

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO (CITY) AND  
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL  
EMPLOYEES, LOCAL 127 (L127) REGARDING THE COLLECTION SERVICES  
DIVISION OPEN ROUTE BIDDING PROCESS**

Whereas City has satisfied its obligations under the Meyers-Milias Brown Act to meet and confer with Local 127 regarding the Collection Services Division Open Route Bidding Process;

And, the City and MEA have mutually reached the following agreement, after meeting and conferring in good faith on January 18, 2012 and March 13, 2012;

1. The City and Local 127 agree to the following implementation of the open route bidding process as set forth below:

**Process to Advertise and Assign Route Sets**

1. Post open route sets for two weeks.
2. Receive written interest on provided forms from Drivers until the end of the two week posting period. Late requests will not be considered unless an employee is away from the work site for the entire two week period and returns the following week to express interest.
3. Refer to current Division seniority list to determine seniority.
4. Break any seniority ties by drawing numbers (lottery).
5. Make offers of open routes to individuals in seniority order. If an employee declines, it shall be irrevocable, and the offer shall then be made to the next senior employee.
6. Post announcement of driver assigned to open route.
7. Update commercial driving logs, dispatch sheets, staff roster, tailgate logs, distribution lists, and vehicle assignments.

**Route Set - Bidding Process Parameters**

**Definitions**

- A route set is defined as a regular set of routes some or all days of the two week cycle. Route sets may be 'complete' meaning eight/ten regular assignments each two week cycle, or 'partial' meaning that some days the driver has a regularly assigned route and some days the driver is 'extra board.'
- When a route is downed, route sets may be altered in the following manner. These situations are not advertised as open route sets.
  - Permanent down route. Route elimination is typically the result of lack of tonnage. In the case of a permanently downed route, the impacted driver has the following options:
    - Go to extra board on that day within the section
    - Bump the junior driver in the section within the same commodity
    - Bump the junior driver in the section (same or different commodity)

If the impacted driver bumps the junior driver within the same commodity, and that driver is not the driver with a route set of the lowest seniority in the section, that person has the following options:

- Go to extra board on that day within the section
- Bump the junior driver within the section

A maximum of two personnel bumps will occur in this process.

- Occasional down route. If a route needs to be downed for a day, the supervisor makes a suggestion to the District Manager regarding the route that is accessible to the rest of the section and not too difficult to collect (key stops, special needs, etc.) and as centrally located to the rest of the section to minimize travel time. If this route belongs to a senior driver, he or she will be placed on an open route within the section for that particular day. If there are no open/uncovered routes that day, then the junior driver will be bumped for the day and sent to work on an uncovered route in another section while the senior driver is given the junior person's route in the section for the day.
- Emergency down route. Sometimes a route goes down after the start of the shift due to injuries, no-shows, accidents, break-downs, or other uncontrollable circumstances. In this case, the route will be down and round-up assignments need to be made mid-day. In this situation, other sections may be called to assist.

#### Partial Route Sets

- Prior to making a route set available for bid, District Manager may use routes in the route set to compliment and fill out partial route sets of staff in the section. The decision to bid the newly opened route set as is, or compliment partial route sets in the section first, shall be in the best interest of staffing and efficiency of the operation.

#### Seniority and Tie Breakers

- Drivers will be given the opportunity to bid for route sets in order of Division Seniority. Division Seniority is defined as follows:
  - Years of continuous service in the Division from the last date of hire.
  - Continuous service includes all approved leaves of absence with "job saved."
- Ties of employees with the same Division Seniority shall be broken by lottery (drawing of numbers).

#### Qualifications

- Route set assignments shall be made only to qualified persons. For example, Driver IIs, who are trained on automated vehicles, may bid on and be assigned to automated routes. If a Driver selects a work assignment that they are not qualified for, they are committing to training for the assignment.
- Driver IIs shall have a choice to be assigned to either automated routes, the lead position of a rear loader assignment, or an extra board assignment for a route set including Driver

II assignments. Driver IIIs and Driver IIs are not eligible to select Driver I assignments. A rear loader crew includes one Sanitation Driver II and one Sanitation Driver I.

- Driver I's may not bid for, and will not be considered for, Driver II assignments. Driver I's and Trainees shall be considered only for Driver I route sets.
- Driver III personnel may only bid for open route sets in sections when fewer than three Driver IIIs are present already in the section with the open route set. (Within a section, one Driver III has a trash route set, one has a recycling route set and one is a floater.) A maximum of three (3) Driver IIIs shall be assigned to each automated section.

#### Leaves of Absence

- Drivers on Industrial Leave, approved Leave of Absence, Light Duty, and who are anticipated to return to work prior to the end of the two week bid posting period, may indicate their interest and bid on an open route set. Employees must be able to perform the full range of duties of the assignment on the date of the route set bid closing date to be considered for route set award.
- Route sets may be put up for bid as a "temporary route set" when the assigned driver is on Industrial Leave, approved Leave of Absence, Light Duty, or otherwise away from the regular work force once it is clear the employee will be away in excess of 30 days.
- Temporary route set bids will be open to interested persons who are extra board 4/5 days per week in the same section. The most senior person expressing interest will be temporarily assigned to the route set. If no one expresses interest, the least senior extra board person in the section will be assigned. The route set will then revert to the original employee, regardless of when the employee returns to work.

#### Placement of Driver into Route Set

- When a route set does not receive any interest (bid) following advertisement, management reserves the right to place a Sanitation Driver into the route set. This assignment shall be made by way of reverse seniority (most junior first).

#### Vehicles

- Drivers with regularly assigned route trucks may take their truck with them to their new section. The previously assigned route truck may revert to the section losing the successfully bidding driver and truck, as determined by the District Manager.

#### Cooling Off Period

- Following the selection of the senior driver to an open route set advertised for bid, the successful driver is required to remain on that route set and is disqualified from bidding on additional open route sets for a period of six (6) months. This is in support of the Division goal to provide consistency to the residents.

2. Both parties agree to meet quarterly, if necessary, for the year to discuss any unanticipated issues that may arise from the implementation of this agreement.


This Agreement is executed on this 7<sup>th</sup> day of May, 2012 by the following authorized representatives of each party.


Local 127

  
Carlos Mejia, Business Representative

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Marcos Cardenas, Business Representative

City of San Diego

  
Mary Valerio, Deputy Director, Environmental Services Department

  
John O'Neill, Labor Relations Officer

H: Personnel/Route Bid Process Rcv April 2012.mlv