



Consolidated Crafts Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	All employees will receive the following base wage increase: July 1, 2024: 1.5% January 4, 2025: 1.5% June 30, 2025: 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026: 2% January 2, 2027: 2% June 30, 2027: 2.5%
Duration	VI.D.	July 1, 2024, through June 30, 2027
No Work Stoppages	I.E.	Strikeout language: The terms strike, lockout or sympathy strike shall be provided in Charter Section A8.346 (a) and A8.346 (b). Charter Sections A8.346 (a) and A8.346 (b) are attached in Appendix A. <u>It is mutually agreed that during this agreement, the Union will not authorize or engage in any strike, slowdown, or work stoppage. The City also agrees not to conduct a lockout during the agreement.</u>
Grievance Procedure	I.H.	1) Step III shall contain copies of all correspondence and materials provided at earlier steps. 2) No skipping steps. 3) Step 3 timelines are at least 15 calendar days.
Representatives and Stewards	I.J.	City to receive from the Union updated officer and steward lists annually (July 1 of each year) and amended as needed.
Biohazard Pay (Teamsters 853)	I.N.	Members assigned to biohazard jobs will be paid 8%. <u>The City and Union shall form a Workplace Safety and Assignments Working Group to address issues impacting workplace safety.</u>
Contractor Info	II.K.	Crafts designation of dual Contractor Info proposal for UA 38 (UP 16). <u>As the information becomes available, the City shall provide to the Union the name of contractor and any subcontractors and location for job order contracts and task orders.</u>
Rest Between Shifts	III.E.	Establishes parameters for rest between shifts.
Rest Period (IATSE Local 16)	III.E.	Nine-hour rest period up from eight.



Employee Relations

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Department of Human Resources

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Hazmat (Teamsters 853)	III.F.	7251 Track Maintenance Supervisors and 7355 Truck Drivers driving or operating a vehicle requiring the display of hazardous placards under 49 CFR Part 172 will receive \$1.50 per hour when driving or operating such a vehicle in addition to any other premiums or differentials the employee is entitled to receive.
Lead Pay	III.F.	Defines lead works as leading 3 other employees in same class. <u>Updates terminology from “mechanics” to “employees”.</u>
Holiday Carry Over	III.G.	Holiday in lieu can be carried to next fiscal year.
Floating Holiday	III.G.	Floating holidays shall be carried to the next fiscal year.
Vacation Leave (Informational Purposes only)	III.M.	Clarifies vacation leave is covered under City Charter and Administrative Code.
COVID-19 Worker Retention Pay	III.AB.	Strikes COVID-19 Worker Retention Pay section.
Safety Equipment and Protective Clothing	V.B.	Departments shall establish a regular, annual date to provide equipment or clothing allowance.
Work Schedules	Appendix D	The Cement Masons will therefore have a regular forty (40) hour work week. If they choose not to work on an inclement weather day, they shall request the day off pursuant to regular department procedures. <u>The parties agree that Cement Masons will be required to work on days where their regular work is not available to them due to inclement weather and shall be sent home without pay if for any reason they fail or refuse to perform the work assigned to them on inclement weather days.</u>
Heating and Ventilation Inspector Cert Premiums (SMW Local 104)	Appendix J	Increase premium amounts for the three different certifications.



Issue	MOU Section	Summary
Alternate Work Schedules (SMW 104 #4)	Appendix J	A different start time may be implemented for sheet metal workers at DPW upon the approval of the department.
Muni Bathrooms (Teamsters 853)	Appendix K	All 7355 truck drivers and 7251 track maintenance supervisors shall be allowed access to Muni bathrooms while on duty. <u>Departments shall make best efforts to identify bathroom locations for 7355 Truck Drivers assigned to them.</u>
Contracting Out & Bargaining Unit Work (Teamsters 853)	Appendix K	Positions and jobs performed by covered classes shall not be contracted out. <u>Should the Union have concerns regarding to any change to the assignment of bargaining unit work, the City and Union shall meet and discuss at the Union's request.</u>
Different Equipment Pay (Teamsters 853)	Appendix K	Increase from \$1.50 an hour to 4% an hour. Adds additional equipment types.
Uncertified Boom Truck, Street Sweeper Premium (Teamsters 853)	Appendix K	Increases from \$.75 to 4% an hour.
Truck Driver Salary Steps (Teamsters 853)	Appendix K	Adds pot hole and patch trucks to Heavy Assignments eligible for higher steps.
Staffing Task Force	Side Letter	Establishes task force to discuss hiring hall.
Plasterers (Cement Mason 300)	Side Letter	7361 Plasterers classification to be reinstated. <u>The parties acknowledge that the 7361 Plasterer classification has been abolished, that any plastering work contracted out shall continue as such, and that work previously performed exclusively by the Plasterer position remains in the jurisdiction of Local 300.</u>
Work Schedules for SFMTA Glaziers	Separate Letter (not to be attached to MOU)	Establishes new shift procedures for SFMTA Glaziers.



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(Glaziers Local 718)		
Temp Exempt Pension and Health Contributions (IASTE Local 16)	Separate Letter (Not to be attached to MOU)	<p>Reworking payment of pension and health benefits for temp exempt workers under 1040 hours.</p> <p><i><u>Upon the Union's request, the City will facilitate discussions between PAC, the City, and IATSE regarding the possibility of transferring temporary exempt IATSE stage electrician work performed for the City to PAC.</u></i></p>
Craft Removals Placeholder	N/A	Strikes groups no longer covered by Consolidated Crafts.