



MEA VOTE ON PEC AGREEMENT

April 20, 2010

Public Employee Committee Unions and City Reach Final Tentative Agreement INFORMATIONAL MEETING AND MEA MEMBER VOTE

MONDAY, MAY 3, 6-8pm

San Francisco Main Library Latino/ Hispanic Rooms A&B, 100 Larkin Street at Grove. Food served at 5:30pm meeting begins promptly at 6:00pm. **The Library is closed on Monday nights, so please plan to arrive before 6:00 p.m.** If you arrive after 6:00 p.m., you can enter at the far right door of the Grove Street entrance by calling the security office at 415-557-4357. **Additional Polling locations will be open for voting on Wednesday May 5:**

San Francisco General Hospital
Café Room No. 1 (back of cafeteria)
11 am – 1 pm
CHN Annex Room 2001
4 pm – 6 pm

Department of Public Health
101 Grove Street
Room 220
11am – 1pm and 4 pm – 6 pm

San Francisco International Airport
Delta Building
710 N. McDonnell Road
Conference Room C
11 am – 1pm and 4 pm – 6 pm

RSVP early to staff@sfmea.com

PEC Central Table Settles

After several weeks of intensive negotiations, the Public Employees Committee (PEC) and the City have reached a tentative agreement on a comprehensive “Central Table” package that completes the economic framework announced on March 26. In the new PEC Central Table agreement reached in the face of the City’s unprecedented \$522 million deficit – confirmed by the PEC’s outside financial analyst - PEC member unions agreed to provide over \$200 million in savings to the City over the next two years.

Although avoiding both the 37.5 hour workweek and the potential for massive layoffs to close the budget gap were reason enough to engage, the PEC unions also sought and achieved a strengthened role in finding a larger solution and long-term structural reform. The Agreement includes a number of non-traditional bargaining provisions that cover purchasing, contracting out, hiring and revenue in addition to the 4.62%/12 furlough day concession.

- Now with agreements completed on both the ...

1. Overall Economic Framework, and
2. The Central Table Agreement

...the focus moves to:

3. Individual Union Agreements. MEA continues our discussions this week.

- As the individual union agreements are completed:

4. Ratification Votes Begin

Key Elements of the Tentative Agreement:

- 37.5 Hour Workweek Plan rescinded
- Twelve days off/4.62% pay reduction framework
- Christmas to New Years and day before Thanksgiving as potential minimum staffing days (MSD's)
- Full restoration of wages at end of the agreement
- Salary "smoothing", except for craft unions
- Thousands of jobs saved
- Six month layoff moratorium (7/1/10-1/1/11) conditioned on identified state funding
- Retirement Restoration
- Direct input to improve purchasing processes and reduce waste
- Multi-million dollar reduction in outsourcing
- Improved oversight of contracting out (PSC) process
- Elimination of contractor COLA funds
- Increased oversight over new hiring
- No massive "deskilling" plans permitted
- City commitment on "shared sacrifice"
- Continued discussions on the application of Enterprise Fund savings

The full text of the tentative agreement will soon be available online at www.sfmea.com. In addition a comprehensive briefing will be provided at the membership meeting on May 3rd. Members may vote at the May 3rd meeting or on Wednesday, May 5th at locations citywide. Only MEA members will be permitted to vote.

MEA Economic Package: 4.62%

- 1.5% P4P, 2.12% Wages, 1% MCCP B&C Funds
 - 12 Additional Floating Holidays
 - Unlimited Carryover
 - Five Year Usage Period
 - Payouts at Pre-Concession Rate
 - Retirement Restoration
 - Credited Against Voluntary Contributions
- Remaining B&C Monies Allocated to Structural Inequities

MEA Mission Statement: To enhance the quality of life for all San Franciscans and visitors by promoting sound government practices, supporting professional excellence for our City's managers, and maintaining the highest ethical standards in the delivery of service to the public.

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