

**INTEREST ARBITRATION PROCEEDINGS PURSUANT TO SF CHARTER
SECTION A8.409**

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS. LOCAL 6,
AFL-CIO,

UNION

And

THE CITY AND COUNTY OF SAN
FRANCISCO,

EMPLOYER

Hearing Dates: April 22-24, 2024

Award: April 24, 2024

BEFORE BOARD MEMBERS:

**JOEL SCHAFFER: NEUTRAL CHAIRPERSON
JOHN DOHERTY: UNION BOARD MEMBER
ARDIS GRAHAM: CCSF BOARD MEMBER**

DECISION AND AWARD

Appearances By:

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INTRODUCTION

The parties to this mediation/arbitration reached impasse on two issues—internal adjustments and night duty differential—and presented those issues to this Board for arbitration on April 24, 2024, in accordance with Section A8.409-4 of the City’s Charter. The Board was appointed by the parties in accordance with the City’s Charter provisions. After consideration of the parties’ last, best, and final offers on these two remaining issues, the Neutral Chairperson of the Board, Joel Schaffer, hereby orders that the following be incorporated into the parties’ MOU alongside all tentative agreements already reached between the parties:

Issue I: Internal Adjustments

Article III.A. Wages

Internal Adjustments

Effective July 1, 2024, employees in classifications 6248 Electrical Inspector, 6249 Senior Electrical Inspector, 6250 Chief Electrical Inspector, and 6252 Line Inspector shall receive a one-time, additional base wage adjustment of one percent (1%).

Effective July 1, 2025, employees in classifications 6248 Electrical Inspector, 6249 Senior Electrical Inspector, 6250 Chief Electrical Inspector, and 6252 Line Inspector shall receive a one-time, additional base wage adjustment of one percent (1%).

Effective July 1, 2025, employees in classification 9241 Airport Electrician Supervisor shall receive a one-time, additional base wage adjustment of 2.25%.

Effective July 1, 2025, employees in classification 9242 Head Airport Electrician shall receive a one-time, additional base wage adjustment of 9.75%.

Issue II: Night Duty Differential

Article III.E. Additional Compensation

1. NIGHT DUTY DIFFERENTIAL

133. Shift pay of 9% shall be paid for the entire shift, provided at least four (4) hours of the employee's shift falls between 5:00 p.m. and midnight (12:00 a.m.), except for those employees participating in an authorized flex-time program and who voluntarily work between the hours of 5:00 p.m. and midnight (12:00 a.m.).
134. Shift pay of ~~11~~ 15% shall be paid for the entire shift, provided at least four (4) hours of the employee's shift falls between midnight (12:00 a.m.) and 7:00 a.m., except for those employees participating in an authorized flex-time program and who voluntarily work between the hours of midnight (12:00 a.m.) and 7:00 a.m.

The Board adopts these provisions as its Final Order and Award under the City's Charter.

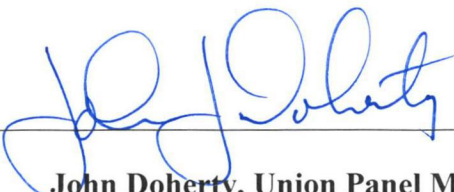
IT IS SO ORDERED.

Date:



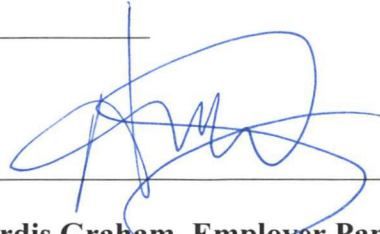
Joel Schaffer, Neutral Board Member

Date: 4/24/2024 Agree Disagree



John Doherty, Union Panel Member

Date: _____ Agree _____ Disagree _____



Ardis Graham, Employer Panel Member