

MEMORANDUM

DATE: June 14, 2011

TO: SFMTA Board of Directors
Tom Nolan, Chairman
Jerry Lee, Vice-Chairman
Leona Bridges, Director
Cheryl Brinkman, Director
Malcolm Heinicke, Director
Bruce Oka, Director
Joél Ramos, Director

THROUGH: Nathaniel P. Ford Sr.
Executive Director/CEO

FROM: Debra A. Johnson
Director of Administration, Taxis and Accessible Services

SUBJECT: Amended Memorandum of Understanding (MOU) between the San Francisco Municipal Transportation Agency (SFMTA) and the Transport Workers Union Local 250-A (9132)

Charter Section 8A.104 gives the San Francisco Municipal Transportation Agency (SFMTA) authority to negotiate labor agreements covering wages, hours, working conditions, and benefits with labor organizations representing employees at SFMTA in service critical classifications.

The SFMTA Board of Directors approved the terms of the prior MOU between the SFMTA and TWU, Local 250-A (9132) on June 26, 2009. That MOU expired on June 30, 2010 after the union membership failed to ratify a successor agreement. In the interim, their wages, hours, and the terms and conditions of their employment have remained as they were under the prior MOU.

The SFMTA and TWU, Local 250-A (9132) representatives reached a tentative agreement on a successor MOU. That agreement provides for a three-year wage freeze at their current level, elimination of the \$450 annual Transit Fare Inspector (TFI) Allowance, elimination of three paid days off per year, and placement of a cap on the Agency's contribution to the Employee and Dependent Health Care coverage. The tentative agreement eliminates the Wellness, Attendance and Performance Incentive programs. In addition, under the tentative agreement, most types of paid time off will not count toward eligibility for overtime on an employee's regularly scheduled day off.

The agreement will result in savings of \$59,400 over three years by eliminating the TFI Allowance. The reduction in paid days off will save up to \$93,951 over three years, and the Agency's likely costs for dependent health care will be \$44,291 less than they would have been otherwise over the life of the contract. The Agency will also realize up to \$4,020 in cost savings from the elimination of the Attendance Incentive Program; \$7,236 for the Performance Incentive Program and \$5,334 by changing the eligibility for overtime. The agreement will result in a net savings of \$214,232 over three years.

In accordance with Charter Section 8A.104(r) on June 14, 2011, the proposed MOU shall be publicly disclosed and will be on file with the Secretary of the SFMTA Board of Directors and accessible at www.sfmta.com.

Attachments: Proposed MOU between SFMTA and TWU, Local 250-A (9132)
Cost Analysis