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
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*  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