

Item No. 2

Supplemental Material

For
City of Sacramento
City Council
Housing Authority
Redevelopment Agency
Economic Development Commission
Sacramento City Financing Authority

Agenda Packet

Submitted: May 19, 2006

For the Meeting of: May 23, 2006

- Additional Material
- Revised Material

Subject: Administrative Matters: Changes to Local 39 Labor Contracts

Contact Information: Dee Contreras, Director of Labor Relations, 808-5424

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REPORT TO COUNCIL City of Sacramento

915 I Street, Sacramento, CA 95814-2604
www. CityofSacramento.org

CONSENT
May 23, 2006

Honorable Mayor and
Members of the City Council

Subject: Administrative Matters: Changes to Local 39 Labor Contracts

Location/Council District: City-wide

Recommendation:

Adopt a Resolution 1) approving agreements that incorporate previously negotiated changes and corrections, that are administrative in nature, into the Memoranda of Understandings for the three Local 39 Units Operations and Maintenance Office and Technical and Professional units (Miscellaneous), General Supervisory and Plant Operator; and 2) repeal Resolutions 2005-799, 2005-844 and 2005-843 and corresponding Agreements 2005-0214, 2005-0215 and 2005-0210 for the Miscellaneous, General Supervisory and Plant Operator Units respectively.

Contact: Dee Contreras, Director of Labor Relations, 808-5424

Presenters: Dee Contreras, Director of Labor Relations, 808-5424

Department: Labor Relations

Division: NA

Organization No: 1610

Summary:

During the 2005 negotiations, agreements were reached with Local 39 but some of the language agreed to between the parties was inadvertently left out of the final agreements. In order to provide clarity in the new memoranda we are recommending that the changes be incorporated into the Agreements through the City Clerk's process of administrative clean-up. All of the changes were previously approved by Council and are included in the adopted budget. This action requires adoption of new documents and repealing of previously approved document.

Committee/Commission Action: None.

Background Information:**Miscellaneous Unit Changes (Exhibit A-1 to Resolution):**

1. Section 4.4 (a) (Bulletin Boards), deleted language "and the 28th Street Yard"
2. Section 4.6 (a) (Stewards), deleted language "to handle grievances pertaining to this Agreement"
3. Section 4.6 (c) (Stewards), deleted language "including grievance handling"
4. Article 6 (Salary Adjustments), removed reference to salary schedule exhibits said "exhibit" insert language from Sections 6.1, 6.3, 6.4, 6.5, and 6.6
5. Section 8.3 (b) (Health and Welfare: Amount of Contribution), added language "with less than five (5) years of service"
6. Section 12.7 (d) (Personal Leave), changed "fiscal year" to "calendar year"
7. Section 15.3 (b)(4) and (5) (Layoff), ~~inserted regression ladder 45 – Customer Service Specialist and renumbered the remaining classification groups as number 46 and 47 changed reference numbers of classification groups listed in the paragraphs to reflect the addition of new classes to the regression ladder in attachment B of the Agreement~~
8. Section 17.3 (bc) (Foul Weather Gear), added additional classes of "Street Construction Equipment Operator/Laborer/Laborer Trainee"
9. Section 22.18 (a) (PERS Retirement Plan and Contribution), added "sick leave conversion credit"
10. ~~Exhibit B, added classes to the regression ladder~~

General Supervisory Unit Changes:

