



**LIUNA, Local 261 Bargaining Summary**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Wages</b>	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%
<b>Term</b>	V.C.	Establishes term of MOU July 1, 2024, through and inclusive of June 30, 2027.
<b>Representatives &amp; Stewards</b>	I.I.	Union shall furnish a list of shop stewards to DHR and update as needed to ensure accuracy.
<b>Shop Stewards</b>	I.I.	Department shall not unreasonably withhold release time for stewards to participate in official functions.
<b>Apprentice Grievance Waiver</b>	I.G.	Grievance procedure shall not apply to apprentices or 9916 Public Service Aides.
<b>Grievance Procedure</b>	I.G.	Step 3 grievance shall contain copies of all earlier correspondence.
<b>Granting Out</b>	II.H.	Moves “alternate worker” language to body of contract from Appendix A and strikes appendix language.  If the City convenes a committee to discuss implementation of technology that will impact bargaining unit work, the Union shall have the right to participate.
<b>3425 Class Adjustment</b>	III.A.	One-time 8% base wage adjustment to 3425 Senior Integrated Pest Management Specialist.
<b>3422 Class Adjustment</b>	III.A.	One-time 2% base wage adjustment to 3422 Park Section Supervisor.
<b>7501 General Laborer Apprentices</b>	III.A.	Describes hours per step for 7501 General Laborer Apprentice. Amends steps in response to PEC \$25 minimum wage.



## Employee Relations

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Issue	MOU Section	Summary
<b>Apprentice Gardeners</b>	III.A.	Describes hours per step for 3410 Apprentice Gardeners. Amends steps in response to PEC \$25 minimum wage.
<b>Apprentice Arborist Technician I&amp;II</b>	III.A.	Describes hours per step for 3408 and 3409 Apprentice Arborist Technician I and II.
<b>Public Outreach Premium</b>	III.E.	Unit members who complete Public Outreach/Public Safety cross training shall receive a 1% premium for all hours worked.
<b>Apprenticeship Coordinator</b>	III.E.	One 3422 employee at RPD shall receive a 20% premium for fulfilling the role of Gardener Apprenticeship Supervisor for the duration of the assignment.
<b>Japanese Tea Garden &amp; Botanical Garden Pay</b>	III.E.	5% premium for Gardeners regularly assigned to the Japanese Tea Garden or Botanical Garden.
<b>PTO</b>	III.E.	Increases power tool premium from \$1.35 to \$1.50.
<b>Credentialed Rigger Premium</b>	III.E.	Upon confirmation of certification, 7514 General Laborer and 7215 General Laborer Super
<b>Height Work</b>	III.E.	\$3/hr premium for hours actually worked above two floors or fourteen feet.
<b>Workforce Development</b>	III.V.	Increases apprenticeship/training fund from \$100,000 to \$125,000. Increase Ombudsman pay to equal Step of 7215 General Laborer Supervisor I.
<b>Work Clothing</b>	IV.A.	Increases boot allowance from \$250 to \$300. Adds option for \$300 stipend in lieu boots and/or work clothing.
<b>Zipper Clause</b>	V.A.	Updates zipper clause language describing active side letters.
<b>SFO Shift Bid</b>	Appx. A	Agree to meet and discuss with the Union to design and administer a shift bid for SFO, no later than September 1, 2024.
<b>RPD Shift Bid</b>	Appx. A	The current annual shift bid shall continue subject to the “Joint Labor/Management” Bid Committee’s oversight, decision making,” and formal meet & confer process only when necessary.
<b>DPW 7281 Shift</b>	Appx. A	Amends pilot DPW 7281 Street Environmental Operations



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<b>Bid</b>		Supervisor to annual bid. DPW shall evaluate permanence of program June 30, 2027.
<b>Volunteerism Side Letter</b>	S-5	Adjusts Ombudsman pay to equal Step 5 of 7215 General Laborer Supervisor I.
<b>Hiring Hall Side Letter</b>	S-6	City will convene a working group to provide a recommendation regarding the use of temporary employees from hiring halls.