

**Amendment No. 2
TO THE 2012-2014 COLLECTIVE BARGAINING AGREEMENT
BETWEEN AND FOR
THE CITY AND COUNTY OF SAN FRANCISCO
AND THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 6**

The parties hereby amend the Collective Bargaining Agreement as follows:

APPENDIX B

I. WORKWEEK AND HOURS

C. Hetch-Hetchy Moccasin Powerhouse and Early Intake Powerhouses – Powerhouse Operators (classes 7480, 7482, 7484 **and 7488**)

1. Moccasin Powerhouse Operators

The normal work week and hours for unit employees assigned to Moccasin Powerhouse shall be in accordance with the following two cycles:

Moccasin Powerhouse Schedule I Cycle: A **thirty-five (35)** ~~twenty-eight~~ day cycle of:

- ~~1. 4 consecutive 12 hour day shifts and one (1) four hour day shift, then 6 days off;~~
- ~~2. 4 consecutive 12 hour night shifts, then two (2) days off;~~
- ~~3. 3 consecutive 12 hour day shifts, then one (1) day off;~~
- ~~4. 3 consecutive 12 hour day shifts, then two (2) days off.~~

a. Three (3) consecutive day shifts of 12 hours followed by seven (7) consecutive days off.

b. Four (4) consecutive day shifts of 11 hours followed by three (3) consecutive days off.

c. Four (4) consecutive night shifts of 12 hours followed by two (2) consecutive days off.

d. Three (3) consecutive day shifts of 12 hours followed by one (1) day off.

e. Three (3) consecutive night shifts of 12 hours followed by two (2) consecutive days off.

f. One day shift of 12 hours.

All 11- and 12-hour day shifts begin at 6 a.m. All 12-hour night shifts begin at 6 p.m.

~~There shall be one class 7484 (Sr. Power Gen. Tech.) administrative shift at Moccasin Powerhouse which shall be scheduled on a "4/10" basis. Assignment will be for an eight (8) month duration.~~

Moccasin Powerhouse Schedule II Cycle: Four (4) consecutive 10-hour day shifts within one week.

Newly hired employees shall be placed on the Moccasin Powerhouse Schedule II Cycle for up to eighteen (18) months, or a shorter period of time, subject to the operational needs of the Department, and thereafter shall be assigned to either the Early Intake powerhouses on the Schedule III Cycle, or the Moccasin Powerhouse on the Schedule I Cycle. The 10-hour Moccasin Powerhouse Schedule II day shifts shall begin at 6 a.m.

2. Early Intake powerhouses – Schedule III Cycle:

The Early Intake schedule consists of a series of six 40-hour work weeks, consisting of **a Monday through Friday** work weeks containing either four (4) 10-hour days or five (5) **consecutive** 8-hour days **day shifts** as follows: **Early Intake powerhouse 8-hour day shifts shall begin at 7 a.m.**

1. ~~3 consecutive days off.~~
2. ~~4 consecutive 10-hour days on.~~
3. ~~3 consecutive 8-hour days on.~~
4. ~~2 consecutive days off.~~
5. ~~7 consecutive 8-hour days on.~~
6. ~~5 consecutive days off.~~
7. ~~4 consecutive 10-hour days on.~~
8. ~~3 consecutive 8-hour days on.~~
9. ~~2 consecutive days off.~~
10. ~~7 consecutive 8-hour days on.~~
11. ~~2 days off.~~

APPENDIX B

D. Safety Practices.

1. The City acknowledges that for health and safety reasons, the Public Utilities Commission staffs Hetch Hetchy Moccasin line shop line crew and Warnerville Line Shop line crew with three (3) employees; however, on occasion, subject to operational needs of the Department, the crew size may be less than this number.

2. A minimum of two (2) employees shall be assigned to any work requiring entrance into an underground vault (applicable to the Department of Technology, Public Safety Wire Section).

