



## Operating Engineers, Local 3 Bargaining Summary

Issue	MOU Section	Summary
<b>Grievance Procedure</b>	I.E	Adds a step II for grievances related to discipline where the union needs to file with the department before going to Employee Relations.
<b>Wages</b>	III.A.	<p>Effective 07/01/2022: 5.25%</p> <p>Effective 07/01/2023: 2.50% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on July 1, 2023, will be delayed by 6 months.</p> <p>Effective 01/06/2024: 2.25% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on January 6, 2024, will be delayed by 6 months.</p>
<b>Work Schedules</b>	III.B.	Add comma after “Sundays.”
<b>Lead Pay</b>	III.D.	Adds “in the same class.” When at least four employees in the same class are assigned on any job and are not under the direction of a crew supervisor on site.
<b>Comp Time</b>	III.E.	Increasing compensatory time max to 240 hours for non- “z” designated employees
<b>Juneteenth Holiday</b>	III.F.	Adding Juneteenth, June 19th, as a legal holiday and changing Columbus Day to Indigenous Peoples Day, Italian American Heritage Day
<b>In Lieu Holidays</b>	III.F	Allows in lieu days to be used in the current or next fiscal year
<b>Equipment Operators List</b>	IV.C	Parties to meet and confer on equipment which union will waive exclusivity. If agreement on exceptions is not reached by January 30, 2023, the parties agree to have arbitrator decide outstanding issue pursuant to Charter Section A8.409. Adds Appendix C which lists equipment performed by member of the bargaining unit and exceptions.
<b>Clothing Allowance</b>	V.B	Adding that the City will reimburse “no less than \$250 clothing allowance for any additional job-related protective clothing” and departments will not unreasonably withhold approval of reimbursement. Departments may provide coveralls instead of reimbursement.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

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CCSF NEGOTIATIONS 2022

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Operating Engineers, Local 3 (OE3)

Issue	MOU Section	Summary
<b>Commercial Driver's License Premium</b>	Appendix D: Side Letters	The City will commit to reviewing the minimum qualifications for classes 7710, 7208 7210, 7328, 9331 by June 30, 2023
<b>Overtime Side Letter</b>	Appendix D: Side Letters	The City agrees to change the overtime status from "Z" to Non-Z" for class 7208 Heavy Equipment Operations Supervisors and class 7108 Heavy Equipment Operations Assistant Supervisors effective July 1, 2022.