



International Brotherhood of Electrical Workers, Local 6

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%
Duration	IV.D.	MOU will be in effect July 1, 2024, through and inclusive of June 30, 2027.
Recognition	I.A.	Addition of Apprentice Power Line Worker 1 and 2 to list of represented employees.
Representation	I.F.	The Union shall provide list of Union Representatives with assigned roles to DHR, and shall amend list as needed. The Union will provide the City with a list of stewards on July 1 of each year and notify the City of any changes during the course of the year.
Union Security	I.G.	Replacement of “Union Security” with “Dues Deduction.”
Grievance Procedure	I.H.	The Union shall make best efforts to include copies of all earlier correspondence, materials, and evidence submitted at earlier Steps of the Grievance Procedure. The City shall provide Union a list of Designated Management Officials and Appointing Officers. Initiation of discipline must occur within 30 days of the date the City knows of conduct after diligent and timely investigation. Written responses to Skelly meetings must be submitted by the date the Skelly is scheduled. Supplemental written responses must be submitted within 7 calendar days of Skelly meeting.
Discipline	I.H.	Parties may agree to temporary reduction in pay in lieu of unpaid suspension. Employee and employee’s representative shall be notified in writing of Skelly decision.
Seniority	I.I.	Language added to account for possible Civil Service Rule changes.



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Probationary Period	II.C.	Addition of employee to parties required for mutual agreement for extension of probationary period.
Subcontracting	II.K.	The City shall provide Union names of contractors, subcontractors, and location of work to be performed for all job order contracts and task orders.
Internal Adjustments	III.A.	<p>6248 Electrical Inspector, 6249 Senior Electrical Inspector, 6250 Chief Electrical Inspector, and 6252 Line Inspector: One-time, additional base wage adjustment of one percent (1%) effective July 1, 2024. One-time, additional base wage adjustment of one percent (1%) effective July 1, 2025.</p> <p>9241 Airport Electrician Supervisor: One-time, additional base wage adjustment of 2.25% effective July 1, 2025.</p> <p>9242 Head Airport Electrician: One-time, additional base wage adjustment of 9.75% effective July 1, 2025.</p> <p><u>Compensation Adjustments Implemented Pursuant to Paragraph 144:</u></p> <p>9240 Airport Electrician, 9241 Airport Electrical Supervisor, and 9242 Head Airport Electrician: One-time, additional base wage adjustment of three (3%) percent effective July 1, 2024.</p> <p>7338 Electrical Line Worker: One-time, additional base wage adjustment of three (3%) percent effective July 1, 2024.</p> <p>7257 Comm. Line Sup I and 7273 Comm. Line Sup II: One-time, additional base wage adjustment of three (3%) percent effective July 1, 2024.</p>
Night Duty Differential	III.E.	Shift pay of 15% for shifts with at least four (4) hours falling between midnight (12:00 a.m.) and 7:00 a.m.
Emergency Duty	III.E.	Departments shall administer and distribute standby pay on an equitable basis.
Lead Pay	III.E.	Change from “foreman” to “foreperson.”



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Electrical Workers, Local 6

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Acting Assignment Pay	III.E.	Acting assignments shall not last longer than six (6) months without approval of DHR and notice to Union.
Floating Holidays	III.G.	Employees establish eligibility for floating holidays upon appointment. Unused floating holidays shall be carried over to a succeeding fiscal year.
Work Clothes and Safety Equipment	V.B.	City shall continue current practice of providing protective work clothing to all represented employees. Coveralls provided by City shall be "Carhartt or equivalent." City shall provide safety shoes up to \$275 in value. Funds allocated for safety shoes may also be used for insoles and/or laces.
Power Control Work Schedules	Appendix B.I.C.	Name changes to "Power Systems Operations" and adjustment of Schedule III shift start time to 6:00 a.m.
Airport Shift Bidding	Appendix B.I.E.	Union and City shall meet and confer with the intent to introduce 4/10 bid lines for the Graveyard Shift for 9240 Airport Electricians and 9241 Airport Electricians.
Safety Practices	Appendix B.II.D.	<p>A minimum of two (2) employees shall be assigned to any work requiring entrance into an underground vault. A minimum of two (2) electricians or above shall be assigned to work on all live circuits of 277 volts or greater.</p> <p>Employees shall use remote racking and switching devices on equipment 480 volts and greater when available. When not available, the City shall assign a minimum of two (2) qualified workers to such work.</p>
Overtime Distribution	Appendix B.II.J.	The City shall provide the Union with the accrued overtime hours for each employee at the Power Enterprise Line Shop. Pre-arranged overtime shall be offered based on amount of accrued overtime hours.
Compensation Placeholder	Appendix C.	Update to list of compensation rates in Attachment A.
Hiring Out	Side Letter	Pilot project under which the City shall interview up to three (3) referrals from the Union when hiring class 7342 Electricians for Temporary Exempt Positions.