3. A minimum of two (2) electricians or above shall be assigned for work on all live circuits of 277 volts or greater. (Applicable to: Port of San Francisco, S.F. Airport, Electric Shop (Airfield and Building Maintenance), Department of Public Works, and Public Utilities Commission (Wastewater Enterprise, Water Department and Hetch Hetchy Moccasin, Line, Tech Shop, Electric, and Warnerville Line Shop).
4. Class 7510 light fixture maintenance worker need not be accompanied by a second 7510 in the performance fixture maintenance work within the classification.
5. Upon request, an employee shall be accompanied by a Deputy Sheriff when working in any jail.
6. At the Department of Public Works, Bureau of Building Repair and/or Public Utilities Commission, employees assigned to the Wastewater Enterprise Division shall be provided with a shower room, one (1) annual physical exam at no charge, free vaccines for hepatitis, T.B. and/or any other necessary vaccines required for exposure to raw sewage.
7. The City acknowledges for Health and Safety reasons, PUC staffs ~~the~~ the Moccasin Powerhouse, ~~which includes the~~ and Early Intake Division's powerhouse ~~Control Room,~~ with three (3) employees, however, on occasion, subject to the operational needs of the department, the crew size may be less than this number.
- 8. Powerhouse Operators on the Moccasin Schedule I Cycle shall be assigned at least one hundred (100) hours of North American Electric Reliability Corporation (NERC) training per year, with such training to take place during the 11-hour day shifts. Powerhouse Operators on the Moccasin Schedule I Cycle may be assigned NERC training during other shifts in addition to the one hundred (100) hours of NERC training assigned during the 11-hour day shifts.**
- 9. If the City assigns any Powerhouse Operators to work at Early Intake, it shall assign at least two (2) Powerhouse Operators to work there on five (5) consecutive 8-hour day shifts, Monday through Friday, as set forth in Section C.2 above, however, on occasion, and subject to the operational needs of the Department, the City may staff Early Intake with one (1) Powerhouse Operator for a period not to exceed five (5) consecutive weekdays. No Powerhouse Operator shall be assigned to work alone at Early Intake on a Saturday or a Sunday without another City employee present.**
- 10. Powerhouse Operators on the Moccasin Schedule I Cycle are eligible for overtime, at one-and-one-half times their regular rate of pay, after they have worked more than forty (40) hours in a normal work week, or more than 12 hours in one day. Powerhouse Operators on the Moccasin Schedule II Cycle are eligible for overtime, at one-and-one-half times their regular rate of pay, after they have worked more than forty (40) hours in a normal work week, or more than 10 hours in one day. Powerhouse Operators assigned to work at the Early Intake powerhouses on the Schedule III Cycle are eligible for overtime, at one-and-one-half times their regular rate of pay, after they have worked more than forty (40) hours in a normal work week, or more than 8 hours in one day.**

E. Safety Equipment.

The following safety equipment shall be provided by the City free of charge to employees

assigned to the following work locations:

1. All necessary safety equipment: Department of Building Inspection; Port of San Francisco.

2. Prescription safety glasses Upon request: S.F. International Airport (Airfield & Building Maintenance); Water Department (Millbrae and Newcomb); Port of San Francisco.

1. Miscellaneous: Custom fit ear protection - S.F. International Airport (Airfield & Building Maintenance); all necessary high voltage equipment - S.F. International Airport (Airfield Maintenance); shower room and adequate time to shower when needed - Water Department (Millbrae Yard).