1. Section 4.3 (a) (Bulletin Boards), deleted language "and the 28th Street Yard"
2. Section 4.4 (a) (Stewards), deleted language "to handle grievances pertaining to this Agreement"
3. Section 4.4 ((Stewardse), deleted language "including grievance handling"
4. Article 6 (Salary Adjustments), removed reference to salary schedule said "exhibits" insert language from Sections 6.1, 6.3, 6.4, 6.5, and 6.6
5. Section 6.7 (d) and (e) (Classification Equities) were added to show classification equity adjustments for fiscal years 2008-09 and 2009-10.
6. ~~Section 12.7 (b), added "in January of each applicable year"~~
7. ~~Section 12.7 (d) (Personal Leave), changed "fiscal year" to "calendar year"~~
8. ~~Section 15.3 (b)(4) and (5) (Layoff), inserted regression ladder 41 – Street Maintenance Supervisor, 42- Utilities Field Supervisor and 43 Customer Service Supervisor and renumbered the remaining classification groups as numbers 44 and 45 changed reference numbers of classification groups listed in the paragraphs to reflect the addition of new classes to the regression ladder in attachment B of the Agreement~~
9. ~~Section 20.17 was a duplicate of Section 20.2 (Selection of Vacancies) was substantially duplicated in 20.17 (Filling Permanent Vacancies). Section 20.2 (a) was deleted and replaced with Section 20.17 (a). All of 20.17 was then deleted from the Agreement and the balance of the Article was renumbered.~~

~~10.9. Section 20.15 (a) (PERS Retirement Plan and Contribution), added "sick leave conversion credit"~~

~~11. Exhibit B, changed item number 32 on the list to reflect change in titles of the Plant Operator Classes~~

~~12. Exhibit B, added classes to the regression ladder~~

Plant Operator Unit

1. Article 6 (Salary Adjustments), removed reference to salary schedule said "exhibits" insert language from Sections 6.1, 6.4, 6.5, 6.6, and 6.7

2. Section 9.7 (d) (Personal Leave), changed "fiscal year" to "calendar year"

3. Section 16.10 (a) (PERS Retirement Plan and Contribution), added "sick leave conversion credit"

Financial Considerations:

All of the changes were previously approved by Council for various contracts and have been included in the adopted budget.

Environmental Considerations: NA

Policy Considerations: NA

Emerging Small Business Development (ESBD): NA

Respectfully Submitted by: Dee Contreras
Dee Contreras
Director of Labor Relations

Approved by: Mat V
Gus Vina
Assistant City Manager

Recommendation Approved:

Mat V
RAYMOND KERRIDGE
City Manager

Table of Contents:

- Pg 1-3 Report
- Pg 4 Resolution
- Pg 5-252 Exhibit A1-3

RESOLUTION NO.

Adopted by the Sacramento City Council

APPROVING ADMINISTRATIVE CHANGES TO THE LABOR AGREEMENTS WITH STATIONARY ENGINEERS LOCAL 39

BACKGROUND:

- A. Pursuant to the Meyers-Milias-Brown Act governing public sector collective bargaining, the City met and conferred with Local 39 and parties reached agreements on the terms and conditions of employment for the Office and Technical, Operations and Maintenance, Professional, General Supervisory, and Plant Operator Units which are included in the Agreements previously adopted by Council. The terms of the Agreements are consistent with the obligations of the City to bargain in good faith, are in line with the City's strategic goals and serve the interests of the City and the community by continuing positive labor relations.
- B. This action is to update and conform administrative corrections to the Agreements by repealing the previously adopted resolutions (2005-799, 2005-843, and 2005-844) and corresponding agreements (2005-0214, 2005-0215 and 2005-0210) and adopting this resolution approving the updated agreements.
- C. The full cost of these adjustments has been included in the budget and there is no additional cost with this item.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:

Section 1. The Labor Agreements identified in Exhibit A-1 through A-3 covering the Miscellaneous (Office and Technical, Operations and Maintenance and Professional), General Supervisory and Plant Operator Units are approved as amended.

Section 2. The Fiscal Year 2005-2006 Budget includes the labor costs agreed to in these administrative actions.

Table of Contents:

- Exhibit A-1 The 2005-2010 Labor Agreement Covering the Office and Technical, Operations and Maintenance and Professional Units – 114 pages
- Exhibit A-2 The 2005-2010 Labor Agreement Covering the General Supervisory Unit – 77 pages
- Exhibit A-3 The 2005-2010 Labor Agreement Covering the Plant Operator Unit – 57 pages