



Consolidated Crafts Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	All employees will receive the following base wage increase: July 1, 2024: 1.5% January 4, 2025: 1.5% June 30, 2025: 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026: 2% January 2, 2027: 2% June 30, 2027: 2.5%
Duration	VI.D.	July 1, 2024, through June 30, 2027
No Work Stoppages	I.E.	Strikeout language: The terms strike, lockout or sympathy strike shall be provided in Charter Section A8.346 (a) and A8.346 (b). Charter Sections A8.346 (a) and A8.346 (b) are attached in Appendix A.
Grievance Procedure	I.H.	1) Step III shall contain copies of all correspondence and materials provided at earlier steps. 2) No skipping steps. 3) Step 3 timelines are at least 15 calendar days.
Representatives and Stewards	I.J.	City to receive from the Union updated officer and steward lists annually (July 1 of each year) and amended as needed.
Biohazard Pay (Teamsters 853)	I.N.	Members assigned to biohazard jobs will be paid 8%.
Contractor Info	II.K.	Crafts designation of dual Contractor Info proposal for UA 38 (UP 16).
Rest Between Shifts	III.E.	Establishes parameters for rest between shifts.
Rest Period (IATSE Local 16)	III.E.	Nine-hour rest period up from eight.
Hazmat (Teamsters 853)	III.F.	7251 Track Maintenance Supervisors and 7355 Truck Drivers driving or operating a vehicle requiring the display of hazardous placards under 49 CFR Part 172 will receive \$1.50 per hour when driving or operating such a vehicle in addition to any other premiums or differentials the employee is entitled to receive.
Lead Pay	III.F.	Defines lead works as leading 3 other employees in same class.



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Holiday Carry Over	III.G.	Holiday in lieu can be carried to next fiscal year.
Floating Holiday	III.G.	Floating holidays shall be carried to the next fiscal year.
Vacation Leave (Informational Purposes only)	III.M.	Clarifies vacation leave is covered under City Charter and Administrative Code.
COVID-19 Worker Retention Pay	III.AB.	Strikes COVID-19 Worker Retention Pay section.
Safety Equipment and Protective Clothing	V.B.	Departments shall establish a regular, annual date to provide equipment or clothing allowance.
Work Schedules	Appendix D	The Cement Masons will therefore have a regular forty (40) hour work week. If they choose not to work on an inclement weather day, they shall request the day off pursuant to regular department procedures.
Heating and Ventilation Inspector Cert Premiums (SMW Local 104)	Appendix J	Increase premium amounts for the three different certifications.
Alternate Work Schedules (SMW 104 #4)	Appendix J	A different start time may be implemented for sheet metal workers at DPW upon the approval of the department.
Muni Bathrooms (Teamsters 853)	Appendix K	All 7355 truck drivers and 7251 track maintenance supervisors shall be allowed access to Muni bathrooms while on duty.
Contracting Out & Bargaining Unit Work (Teamsters 853)	Appendix K	Positions and jobs performed by covered classes shall not be contracted out.



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Different Equipment Pay (Teamsters 853)	Appendix K	Increase from \$1.50 an hour to 4% an hour. Adds additional equipment types.
Uncertified Boom Truck, Street Sweeper Premium (Teamsters 853)	Appendix K	Increases from \$.75 to 4% an hour.
Truck Driver Salary Steps (Teamsters 853)	Appendix K	Adds pot hole and patch trucks to Heavy Assignments eligible for higher steps.
Staffing Task Force	Side Letter	Establishes task force to discuss hiring hall.
Plasterers (Cement Mason 300)	Side Letter	7361 Plasterers classification to be reinstated.
Work Schedules for SFMTA Glaziers (Glaziers Local 718)	Separate Letter (not to be attached to MOU)	Establishes new shift procedures for SFMTA Glaziers.
Temp Exempt Pension and Health Contributions (IASTE Local 16)	Separate Letter (Not to be attached to MOU)	Reworking payment of pension and health benefits for temp exempt workers under 1040 hours.
Craft Removals Placeholder	N/A	Strikes groups no longer covered by Consolidated Crafts.