



SFCWU, Painters Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	<i>All employees will receive the following base wage increase:</i> 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%
Duration of Agreement	VI.D.	<i>This agreement shall be effective July 1, 2024, through June 30, 2027.</i>
Representatives and Stewards	I.G.	Union shall annually furnish a written list of Union representatives and stewards and amend the list as needed.
Union Access	I.J.	Union shall have reasonable access to all work locations.
Jury Duty	II.E.	Add language regarding jury duty pay and mid-day call-in.
Acting Assignment Pay	III.F.	Eligible for Acting Assignment Pay on the 5 th consecutive workday. Increase to a step in an established salary schedule that represents 7.5% above base salary.
Epoxy & Industrial Coatings Premium	III.F.	Increase hourly premium from \$1.25 to \$1.45.
Taper Premium	III.F.	Include all Painter classes. Increase hourly premium from \$1.25 to \$2.50.
Thermo-Plastic Applicator Premium	III.F.	Increase hourly premium from \$2.00 to \$2.30.
Thermo-Plastic Applicator Truck Operator Premium	III.F.	Increase hourly premium from \$1.00 to \$1.25.
Wastewater Treatment	III.F.	Increase daily premium from \$4.00 to \$6.00. Premium also applied when an employee is required to wear a Tyveks suit.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

San Francisco City Workers United
(Painters)

Issue	MOU Section	Summary
Facility Premium		
Hydro-Blaster Operator Premium	III.F.	Increase hourly premium from \$1.25 to \$1.50
Airport Perimeter Maintenance Premium	III.F.	Employees assigned to perform airport perimeter maintenance repair work shall be entitled to 10% of their base hourly wage.
Legal Holidays in Lieu	III.G.	In lieu holidays can be used in current or next fiscal year.
Floating Holidays	III.G.	Eligible upon appointment and shall carry forward to the next year.
Salary Step Adjustment	III.K.	Modification of salary steps and supervisory rates of pay.
Vacation Accrual	III.M.	Include reference to Admin Code Article II, Sections 16.10-16.14, and SF Charter Section A8.440 for informational purposes.
Health Benefit Contributions	III.R.	If City reaches a voluntary agreement that results in City contributions to health care benefits exceeding those applicable to this Union, the City will notify the Union and offer a meeting to address whether the benefit should be extended to this Union.
Safety Equipment and Work Clothing Stipend	V.B.	Establishes \$250 allowance for safety footwear.
Bargaining Unit Work	Side Letter	The parties agree to meet after July 1, 2024, to discuss bargaining-unit work. The parties have until October 18, 2024, to declare impasse on the issue, upon which the parties shall schedule the mediation/arbitration panel to reconvene no later than January 20, 2025.