for the period used by the San Francisco Employee's Retirement System to determine the employee's final compensation for retirement purposes.

6. Term - Extend current 2006-2010 MOU through June 30, 2011.



2009-2010 Unrepresented Ordinance Summary

1. **Term** – 1-year annual Ordinance (July 1, 2009 – June 30, 2010)
2. **Wages** – no general base wage increases
3. **Holidays** – In lieu of base wage increases, employees, except those in Mayoral Staff classifications (0881-0905), shall receive additional four floating holidays per fiscal year.
5. **Dependent Health Care Coverage** – In the event that the cost of dependent care increases, the City will adjust its pick-up level up to 75% of the cost of the City's least expensive medical plan's dependent health care medical costs charged to the employee for the employee plus two or more dependents category.
6. **Anti-Discrimination** - If the employee elects to pursue remedies for discrimination complaints outside the grievance procedure of this Ordinance, shall waive the right to pursue that complaint through the grievance process (to the extent permissible by law).
7. **Life Insurance** – When employees become eligible to participate in the Health Service System, the City shall provide life insurance in the amount of \$50,000.



2009-2010 Stationary Engineers, Local 39 MOU Summary

1. **Term** – 1-year Agreement (July 1, 2009 – June 30, 2010).
2. **General Wage Increases** – no general base wage increases.
3. **Probationary Period** – 1,040 hours for promotive appointment.
4. **Drug Testing** – Side letter sets forth agreement to meet and confer regarding drug testing.
5. **Pilot Wellness Program** – Program sunsets on June 30, 2009.
6. **Multiple Licenses Premiums** – Multiple licenses and certifications required by the City must be in writing. A license or certification that is a minimum qualification for the position as set forth in the Civil Service class specification or the job announcement does not qualify for the multiple license premium.
7. **Subcontracting** – Prop J Contracts and Personal Services Contracts notification
8. **Paid Sick Leave Ordinance** - San Francisco Administrative Code, Chapter 12W, Paid Sick Leave Ordinance, is waived in its entirety.



2009-2010 Electrical Workers, Local 6 MOU Summary

1. **Term** – 1-year Agreement (July 1, 2009 – June 30, 2010)
2. **General Wage Increases** – no base wage increases.
3. **Floating Holidays** – Allow for usage in hourly increments and carryover of unused floating holidays up to a maximum balance of 10 days.



2006-2010 DPOA MOU Summary
Amendment No. 1

1. **Term** – Extend the current 2006-2009 MOU through June 30, 2010
2. **General Wage Increases** – No base wage increases.
3. **Grievance Procedure** – Standardize and streamline steps and timelines to move disciplinary and non-disciplinary grievances through the procedure.
4. **Substance Abuse Testing** – Parties agree to meet and confer within 6 months of July 1, 2009 regarding drug testing.
5. **Alternative Work Schedules** – Effective July 1, 2009, the Department will establish for six months for nine employees a 9/80 alternative work schedule program.
6. **Parental Leave** – Employees will be granted up to two hours per semester of paid leave to attend parent teacher conferences. Additionally, employees shall be granted unpaid release time of up to forty hours each fiscal year, not to exceed eight hours per calendar month, to participate in school activities.
7. **Paid Sick Leave Ordinance** - Union agreed to waive provisions of San Francisco Administrative Code 12W Paid Sick Leave
8. **Pilot Performance Incentive Program** - The current program sunsets on June 30, 2009.



2006-2010 Supervising Probation Officers MOU Summary
Amendment No. 1

1. **Term** – Extend the current 2006-2009 MOU through June 30, 2010
2. **General Wage Increases** – No base wage increases.
3. **Grievance Procedure** – Standardize and streamline steps and timelines to move disciplinary and non-disciplinary grievances through the procedure.
4. **Substance Abuse Testing** – Parties agree to meet and confer within 6 months of July 1, 2009 regarding drug testing.
5. **Standby Pay** – Union agreed to delete the standby pay provision.
6. **Overtime Compensation** – Z-designated employees performing work that the City is being reimbursed by a third-party non-City agency at the time-and-one-half rate of pay, shall be compensated at the overtime rate of one-and-one-half times.
7. **Paid Sick Leave Ordinance** - Union agreed to waive provisions of San Francisco Administrative Code 12W Paid Sick Leave
8. **Health and Safety** – Armed employees shall receive 150 rounds per quarter at the range for purposes of practice and qualifying.
9. **Pilot Performance Incentive Program** - The current program sunsets on June 30, 2009.



2006-2011 DAIA MOU Summary

1. **Term** – 2-year extension of existing MOU (July 1, 2006 – June 30, 2011)
2. **General Wage Increases** – no base wage increases.
3. **Pilot Wellness Incentive Program** – The current program sunsets on June 30, 2009.
4. **Recognition** - Corrected status for 8147's from Z to L.
5. **Non discrimination clause** – Added language to clarify that employees would not be discriminated against enforcing this Collective Bargaining Agreement.
6. **Inclement Weather** – Effective July 1, 2010, added another exception to Normal Work Schedules to allow for employees to be compensated for inclement weather, shortage of supplies, traffic conditions, or other unusual circumstances.
7. **Overtime Compensation** – Clarified language in regards to caps to compensation time for Z and L employees. Removed “non ‘Z’” status.
8. **Paid Sick Leave Ordinance** - San Francisco Administrative Code, Chapter 12W, Paid Sick Leave Ordinance, is waived in its entirety.
9. **Safety Equipment and Training Account** – Combined duty and practice ammunition budget and increased it from \$3,000.00 combined to \$4,000.00.
10. **MOU Reopener** - The parties further agree that if the Controller certifies that the projected Fiscal year 2010-2011 deficit for the City is over \$100 million, the City may, at its option, re-open the MOU on economics. This re-opener is subject to the impasse resolution procedures and timelines set forth in Charter Section A8.409, et seq.



2006-2010 IPOA MOU Summary
Amendment No. 1

1. **Term** – Extend the current 2006-2009 MOU through June 30, 2010
2. **General Wage Increases** – no base wage increases.
3. **Dependent Health Care Contribution** - Effective July 1, 2009, the City's contribution toward represented employees' dependent health care coverage shall be capped at an amount up to \$635.91 per month.
4. **Pilot Wellness Incentive Program** – The current program sunsets on June 30, 2009.