

**AMENDMENT No. 1**  
**TO THE 2014-2019 MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**THE CITY AND COUNTY OF SAN FRANCISCO**  
**AND**  
**MACHINISTS UNION, LOCAL 1414**  
**INTERNATIONAL ASSOCIATION OF MACHINISTS**  
**& AEROSPACE WORKERS**  
**MACHINISTS AUTOMOTIVE TRADES DISTRICT LODGE 190**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

**ARTICLE III - PAY, HOURS AND BENEFITS**

**III.A. WAGES**

1. All members of the bargaining unit will receive the following base wage increases:

Effective October 11, 2014: 3%

Effective October 10, 2015 3.25%

Effective July 1, 2016, represented employees will receive a base wage increase between 2.25% and 3.25%, depending on inflation, and calculated as  $(2.00\% \leq \text{CPI-U} \leq 3.00\%) + 0.25\%$ , which is equivalent to the CPI-U, but no less than 2% and no greater than 3%, plus 0.25%.

In calculating CPI-U, the Controller's Office shall use the Consumer Price Index – All Urban Consumers (CPI-U), as reported by the Bureau of Labor Statistics for the San Francisco Metropolitan Statistical Area. The growth rate shall be calculated using the percentage change in price index from February 2015 to February 2016.

Effective July 1, 2017, represented employees will receive a base wage increase of 3%.

Effective July 1, 2018, represented employees will receive a base wage increase of 3% unless the March 2018 Joint Report, prepared by the Controller, the Mayor's Budget Director and the Board of Supervisors' Budget Analyst, projects a budget deficit for fiscal year 2018-2019 that exceeds \$200 million, in which case the base wage adjustment of 3% due on July 1, 2018, will be delayed by six (6) months until the pay period including January 1, 2019.

Effective July 1, 2014, represented employees in classification 7313 Automotive Machinist shall receive a one-time wage adjustment of \$.40 to their hourly base wages.

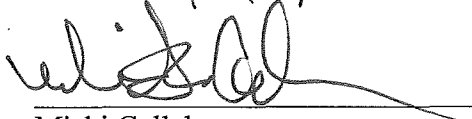
Effective October 11, 2014, represented employees in classifications 7306 Automotive Body and Fender Workers and 7309 Car and Auto Painters shall receive a one-time wage adjustment of an additional one percent (1%) to their base wages.

**Effective July 1, 2017, represented employees in classifications 7306 Automotive Body and Fender Workers and 7309 Car and Auto Painters shall receive a one-time wage adjustment of an additional one and fifteen hundredths percent (1.15%) to their base wages.**

Wage adjustments shall be effective in the pay period closest to the effective dates. All base wage increases shall be rounded to the nearest whole dollar, bi-weekly salary.

FOR THE CITY

Date: 5/4/17




Micki Callahan,  
Human Resources Director

FOR THE UNION

Date: \_\_\_\_\_

\_\_\_\_\_  
Arthur Gonzalez,  
Business Representative, Automotive Machinists Local  
1414

Date: 5-3-17



Suzanne R. Mason  
Employee Relations Director

APPROVED AS TO FORM:

Date: 5/2/17



Katharine Hobin Porter  
Chief Labor Attorney