

MEMORANDUM

DATE: May 12, 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

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

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

SUBJECT: Amended Collective Bargaining Agreement (CBA) between the San Francisco Municipal Transportation Agency (SFMTA) and the International Brotherhood of the Electrical Workers (IBEW), Local 6

Charter Section A8.104 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 current Collective Bargaining Agreement (CBA) between the SFMTA and IBEW, Local 6 on June 15, 2010. The CBA expires June 30, 2012; however, the terms approved on June 15, 2010 included a 3.75 percent wage reduction and a provision enabling either IBEW, Local 6 or the SFMTA to reopen the economic terms for Fiscal Year 2011-12. Pursuant to Article VII.D of the current CBA, the Union invoked this economic reopener.

The SFMTA and IBEW, Local 6 representatives reached a tentative agreement on a number of issues, including: restoration of the 3.75 percent to bargaining unit members' base hourly rate of pay, which represents a cost of \$2,085,000; changes in the language regarding the Normal Work Schedule which will save overtime costs by creating a work schedule which eliminates premium pay for working Saturdays and Sundays; elimination of the SFMTA Performance/Attendance Incentives pursuant to authority granted in Proposition G; and the reduction of five (5) Floating Holidays to two (2) days.

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The agreement will result in potential savings of \$2,889,000 by eliminating the weekend overtime pay; \$274,310 for the Elimination of the Performance and Attendance incentives; and \$419,300 for the elimination of three (3) Floating Holidays. The agreement will result in a net savings of \$1,049,000 with the offset of the restoration of 3.75 percent to bargaining unit members' base hourly rate of pay.

In accordance with Charter Section A8.104(r) on May 17, 2011, the CBA is being publicly disclosed and will be on file with the Secretary of the SFMTA Board of Directors and accessed at www.sfmta.com.

Attachment: CBA between SFMTA and IBEW, Local 6
Cost Analysis