Overview Presentation on
**Bargaining 2010**
Compensation Implementation
Bargaining 2010

Public Employees Committee (PEC)
12 Unpaid Furloughs (4.62%): For FY10-11 & FY11-12
- Hourly Wage Rate Reduction
- Unpaid Furloughs
- Paid Hour Reduction

Healthcare Reform: In FY11-12, unless a mutually agreeable alternative is agreed to, medically single capped at second highest cost insurance plan.
Public Employees Committee (PEC)

General Provisions

- **Hourly Wage Rate Reduction:**
  - **Wage Reductions:**
    - 4.50%: 7/1/10 through 7/8/11 (26.7 pay periods)
    - 5.00%: 7/9/11 through 6/8/12 (24 pay periods)
  - **Paid Leave Payouts:** VA, Vested SP and CT paid out at pre-reduction rate
  - **Unions:** Local 21; Probation Officers; Supervising Probation Officers; Teamsters, Local 856 (Misc.); TWU, Local 200; TWU, Local 250-A (Misc.)
Public Employees Committee (PEC)

General Provisions

- **Unpaid Furloughs:**
  - 12 unpaid furloughs per fiscal year
  - Unpaid furlough hours considered time worked for overtime purposes
  - No add. FHs as receive value of time off from taking the days unpaid

- **Unions:** Craft Coalition; Plumbers; Laborers; TWU, Local 250-A (7410s); Operating Engineers; Electricians, Local 6 (*Non-PEC; Arb. Award*); Auto. Mach., Local 1414 (*Non-PEC*)
Floating Holidays:

3 Floating Holidays per quarter (12 per FY):
- FY10-11: July 1st, October 2nd, January 8th and April 16th
- FY11-12: July 1st, October 1st, January 7th and April 14th

Minimum Staffing Days:
- Four work days between December 25th and January 1st
- One work day for the day prior to Thanksgiving

Cap: No cap for FY10-11 through FY14-15

Retirement Restoration: To be eligible, must swap out any of the additional FHs used during restoration period with VA.
Public Employees Committee (PEC)
SEIU, Local 1021 - Miscellaneous

- **Wage Reduction**: (4.62% + 0.95% = 5.57%)
  - 7/10/10 through 7/8/11: 5.75% (26 pay periods)
  - 7/9/11 through 6/30/12: 5.50% (25.5 pay periods)

- **EPMC Swap**: Effective 7/1/11
  - **Wages**: 6% Increase (7.25% for PERS – 8204 & 8316)
  - **EPMC**: 7.5% → 0% (9% → 0% for PERS – 8204 & 8316)

- **Exceptions**: Smaller concession, but no add. FHs
  - **Continued 3.75% Deferral**: with 0.95% wage reduction
    - Classes: 8202 (Airport), 8213, 8217, 8237, 8238, 8239, 9202, 9203, 9204, 9209, 9212 and 9220
  - **4.69% EPMC Reduction (SFERS)**: with 0.95% wage reduction
    - Classes: 2424, 2450, 2454, 2467, 2468, 2469, 2470 and 2493
    - EPMC: 7/1/10 – 2.81%; 7/1/11 – 0%
  - **4.66% EPMC Reduction (PERS)**: with 0.95% wage reduction
    - Classes: 8318, 8320 and 8321
    - EPMC: 7/1/10 – 4.34%; 7/1/11 – 0%
Public Employees Committee (PEC)
SEIU, Local 1021 - Miscellaneous

Exceptions: Smaller concession, but no add. FHs

- 7/1/10 through 6/11/11: 1.00% wage reduction
- 7/1/11: wage increases for these groups as follows
  - Continued 3.75% Deferral: 6.00% wage increase
  - 4.69% EPMC Reduction (SFERS): 2.25% wage increase
  - 4.66% EPMC Reduction (PERS): 3.50% wage increase
- 7/9/11 through 6/30/12: 1.00% wage reduction
- COB 6/30/12: 4.75% wage increase (3.75% + restoration of 1%)
"Relief for Individuals": Temporary, Add. Steps

1406 Sr. Clerk:
- Step 6 – 1424 Clerk Typist, Step 5
- Step 7 – 1426 Sr. Clerk Typist, Step 5
- Step 8 – 1444 Secretary I, Step 5
- Step 9 – 1446 Secretary II, Step 5
- Step 10 – 1428 Unit Clerk, Step 5

1424 Clerk Typist:
- Step 6 – 1426 Sr. Clerk Typist, Step 5
- Step 7 – 1446 Secretary II, Step 5

1426 Sr. Clerk Typist:
- Step 6 – 1446 Secretary II, Step 5
“Relief for Individuals”: Temporary, Add. Steps

- **2303 Patient Care Assistant:**
  - Step 6 – 2302 Nurse Assistant, Step 1
  - Step 7 – 2302 Nurse Assistant, Step 2
  - Step 8 – 2302 Nurse Assistant, Step 3
  - Step 9 – 2302 Nurse Assistant, Step 4
  - Step 10 – 2302 Nurse Assistant, Step 5

- **8202 Security Guard:**
  - Step 6 – Police Security Guards at the Airport
  - Step 36 – Former 40hr Security Guards at FAM/AAM

- **8226 Museum Guard:**
  - Step 6 – Former 40hr Museum Guards
12 Unpaid Furloughs:

- **Paid Hour Reduction**: 1.75 hours unpaid per pay period from 7/1/10 through PPE 6/8/12
- **Pay for Performance**: Forego 1.5% Bonus for FY10-11 and FY11-12
- **FY08-09 0.5% Range B&C Allocation**: Forego one-time value from FY08-09 through FY11-12 (2% cumulative value)

