



**Local 39 Bargaining Summary 2022**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<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>Grievance Procedure</b>	I.G.	Adds a Step 2 to the grievance procedure for disciplinary grievances. The union will first file a lower level grievance with the Appointing Officer before escalating to Employee Relations.
<b>Election of Remedies</b>	II.A.	If more than one administrative remedy is offered by the City, the union and employee may elect more than one remedy.
<b>Premium for 7120 who oversees water distribution at CDD</b>	III.A	Effective July 1, 2022, employees in class 7120 Building & Grounds Superintendent at the Public Utilities Commission who oversee Water Distribution operations within the City Distribution Division (CDD) shall receive a five percent (5%) premium for the duration of the employee’s assignment at CDD.
<b>Correctional Facility Premium</b>	III.D.	Increases the premium amount paid from \$2.00 to \$2.50 per hour.
<b>Over Certification Premium</b>	III.D.	Increases the premium amount paid from 1% to 1.5% for maintaining higher level certifications. Adds classification 5149 for water supply and treatment. Adds classifications 7372, 7373, and 7252 at Hetch Hetchy.
<b>Juneteenth</b>	III.H.	Adds Juneteenth as a holiday and renames Columbus Day.
<b>Lead Pay</b>	III.D.	Expands lead pay from only the Airport to be citywide. Increases the amount paid for lead pay to \$15 per day.
<b>Cable Maintenance Mechanic</b>	III.D.	Increases the premium paid from \$1.50 per hour to \$1.75 per hour. Clarifies that employees cannot earn both lead pay and cable maintenance mechanic pay.
<b>Dive Pay</b>	III.D.	Increases the premium amount paid from \$10 to \$14 per hour.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

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CCSF NEGOTIATIONS 2022

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## Stationary Engineers, Local 39

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>In Lieu Days</b>	III.H.	Allows employees to use in lieu days in the current of next fiscal year.
<b>Floating Holidays</b>	III.H.	Employees are eligible to receive floating holidays immediately upon starting with the City. Employees no longer need to wait 6 months to become eligible for floating holidays.
<b>Life Insurance</b>	III.T.	Upon becoming eligible to participate in the Health Service System under San Francisco Administrative Code Section 16.700, the City shall provide term life insurance in the amount of \$50,000 for all employees covered by this agreement.
<b>Work Clothing</b>	V.C.	Increases the sets of work clothing employees will be provided from 5 to 6. Increases the cash uniform allowance paid in lieu of work clothing from \$500 to \$600.
<b>Safety Shoes</b>	V.D.	Where appropriate and authorized by the Appointing Officer or designee, employees covered by this MOU shall be provided safety shoes each year at a cost not to exceed \$250 per employee, per year. In all cases where safety footwear has been provided, the employee shall be required to wear such footwear during the performance of their duties.