



**United Association of Plumbers and Pipefitters, Local 38
 Bargaining Summary**

Issue	MOU Section	Summary
Wages	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%
Duration	VI.C.	July 1, 2024, through June 30, 2027
Representatives & Stewards	I.F. & I.G.	The City to receive from the Union updated officer and steward lists annually (July 1 of each year) and amend as needed.
Discipline & Skelly Rights	I.J.	Defines discipline and outlines Skelly process.
Contractor Info	II.K	As such information becomes available, the City will provide the names of contractors, subcontractors and location of work for job order contracts and task orders.
PUC & SFO Shift Bidding	III.C.	Establishes new protocols for shift bidding at PUC and SFO.
Standby Pay	III.E.	Removes requirement that only one person will be on standby at Millbrae location.
Waste Water Treatment Facility Pay	III.E.	Adds Apprentice classes to list receiving Waste Water Treatment Facility pay.
Sewer Service Camera Operator Premium	III.E.	Premium shall expire on July 1, 2025. In recognition, the base wage for Sewer Service Workers shall increase 3%. All current Sewer Service Workers will be required to attend training to be certified to operate cameras no later than July 1, 2025, and obtaining the training and certification within a year of hiring shall be a minimum qualification for new employees in that class.
Backflow, Boiler, CFC Certificate Pay	III.E.	Increases premium for backflow certification to 5%, and caps the maximum combined certificate pay at 6%.
Meter Repairer	III.E.	1% equity increase for 7353 Water Meter Repairer.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

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Floating Holidays	III.G.	Floating holidays eligibility established at appointment and if not used in one fiscal year shall be carried to the next fiscal year.
Holiday Carry Over	III.G.	In lieu holidays may pass to the next fiscal year.
Part Time Holiday Compensation	III.G.	Changes part-time holiday eligibility from hours worked to hours scheduled.
COVID-19 Worker Retention Pay	N/A	Removes one-time COVID-19 Worker Retention Pay section.
Hiring Out	Side Letter	Establishes pilot program for referral hiring of temporary exempt positions.
Hiring Hall	Side Letter	Establishes working group to explore the use of hiring halls.