



**International Brotherhood of Electrical Workers, Local 6**

**Bargaining Summary**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Wages</b>	III.A.	<p>July 1, 2024: 1.5%</p> <p>January 4, 2025: 1.5%</p> <p>June 30, 2025, at close of business: 1%</p> <p>July 1, 2025: 1%</p> <p>January 3, 2026: 1.5%</p> <p>June 30, 2026, at close of business: 2%</p> <p>January 2, 2027: 2%</p> <p>June 30, 2027, at close of business: 2.5%</p>
<b>Duration</b>	IV.D.	MOU will be in effect July 1, 2024, through and inclusive of June 30, 2027.
<b>Recognition</b>	I.A.	Addition of Apprentice Power Line Worker 1 and 2 to list of represented employees.
<b>Representation</b>	I.F.	The Union shall provide list of Union Representatives with assigned roles to DHR, and shall amend list as needed. The Union will provide the City with a list of stewards on July 1 of each year and notify the City of any changes during the course of the year.
<b>Union Security</b>	I.G.	Replacement of “Union Security” with “Dues Deduction.”
<b>Grievance Procedure</b>	I.H.	<p>The Union shall make best efforts to include copies of all earlier correspondence, materials, and evidence submitted at earlier Steps of the Grievance Procedure.</p> <p>The City shall provide Union a list of Designated Management Officials and Appointing Officers.</p> <p>Initiation of discipline must occur within 30 days of the date the City knows of conduct after diligent and timely investigation.</p> <p>Written responses to Skelly meetings must be submitted by the date the Skelly is scheduled. Supplemental written responses must be submitted within 7 calendar days of Skelly meeting.</p>
<b>Discipline</b>	I.H.	Parties may agree to temporary reduction in pay in lieu of unpaid suspension. Employee and employee’s representative shall be notified



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		in writing of Skelly decision.
<b>Seniority</b>	I.I.	Language added to account for possible Civil Service Rule changes.
<b>Probationary Period</b>	II.C.	Addition of employee to parties required for mutual agreement for extension of probationary period.
<b>Subcontracting</b>	II.K.	The City shall provide Union names of contractors, subcontractors, and location of work to be performed for all job order contracts and task orders.
<b>Internal Adjustments</b>	III.A.	<p>6248 Electrical Inspector, 6249 Senior Electrical Inspector, 6250 Chief Electrical Inspector, and 6252 Line Inspector: One-time, additional base wage adjustment of one percent (1%) effective July 1, 2024. One-time, additional base wage adjustment of one percent (1%) effective July 1, 2025.</p> <p>9241 Airport Electrician Supervisor: One-time, additional base wage adjustment of 2.25% effective July 1, 2025.</p> <p>9242 Head Airport Electrician: One-time, additional base wage adjustment of 9.75% effective July 1, 2025.</p> <p><b><u>Compensation Adjustments Implemented Pursuant to Paragraph 144:</u></b></p> <p>9240 Airport Electrician, 9241 Airport Electrical Supervisor, and 9242 Head Airport Electrician: One-time, additional base wage adjustment of three (3%) percent effective July 1, 2024.</p> <p>7338 Electrical Line Worker: One-time, additional base wage adjustment of three (3%) percent effective July 1, 2024.</p> <p>7257 Comm. Line Sup I and 7273 Comm. Line Sup II: One-time, additional base wage adjustment of three (3%) percent effective July 1, 2024.</p>
<b>Night Duty Differential</b>	III.E.	Shift pay of 15% for shifts with at least four (4) hours falling between midnight (12:00 a.m.) and 7:00 a.m.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

CCSF NEGOTIATIONS 2024

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<b>Emergency Duty</b>	III.E.	Departments shall administer and distribute standby pay on an equitable basis.
<b>Lead Pay</b>	III.E.	Change from “foreman” to “foreperson.”
<b>Acting Assignment Pay</b>	III.E.	Acting assignments shall not last longer than six (6) months without approval of DHR and notice to Union.
<b>Floating Holidays</b>	III.G.	Employees establish eligibility for floating holidays upon appointment. Unused floating holidays shall be carried over to a succeeding fiscal year.
<b>Work Clothes and Safety Equipment</b>	V.B.	City shall continue current practice of providing protective work clothing to all represented employees. Coveralls provided by City shall be “Carhartt or equivalent.” City shall provide safety shoes up to \$275 in value. Funds allocated for safety shoes may also be used for insoles and/or laces.
<b>Power Control Work Schedules</b>	Appendix B.I.C.	Name changes to “Power Systems Operations” and adjustment of Schedule III shift start time to 6:00 a.m.
<b>Airport Shift Bidding</b>	Appendix B.I.E.	Union and City shall meet and confer with the intent to introduce 4/10 bid lines for the Graveyard Shift for 9240 Airport Electricians and 9241 Airport Electricians.
<b>Safety Practices</b>	Appendix B.II.D.	<p>A minimum of two (2) employees shall be assigned to any work requiring entrance into an underground vault. A minimum of two (2) electricians or above shall be assigned to work on all live circuits of 277 volts or greater.</p> <p>Employees shall use remote racking and switching devices on equipment 480 volts and greater when available. When not available, the City shall assign a minimum of two (2) qualified workers to such work.</p>
<b>Overtime Distribution</b>	Appendix B.II.J.	The City shall provide the Union with the accrued overtime hours for each employee at the Power Enterprise Line Shop. Pre-arranged overtime shall be offered based on amount of accrued overtime hours.
<b>Compensation Placeholder</b>	Appendix C.	Update to list of compensation rates in Attachment A.
<b>Hiring Out</b>	Side Letter	Pilot project under which the City shall interview up to three (3) referrals from the Union when hiring class 7342 Electricians for Temporary Exempt Positions.



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