

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 (9163)

Charter Section 8A.104 gives the 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 (9163) in June 2008. That MOU expires on June 30, 2011.

The SFMTA and TWU, Local 250-A (9163) representatives reached a tentative agreement (TA) on a successor MOU that provided for a three-year wage freeze at their current level; placement of a cap on the Agency's contribution to the Employee and Dependent Health Care coverage; and changes in work rules regarding scheduling, discipline and grievance procedures, pay practices and union release time.

On June 8, 2011, TWU Local 250-A presented the TA to its members for a ratification. The members did not ratify the TA.

On June 9, 2011, as required by Charter Section A8.409-4, TWU Local 250-A and the SFMTA met with a three-member Mediation/Arbitration Board to engage in the

impasse resolution process. After the parties presented argument, information, and their last offers of settlement on the disputed issues, the Mediation/Arbitration Board issued an award. The terms of the award are identical to the terms of the TA to which the parties had previously agreed. That award is final and binding on both parties.

The MOU awarded by the Mediation/Arbitration Board is expected to result in three-year potential savings of \$25,428,957 for scheduling and work rule changes; \$8,641,326 for discipline and grievance changes; \$4,643,568 for changes to the SFMTA contributions for health care, dental coverage and (for new hires) pension benefits; \$2,337,992 for changes in pay practices, such as the requirement that employees will work in excess of eight hours per day or 40 hours per week to qualify for overtime, elimination of the attendance incentive and a reduction in the line trainer premium; and an increase of \$118,449 in union release time. The agreement is expected to result in a net savings of \$41,170,292 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 (9163)
Cost Analysis