**Retirement Restoration**: may use 3 of 12 add. FHs and still receive retirement restoration.
Public Employees Committee (PEC)
Union of American Physicians and Dentists (UAPD)

- **12 Unpaid Furloughs:**
  - Education Leave: 40 hours unpaid per fiscal year
  - Unpaid Legal Holidays: 6 per fiscal year
  - Employee Development Fund: forego allocations for FY10-11 and FY11-12

- **2598 Medical Examiners:** 4 unpaid legal holidays per fiscal year, but exempted from unpaid educational leave

- **Floating Holidays:** no additional FHs
Public Employees Committee (PEC)

Unrepresented Ordinance

- **12 Unpaid Furloughs**: (3.5% + 1.12% = 4.62%)
  - Continue to forego 3.5% wage increase from FY09-10
  - **Wage Reduction**: 1.25% 7/1/10 through 3/30/12 (equivalent of 1.12% over 52 pay periods)
- **Mayoral Staff**: 4.5% reduction effective 7/1/10
- **Floating Holidays**: Additional 12 per fiscal year
Bargaining 2010

Other Unions
Municipal Attorneys’ Associations (MAA)

- **Paid Hour Reduction**: Paid hours reduced per pay period (*no pro-ration for beginning of the fiscal year pay periods*)
  - 3.75 hours: 7/1/10 – 4/1/11 (20 pay periods)
  - **4.00 hours**: 4/2/11 – 6/24/11 (6 pay periods)
  - 3.75 hours: 7/1/11 – 3/30/12 (20 pay periods)
  - **4.00 hours**: 3/31/12 – 6/22/12 (6 pay periods)

- **Prof. Serv. Reimbursement**: Suspend for FY10-11 and FY11-12 except for reimbursement of Bar dues.

- **Healthcare**: Medically Single and 75% of Kaiser Dependent Care Index; forego $225 cash back

- **Healthcare Reform**: FY11-12
Arbitration Award
District Attorney Investigators

- **12 Unpaid Furloughs**: One Year Deal (FY10-11)
  - **Wage Reduction**: 7/10/10 through 6/10/11 – 5.00%
    (24 pay periods)
- **Healthcare Reform**: FY11-12
Arbitration Award
Stationary Engineers, Local 39

- **Wage Reduction**: 3.75% (7/1/10 through 6/8/12)
- **Floating Holidays**: No additional FHSs
- **Healthcare Reform**: FY11-12
Institutional Police Officers

- **Unpaid Legal Holidays**: FY10-11 and FY11-12
  - the second Monday in October (Columbus Day);
  - the third Monday in January (Martin Luther King, Jr.'s Birthday);
  - the third Monday in February (Presidents’ Birthday);
  - the last Monday in May (Memorial Day)

- **Healthcare Reform**: FY11-12
Firefighters, Local 798

- **Wage Deferrals:**
  - 4.00%: 7/1/10 → 7/1/11
  - 3.00% to 5.00% (Based on Survey): 7/1/11 → 7/1/12

- **Healthcare Reform:** FY11-12
MEA Fire

Wage Changes:
- Chief (0140) and Deputy Chief (0150)
  - 2.00% Increase: 7/1/10 → 7/1/11
  - 2.00% Temporary Reduction: FY10-11
  - 3.00% to 5.00% Increase (Based on Survey): 7/1/11 → 7/1/12
- Asst. Deputy Chiefs II (H-51) and EMS Chief (H-53)
  - 4.00% Increase: 7/1/10 → 7/1/11
  - 3.00% to 5.00% Increase (Based on Survey): 7/1/11 → 7/1/12
- Healthcare Reform: FY11-12
SEIU, Local 1021 - Nurses

- **Wage Increases:**
  - 2.00%: 7/1/10
  - 2.00%: 12/25/10
  - 8.00%: 3/31/12 (4% from deferrals; 4% from EPMC Swap)

- **EPMC:**
  - 7.5% → 2.5%: 3/31/12

- **Charge Nurse Premium:** 5%

- **Healthcare Reform:** FY11-12
Supervising Nurses

- **Wage Increases:**
  - 2.00%: 12/25/10
  - 3.00%: 4/2/11
  - 5.00%: 3/31/12

- **24hr and Extended Hour On-Call Pay:** 9% → 7% for FY10-11 and FY11-12
Police, P-1 and P-2A MOU

- **Wage Changes:**
  - 4.00% Increase: 7/1/10
  - 2.31% Temporary Reduction: FY10-11
  - 2.00% Increase: 1/8/11
  - 3.00% to 5.00% Increase (Based on Survey): 7/1/11
  - 1.54% Temporary Reduction: FY11-12
  - 2.00% Increase: 1/7/12

- **Annual Wellness Program:** Suspended for FY10-11

- **Night Shift Differential:** 6pm to 6am → 7pm to 5am for FY10-11 and FY11-12

- **Additional Floating Holidays:**
  - 7/1/10: 6 (must be used prior to vacation)
  - 7/1/11: 4 (must be used prior to vacation)
  - 7/1/12: 4
  - COB 6/30/13: 4

- **Healthcare Reform:** FY11-12
Police, P-2B MOU

- **Wage Changes:**
  - 2.00% Increase: 7/1/10
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  - 2.00% Increase: 1/8/11
  - 3.00% to 5.00% Increase (Based on Survey): 7/1/11
  - 1.54% Temporary Reduction: FY11-12
  - 2.00% Increase: 3/31/12

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  - 7/1/11: 4 (must be used prior to vacation)
  - 7/1/12: 4
  - COB 6/30/13: 4

- **Healthcare Reform:** FY11-12
MEA Police

Wage Changes:
- 2.00% Increase: 7/1/10
- 2.00% Increase: 1/8/11
- 2.00% Increase: 7/1/12

Healthcare Reform: FY11-12