

City and County of San Francisco
Department of Human Resources

Overview Presentation on
BARGAINING 2009



Overview of 2009 Negotiations & Memoranda of Understanding



Bargaining 2009

Budget Concessions



Municipal Executives' Association

- Unpaid Furloughs – For FY08-09 and FY09-10, 5 per fiscal year (implemented by 1.5 hours of unpaid leave per pay period and an additional 40 hours of FHs)
- Pay for Performance – No payout in October 2009 and October 2010
- MOU extended through 6/30/11



Municipal Attorneys' Association

- Unpaid Furloughs – For FY08-09 and FY09-10, 5 per fiscal year (implemented through smoothing)
- MOU extended through 6/30/10



UAPD

- For FY08-09 and FY09-10, 4 unpaid furloughs days per fiscal year (**amount of furlough days to be reduced by offsetting waiver of training funds*)
- For FY09-10 and FY10-11, 4 unpaid legal holidays per fiscal year
- MOU extended through 6/30/11



Supervising Nurses

■ Wages Revised as follows:

- *October 6, 2007* 2.5%
- *April 5, 2008* 3%
- *October 4, 2008* 3%
- *April 4, 2009* ~~4%~~ **2%**
- ~~*October 3, 2009*~~ ~~2%~~
- ***December 26, 2009*** **1%**
- ~~*April 3, 2010*~~ ~~4%~~
- ***December 25, 2010*** **2%**
- ***April 2, 2011*** **3%**



SEIU Local 1021, Nurses

■ Wages Revised as follows:

- *October 6, 2007* a 2.50% increase
- *April 5, 2008* a 3.00% increase
- *October 4, 2008* a 2.00% increase
- *April 4, 2009* a 4.00% increase
- ~~*October 3, 2009*~~ a 2.00% increase

December 26, 2009

- ~~*April 3, 2010*~~ a 4.00% increase
- **July 1, 2010** a **2.00% increase**
- **December 25, 2010** a **2.00% increase**

- Hiring Bonus – suspended from 7/1/09 through 6/30/11
- Charge Nurse premium – 7.5% → 5% 7/1/09 through 6/30/10
- Preceptor premium - 7.5% → 5% 7/1/09 through 6/30/11



Police – P-1, P-2A and P-2B

- Wages
 - 2% deferred from 7/1/09 to 1/8/11
- Night Shift Differential
 - 6.25% premium: 6pm-6am → 7pm-5am
- Annual Wellness Program
 - Suspend for FY09-10 and FY10-11



Fire Fighters, Local 798

■ Holiday Premium

- 7/1/08 Premium becomes Pensionable
- 7/1/08 Reduced from 7% → 4%
- 7/1/09 Increased from 4% → 5%
- 7/1/10 Increased from 5% → 6%
- 12/25/10 Increased from 6% → 6.5%

■ Wages

- 2% deferred from 7/1/09 to 1/8/11



MEA Police and Fire MOUs

- Wages

- 2% deferred from 7/1/09 to 1/8/11



SEIU, Local 1021 - Miscellaneous

- Unpaid Legal Holidays – total of ten (10) over FY09-10 and FY10-11
- Phlebotomy Premium
 - \$600 bonus
 - 5% premium for 2303 PCAs
- MOU extended through 6/30/11



Local 21

- Wage Reduction – equivalent of 8 furloughs administered through the following wage reductions:
 - 1.75% - 6/13/09 through 7/23/10
 - 1.25% - 7/24/10 through 6/24/11 (this reduction replaces the preceding; i.e., is not cumulative)
- MOU extended through 6/30/11



Laborers

- Waive existing Education Fund Balance and City's Apprenticeship Payment for FY08-09
- Retiree Health Care Trust Fund – Effective 1/8/11, all employees will contribute 2%
- Dependent Healthcare – Beginning in FY10-11, 75% index linked to least expensive medical plan
- MOU extended through 6/30/11



TWU, 250-A Multi Unit and 7410 MOUs

- Wage Reduction – equivalent of 4 furloughs administered through a 2% wage reduction effective 6/13/09 through 3/19/10
- MOU extended through 6/30/10



TWU, 200

- Wage Reduction – equivalent of 3 furloughs administered through a 1.25% wage reduction effective 6/13/09 through 5/14/10
- MOU extended through 6/30/10



Crafts

- Furloughs – 5 unpaid furloughs in FY09-10
 - Consolidated Craft MOU
 - Plumbers
 - ~~Operating Engineers~~



Automotive Machinists

- Unpaid Furloughs
 - FY09-10 – 4
 - FY10-11 – 3
- Tool Allowance – suspend for FY09-10 and FY10-11
- Training and Reimbursement Fund – suspend for FY09-10 and FY10-11



Unrepresented Employee Ordinance

- Wages – continuation of no wage increases since 6/28/08



Bargaining 2009

MOU Extensions



MOU Extensions

- *The following MOUs will be extended through FY09-10:*
 - Stationary Engineers
 - Electricians
 - Deputy Probation Officers
 - Supervising Probation Officers
 - District Attorney Investigators
 - Institutional Police Officers



Bargaining 2009 – Still Out There...

- Deputy Sheriffs

