



## Stationary Engineers Local 39 Bargaining Summary

Issue	MOU Section	Summary
<b>Wages</b>	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>
<b>Equity Adjustment</b>	III.A.	<p>For classes 7120, 7203, 7205, 7333, 7334, 7335:</p> <ul style="list-style-type: none"> <li>• 1.25% equity increase on July 1, 2019</li> <li>• 1.25% equity increase on July 1, 2020</li> <li>• 1.25% equity increase on July 1, 2021</li> </ul>
<b>Union Security</b>	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>
<b>Non Discrimination</b>	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>
<b>Water Certification Premium</b>	III.B.	<p>Effective July 1, 2019, wastewater treatment plant operators and water treatment plant and distribution plant operators in certain classifications shall receive a new premium of one percent (1%) on base pay if they possess and maintain a state certification one grade or higher than required under the certification requirement in the applicable job class specification.</p>
<b>Appendix A1</b>	Appendix	<p>Sets a meet and confer between the parties to design a new schedule for wastewater plants. Upon mutual agreement, Appendix A1 will</p>



## Employee Relations

City and County of San Francisco  
Department of Human Resources

---

CCSF NEGOTIATIONS 2019

---

Stationary Engineers, Local 39

Issue	MOU Section	Summary
	A	amend the MOU throughout to account for the future change as set forth in the copy provided.
<b>Gender Pronouns</b>	Multiple Sections	In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
<b>Grievance Procedure</b>	I.G.	Requires grievance includes specific details at each step. Changes timelines from working days to calendar days. Adds language about contacting the City Attorney's office for arbitration.
<b>Substance Abuse prevention Policy</b>	Appendix D	Deletes Appendix D and references to Appendix D for oral fluid drug testing. Maintains the use of urine analysis for drug testing if not covered under DOT standards.