



Building Inspectors' Association Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A	<p>Effective 07/01/2019: 3%</p> <p>Effective 12/28/2019: 1%</p> <p>Effective 07/01/2020: 3% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2020 will be delayed by 6 months.</p> <p>Effective 12/26/2020: 0.5% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on December 26, 2020 will be delayed by 6 months.</p> <p>Effective 07/01/ 2021: 3% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2021 will be delayed by 6 months.</p> <p>Effective 01/08/2022: 0.5% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on January 8, 2022 will be delayed by 6 months.</p>
Bilingual Pay	III.F	<p>In order to be eligible for bilingual pay, employees must be assigned to perform bilingual services, and be certified as bilingual.</p> <p>The City may require an employee to recertify not more than once annually.</p> <p>Removes 10 hour minimum to receive bilingual pay.</p>
Union Security	I.H	<p>Strikes current language regarding agency fees. Provides new language in conformance with Janus decision and SB 866 requirements regarding the collection of union membership dues.</p>
Non-Discrimination	II.A	<p>Updates list of Title IX protected classes.</p> <p>Requires election of internal remedies for discrimination or harassment (i.e., grievance or EEO complaint).</p>
Gender Pronouns	All	<p>In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.</p>
Grievance Procedure	I.F	<p>Requires grievance includes specific details at each step.</p> <p>Changes timelines working days to calendar days.</p> <p>City can object to new facts brought in arbitration.</p> <p>Amend arbitrator selection procedures.</p>
Stewards	I.G	<p>Prohibits a witness who is also a steward from representing an employee.</p>
Bulletin Boards	I.J	<p>Delineates guidelines for use of space on bulletin boards in City buildings.</p>
Probationary Period	II.C	<p>Inserts language clarifying that probationary hours include legal holiday pay and must be regularly scheduled hours.</p>



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2019

Building Inspectors' Association

Issue	MOU Section	Summary
Personnel Files	II.D	Provides that materials related to discipline will be sealed in an employee's personnel files three years after the incident.
Jury Duty	II.E	Inserts standard language regarding employee rights to leave and pay during jury duty.
Alternate Work Schedules	III.C	Include 4/10 and 9/80 in the language.
Overtime Compensation	III.E	LHP counted as time worked in determining overtime eligibility and removed language that sick time is excluded from determining overtime eligibility.
Compensatory Time	III.E	Caps the amount of compensatory time employees can earn and carry forward to the next fiscal year.
Lead Worker Pay	III.F	Increases the premium amount from \$10.00 per day to \$12.50 per day, and increases to 4 the number of employees one must lead to receive the premium.
Premium Pay	III.F	Increased the Premium cap by 0.5% and changed the percentage of the different premiums.
Retirement	III.U	Remove retirement language for those that started before 1976.
Parking	III.X	Added language that parking citations may be considered by supervisors for reimbursements.
Airport Employee Commute Option	III.Z	Update Airport Employee Transit Options Program from a pilot to a permanent program. Allows Airport employees to receive a monthly allowance instead of free parking.
Tuition Reimbursement	IV.A	Added language on eligible expenses, eligible employees, approval and timing process, reporting, and employees will not be required to utilize the fund for department mandated training.
Substance Abuse Prevention Policy	V.I	Updates drug screening levels for controlled substances to allow City to test non-Department of Transportation covered employees.
Duration of Agreement	VI.D	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.
Savings Clause	VI.E	Update savings clause to be consistent with other contracts.