



LIUNA, Local 261 Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	July 1, 2024: 1.5% January 4, 2025: 1.5% June 30, 2025, at close of business: 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026, at close of business: 2% January 2, 2027: 2% June 30, 2027, at close of business: 2.5%
Term	V.C.	Establishes term of MOU July 1, 2024, through and inclusive of June 30, 2027.
Representatives & Stewards	I.I.	Union shall furnish a list of shop stewards to DHR and update as needed to ensure accuracy.
Shop Stewards	I.I.	Department shall not unreasonably withhold release time for stewards to participate in official functions.
Apprentice Grievance Waiver	I.G.	Grievance procedure shall not apply to apprentices or 9916 Public Service Aides.
Grievance Procedure	I.G.	Step 3 grievance shall contain copies of all earlier correspondence.
Granting Out	II.H.	Moves “alternate worker” language to body of contract from Appendix A and strikes appendix language. If the City convenes a committee to discuss implementation of technology that will impact bargaining unit work, the Union shall have the right to participate.
3425 Class Adjustment	III.A.	One-time 8% base wage adjustment to 3425 Senior Integrated Pest Management Specialist.
3422 Class Adjustment	III.A.	One-time 2% base wage adjustment to 3422 Park Section Supervisor.
7501 General Laborer Apprentices	III.A.	Describes hours per step for 7501 General Laborer Apprentice. Amends steps in response to PEC \$25 minimum wage.
Apprentice Gardeners	III.A.	Describes hours per step for 3410 Apprentice Gardeners. Amends steps in response to PEC \$25 minimum wage.



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Apprentice Arborist Technician I&II	III.A.	Describes hours per step for 3408 and 3409 Apprentice Arborist Technician I and II.
Public Outreach Premium	III.E.	Unit members who complete Public Outreach/Public Safety cross training shall receive a 1% premium for all hours worked.
Apprenticeship Coordinator	III.E.	One 3422 employee at RPD shall receive a 20% premium for fulfilling the role of Gardener Apprenticeship Supervisor for the duration of the assignment.
Japanese Tea Garden & Botanical Garden Pay	III.E.	5% premium for Gardeners regularly assigned to the Japanese Tea Garden or Botanical Garden.
PTO	III.E.	Increases power tool premium from \$1.35 to \$1.50.
Credentialed Rigger Premium	III.E.	Upon confirmation of certification, 7514 General Laborer and 7215 General Laborer Super
Height Work	III.E.	\$3/hr premium for hours actually worked above two floors or fourteen feet.
Workforce Development	III.V.	Increases apprenticeship/training fund from \$100,000 to \$125,000. Increase Ombudsman pay to equal Step of 7215 General Laborer Supervisor I.
Work Clothing	IV.A.	Increases boot allowance from \$250 to \$300. Adds option for \$300 stipend in lieu boots and/or work clothing.
Zipper Clause	V.A.	Updates zipper clause language describing active side letters.
SFO Shift Bid	Appx. A	Agree to meet and discuss with the Union to design and administer a shift bid for SFO, no later than September 1, 2024.
RPD Shift Bid	Appx. A	The current annual shift bid shall continue subject to the “Joint Labor/Management” Bid Committee’s oversight, decision making,” and formal meet & confer process only when necessary.
DPW 7281 Shift Bid	Appx. A	Amends pilot DPW 7281 Street Environmental Operations Supervisor to annual bid. DPW shall evaluate permanence of program June 30, 2027.
Volunteerism Side Letter	S-5	Adjusts Ombudsman pay to equal Step 5 of 7215 General Laborer Supervisor I.



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Hiring Hall Side Letter	S-6	City will convene a working group to provide a recommendation regarding the use of temporary employees from hiring halls.