



IAM 1414 Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	<p>Effective July 1, 2024, represented employees shall receive a 1.5% wage increase.</p> <p>Effective January 4, 2025, represented employees shall receive a 1.5% wage increase.</p> <p>Effective June 30, 2025, at close of business, represented employees shall receive a 1% wage increase.</p> <p>Effective July 1, 2025, represented employees shall receive a 1% wage increase.</p> <p>Effective January 3, 2026, represented employees shall receive a 1.5% wage increase.</p> <p>Effective June 30, 2026, at close of business, represented employees shall receive a 2% wage increase.</p> <p>Effective January 2, 2027, represented employees shall receive a 2% wage increase.</p> <p>Effective June 30, 2027, at close of business, represented employees shall receive a 2.5% wage increase.</p> <p>Effective July 1, 2024, represented employees shall earn no less than \$25.00 an hour.</p>
Term	V.C.	July 1, 2024, through June 30, 2027
Apprenticeship Program	I.M.	Agreement to meet and confer regarding apprenticeships for Auto Mechanic, Auto Body, Auto Painter, and other apprenticeship matters not later than October 1, 2025.
7325 Wage Adjustment	III.A.	<p>Effective July 1, 2024, 1% wage increase for 7325 General Utility Mechanic.</p> <p>7332 Hetch Hetchy Mechanical Shop Supervisor shall maintain a base wage rate 7.5% above the 7325 General Utility Mechanic.</p>
7322 Wage Adjustment	III.A.	Effective July 1, 2024, 3% wage increase for 7332 Maintenance Machinist.
7322, 7264, 7249 Wage Adjustment	III.A.	Effective July 1, 2024, 1% increase to 7322 Automotive Body and Fender Worker Assistant Supervisor, 7264 Automotive Body and Fender Worker Supervisor, and 7249 Automotive Mechanic Supervisor.
Safety	IV.B.	Adds insoles, laces, toe caps, and socks to approved uses of \$250



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Automotive Machinists, Local 1414

Issue	MOU Section	Summary
Equipment		safety footwear allocation.
Side Letter Regarding Pilot Machinist Training	S-2	Parties will meet to discuss creation of a new classification to qualify members of 7381 Automotive Mechanic for promotive opportunities.
Side Letter Regarding Classification 7313	S-3	DHR will create a new classification envisioned as the “Heavy Duty Mechanic/Automotive Machinist.” The new classification shall be assigned a rate of pay 4% above the 7313 Automotive Machinist.