

CITY COUNCIL OF THE CITY OF SAN JOSÉ

May 1, 2012

Item 3.13
Labor Negotiations

Bargaining Units

Bargaining Unit	FTE's
San Jose Fire Fighters, Local 230 (IAFF)	645
Association of Building, Mechanical and Electrical Inspectors (ABMEI)	64
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)	74
Association of Legal Professionals (ALP)	32
San Jose Police Officers' Association (POA)	1109
International Union of Operating Engineers, Local No. 3 (OE#3)	692
Association of Engineers and Architects (AEA)	203
Association of Maintenance Supervisory Personnel (AMSP)	77
City Association of Management Personnel (CAMP)	322
Municipal Employees' Federation (MEF)	1785
Confidential Employees' Organization (CEO)	178
Total Represented Employees	5181

2012 Negotiation Schedule

Bargaining Unit	Contract Expiration
MEF	06/30/11*
IBEW	06/30/11*
OE#3	06/30/11*
CEO	09/17/11*
ALP	06/30/12
ABMEI	06/30/13
AMSP	06/30/13
AEA	06/30/13
CAMP	06/30/13
POA	06/30/13
IAFF	06/30/13

* Contract expired, City Council approved terms and conditions for Fiscal Year 2011-2012

Fiscal Year 2011-2012 Negotiations

Employee Unit	Ongoing Total Comp. Reduction	Modify Automatic Step Increases	Disability Leave Supplement	Sick leave Payout
AEA	-10%	N/A	Phased Out 06/24/12	In Neg./Med.
ALP	-10%	N/A	Reduced to 3 months	In Neg./Med.
AMSP	-10%	N/A	Phased Out 06/24/12	In Neg./Med.
CAMP	-10%	N/A	Phased Out 06/24/12	In Neg./Med.
ABMEI	-10%	Reduced to 2.5%	Phased Out 06/24/12	In Neg./Med.
IBEW	-10%	Reduced to 2.5%	Reduced to 3 months	Eliminated 01/01/12
OE#3	-10%	Reduced to 2.5%	Reduced to 3 months	Eliminated 01/01/12
MEF	-10%*	Reduced to 2.5%	Reduced to 3 months	Eliminated 01/01/12
CEO	-10%*	Reduced to 2.5%	Reduced to 3 months	Eliminated 01/01/12
POA	-10%	Status Quo	Status Quo	In Neg./Med.
IAFF, Local 230	-10%	Status Quo	Status Quo	In Neg./Med.
Unit 99/Unit 82	-10%	N/A	Phased Out 06/24/12	TBD

*Also achieved Council direction to roll back 2% General Wage Increase received in Fiscal Year 2010-2011

Fiscal Year 2011-2012 Negotiations (Cont'd)

Employee Unit	Vacation Sellback	Modify Overtime Calculation
AEA	Phased Out 12/23/12	N/A
ALP	Reduced to 60 Hours	N/A
AMSP	Phased Out 12/23/12	N/A
CAMP	Phased Out 12/23/12	N/A
ABMEI	N/A	Status Quo
IBEW	N/A	Actual Hours Worked Only
OE#3	N/A	Actual Hours Worked Only
MEF	N/A	Actual Hours Worked Only
CEO	N/A	Actual Hours Worked Only
POA	N/A	Status Quo
IAFF, Local 230	N/A	Status Quo
Unit 99/Unit 82*	Phased Out 12/23/12	N/A

* Unit 99/Unit 82 are unrepresented and do not collectively bargain over wages and benefits

Recommendation

- **Accept Report**