

TRANSPORT WORKERS UNION, LOCAL 250-A
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TWU, LOCAL 250-A MEMBERS DEFEAT CHARTER AMENDMENT
RATIFICATION VOTE TUESDAY, FEBRUARY 16, 5am to 5 pm

On Thursday, February 4, 2010 Transport Workers Union, Local 250-A defeated Supervisor Sean Elsbernd's effort to amend the San Francisco City Charter to eliminate the forty-four year old Charter provision which bases Muni Operator pay on a salary survey of other U.S. transit systems. Upon withdrawing his Charter Amendment, Supervisor Elsbernd said that he was unaware that Muni Operators paid significantly more than other City employees for health plan benefits and acknowledged that his Charter Amendment would not have saved the City any money. His backing off clearly shows that Supervisor Elsbernd's proposed Charter Amendment was intended to advance his own political agenda by scapegoating Muni Operators rather than to address the City's budget deficit.

We would again like to thank the men and women of Local 250-A attending the Rules Committee meeting in a demonstration of support for the Union in our fight to preserve our hard fought gains over the last 40 plus years. We extend gratitude to the Mayor, the members of the Board of Supervisors, the Labor Council, and the SF Firefighters for their support in our fight. With this support we successfully showed Supervisor Elsbernd's proposal for what it was -- an effort to bash Muni Operators in the media and to the public through his grandstanding which would have done nothing to improve Muni.

With the withdrawal of the Esbernd's Charter, a proposal to maintain the Charter salary survey will be continued to determine the Muni Operator's wages and benefits. The MTA and Local 250-A have been able to discuss how to address Operator benefits and the City's budget deficit. As a result of these discussions, Local 250-A has proposed to present the following items to the Membership for ratification:

1. The present Charter Formula would be continued to be used to determine the wages, retirement, health, and vacation from the two highest transit systems.
2. The Charter formula for the new wage increase will go into effect July 1, 2010 (see pay chart below).
3. The City will begin making the new health plan contributions for Muni Operators on July 1, 2010 at the same level that they currently contribute for other unionized City employees (75% of the cost of Kaiser dependent health care premiums). See the chart attached for a reference of Health Plan Rates ranging from **Employee Only to Employees Plus 1 and to Employee Plus 2 or more Dependents**. Because Muni Operators will be paying substantially less for our health plan coverage, the amount that the City will have to pay into the Trust Fund under the survey formula will be much less and Trust Fund payouts will be smaller, **but the Trust Fund will still continue to exist.**
4. Operators will pay 7.5% into your own Retirement for one-year, from July 1, 2010 through June 30, 2011. (See retirement chart attached).

THE FOLLOWING ITEMS WILL BE FROZEN FOR 14 MONTHS:

1. Line Trainer Rate – Line Training would be done by training instructors
2. Tuition Reimbursement – Reimbursement for outside education/training
3. Payment for security – Fund to pay for security
4. Health Care Facility – Pay for 24 – Fitness/ health facility
5. Childcare Task Force – Pay for Childcare Study
6. Attendance Buy-back – Sell back sick leave if you don't use more than 40 hours a year
7. Overtime on RDO – Operators would be required to work 40 hours before being paid overtime on work on their regular day off (RDO)

Subject to ratification the items frozen for 14 months will be effective on April 15, 2010.

**THE TENTATIVE ESTIMATES OF THE NEW WAGE RATE FOR JULY 1, 2010,
PENDING CERTIFICATION BY THE CIVIL SERVICE COMMISSION**

Montgomery County	\$30.37
Boston	\$30.18
San Francisco MUNI Operators (average of the agencies above)	\$30.27
Actual Raise if these are the two cities certified	\$2.36 per hour

NEW WAGE RATE OVERVIEW ESTIMATE BASED ON AN 8-HOUR DAY:

$\$2.36 \times 80 \text{ hours (based on 80 hours of work)} = \mathbf{\$188.80}$ (pay raise every two weeks)

RETIREMENT CONTRIBUTION ESTIMATE:

Retirement Contributions as described below will affect all Muni Operators hired after December 1, 1976 and is based on an 8-hour day.

$\$30.27 \times 80 \text{ hours} = \2421.60

$7.5\% \times \$ 2421.60 = \mathbf{\$181.62}$ (contribution amount per pay period)

The Membership has clearly conveyed the importance of a reduction in health care premiums and the preservation of the Charter wage formula. Local 250-A's Executive Board has heard you. We have been successful in negotiating improved Health Plan Premiums and preserving the Wage Formula **and Muni Operators will be the only City Employee Union to receive a wage increase on July 1, 2010.**

Local 250-A has been able to preserve our Charter wage formula and secure the City's agreement to pay for Muni Operator's health care plan at the same rate as other unionized City employees because sister unions have stood in solidarity with us. The Mayor and the Board of Supervisors abandoned the Elsbernd attack on our wages only after they saw that labor was united behind Local 250-A. Our sisters and brothers in the other Unions have sacrificed jobs, pay, furloughs, and loss of holidays to close the City's budget deficit. It is our intent and our obligation to maintain the continued support of the Labor Council and other Unions by showing that the Muni Operators are willing to carry our share of the burden and ratify these temporary changes.

Members of Local 250-A should know that the one-year of Retirement Pick-up by Muni Operators will help save as many Muni Operator jobs that are slated for lay-off, reduce some of the proposed service cuts, and stop the increase in fares for the disabled, senior, and youth fast pass rates. Helping to stop the increase of fares for the disabled, senior, and youth will go a long way to bridge our ties and strengthen our community relations campaign to the public, and in particular to the senior and disabled community.

The vote on this package will take place on Tuesday, February 16, 2010 at each of the operating Divisions from 5am till 5pm.

MEDICAL PLAN RATES EMPLOYEE ONLY

Twice Monthly Medical Rates as of July 1, 2009 till June 30, 2010

	BLUE SHIELD		KAISER		CITY PLAN	
	CITY PAYS	OPERATOR PAYS	CITY PAYS	OPERATOR PAYS	CITY PAYS	OPERATOR PAYS
NEW RATE	266.45	0	232.18	0	404.14	0
CURRENT RATE	224.69	41.76	224.68	7.50	224.68	179.46

MEDICAL PLAN RATES EMPLOYEE + 1 DEPENDENT

Twice Monthly Medical Rates as of July 1, 2009 till June 30, 2010

	BLUE SHIELD		KAISER		CITY PLAN	
	CITY PAYS	OPERATOR PAYS	CITY PAYS	OPERATOR PAYS	CITY PAYS	OPERATOR PAYS
NEW RATE	490.62	41.76	456.34	7.50	542.64	244.67
CURRENT RATE	337.19	195.19	337.19	126.65	337.19	450.12

MEDICAL PLAN RATES EMPLOYEE + 2 or MORE DEPENDENTS

Twice Monthly Medical Rates as of July 1, 2009 till June 30, 2010

	BLUE SHIELD		KAISER		CITY PLAN	
	CITY PAYS	OPERATOR PAYS	CITY PAYS	OPERATOR PAYS	CITY PAYS	OPERATOR PAYS
NEW RATE	542.64	210.46	542.64	113.48	542.64	562.96
CURRENT RATE	337.19	415.91	337.19	318.92	337.19	768.14

***Note: The above rates are the currently in effect until June 30, 2010.**