F. Safety Meetings.

1. Safety meetings are held every payday on each shift with unit employees at the following jobsite locations:

(a.) Department of Technology Public Safety Wire Section and Telecommunications Facilities Section

(b.) Port of San Francisco Electric Shop

(c.) San Francisco Airport - Airfield Maintenance and Building Maintenance Shops

(d.) Department of Public Works Bureau of Building Repair

(e.) Public Utilities Commission – Wastewater Enterprise and Water Department - Millbrae and Newcomb Yards

2. Safety meetings are held at least every ten (10) days on each shift with unit employees at the following jobsite locations:

(a.) Recreation and Parks Department Electric Shop

(b.) Laguna Honda Electric Shop

3. Safety meetings are held at least once per month on each shift with unit employees at the following jobsite locations:

(a.) Department of Building Inspections

(b.) Hetch Hetchy Water and Power; Moccasin Powerhouse, which includes the Control Room, and Early Intake powerhouses

(c.) Public Library

(d.) War Memorial Electric Shop (in accordance with Cal-Osha requirements)

4. Other:

(a.) Safety meetings are held with unit employees once per week at Moccasin Tech, Line, Electric and Warnerville Line Shop

(b.) Safety meetings are held with unit employees at the Sheriff's Department (Jail Nos. 3, 7, 8 and 9) as needed to meet Cal-Osha minimum standards.

G. Overalls/Coveralls/Uniforms.

The following are provided unit employees free of charge:

Laguna Honda Electric Shop: An adequate number of uniforms shall be supplied by the department and shall be laundered free of charge.

H. Security of Employees Effects and Tools.

Bargaining Unit employees at the following locations shall be provided safe and secure storage facilities for personal effects and work clothes (lockers or the equivalent); and for personally provided tools (lockers, storage area, lock boxes, etc.) where such tools are used in the performance of the employees' duties.

1. Department of Technology. (Rankin Street)

2. Port of San Francisco.

3. San Francisco International Airport - Building Maintenance/Airfield Maintenance Shops.

§ 4. Department of Public Works - Cesar Chavez Street

¶ 5. San Francisco Public Utilities - Water Department (Millbrae/Newcomb) and Wastewater Enterprise

7 6. Hetch Hetchy Water and Power

8 7. Public Library

9 8. Sheriff's Department - Jail #8 and #9

I. Training and New Hire Training Periods.

1. Department of Technology - Public Safety Wire Section: New hires not eligible for overtime shift coverage for first six months of employment.

2. San Francisco International Airport - Airfield Maintenance Only: Newly hired 9240's

assigned to day shift until the next shift rotation.

~~3. Hetch-Hetchy - Moccasin Power House and Early Intake: New hires are assigned work shifts at management's discretion for 120 days. Thereafter employees are subject to shift cycle rotation.~~

4. Hetch-Hetchy - Tech, Line, Electric and Warnerville Line Shop: New hires assigned at the discretion of supervisor.

J. Overtime, Vacation, and Shift Bidding

1. Overtime:

(1) Overtime assigned at discretion of supervisor. (Applies to Laguna Honda; Hetch Hetchy Moccasin, Tech, Line and Warnerville Line Shop; Public Library)

(2) Overtime assigned to employee working on the job first, thereafter assignment made at supervisor's discretion. (Applies to Port of San Francisco; San Francisco Intl. Airport Building Maintenance; Dept. of Public Works Bureau of Building Repair; Wastewater Enterprise; Water Department; Dept. of, Telecommunication Facilities Section.

(3) Department of Technology Public Safety Wire Section: See attached Appendix

(4) Department of Building Inspection: See Attached Appendix B-2.

(5) S.F. International Airport Airfield Maintenance: Overtime is offered to employee with least number of accrued overtime hours.

(6) Moccasin Power-House, which includes the Control Room, and Early Intake powerhouses: Overtime offered by Ppowerhouse, by Ppowerhouse seniority in accordance with seniority lists established as of each January 1. Once through the list, then assignments are offered to employee with least number of "accrued overtime hours." Refusals count as "accrued overtime hours" for the purpose of overtime distribution.

(7) Recreation and Parks Department: Overtime seniority list established and overtime offered on basis of seniority. Once through the list, overtime offered to employee with least number of accrued hours. Refusals of offered overtime count as "accrued overtime hours for the purpose of overtime distribution." Overtime log book available for inspection at anytime. Regular overtime is generally voluntary; however, if there are no volunteers, overtime is assigned by reverse seniority.

