

IN INTEREST ARBITRATION PROCEEDINGS PURSUANT TO  
CITY AND COUNTY OF SAN FRANCISCO CHARTER § A8.409

In the Matter of Interest Arbitration between

SAN FRANCISCO CITY WORKERS  
UNITED (PAINTERS),

Union,

And

CITY AND COUNTY OF SAN  
FRANCISCO,

Employer.

Re: § A8.409-4 Mediation/Arbitration

Arbitrator File No. 24-0036-IA

**MEDIATED ARBITRATION AWARD**

City Board Member

Leroy Sisneros  
SFO Facilities Director, CCSF

Neutral Chairperson

Yuval Miller, Esq.  
Arbitrator/Mediator

Union Board Member

James Leonard  
President, SFCWU

Advocates:

Union: Alan C. Davis  
Davis & Reno

Employer: Michael C. Hughes, Deputy City Attorney  
City and County of San Francisco

Procedure:

Med/Arb: April 8, 9, 12, 17 & 21, 2024  
San Francisco, CA

Submission: May 1, 2024

1. CP001 – Representatives and Stewards
2. CP002 – Union Access
3. CP007 – Wages
4. CP008 – Grievance Procedures
5. CP009 – Vacation Leave
6. CP010 – Jury Duty
7. CP011 – Legal Holidays
8. CP013 – Term
9. CP018 – Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay
10. CP022 – Floating Holidays
11. UP002 – Bargaining Unit Work
12. UP003 – Airport Perimeter Premium
13. UP005 – Safety Equipment
14. UP008 – Taper Premium
15. UP009 – Wastewater Treatment Facility Premium
16. UP010 – Acting Assignment Pay
17. UP012 – Salary Step Elimination and Modification of Supervisory Rates of Pay
18. UP013 – Health Benefit Contribution
19. UP015 – Work Clothing Stipend
20. UP016 – Epoxy & Industrial Coating Premium
21. UP018 – Thermo-Plastic Truck Operator Premium
22. UP019 – Hydro-Blaster Operator Premium

The TAs are incorporated by reference into the instant Mediated Award.

### **MEDIATED AWARD**

The parties submitted to the panel for a mediated award the sole issue of what Thermo-Plastic Applicator Premium language will be Article III.F. of the parties' July 1, 2024 to June 30, 2027 Memorandum of Understanding ("MOU"). Having considered all Charter criteria, the Board holds that the following language shall be used in that provision.

#### **III.F. ADDITIONAL COMPENSATION**

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- 12. THERMO-PLASTIC APPLICATORS PREMIUM**
200. Employees in classifications 7242 Painter Supervisor **II**, 7278 Painters Supervisor **II**, and 7346 Painter who are assigned to operate a thermo-plastic applicator shall be paid a premium of two dollars and thirty cents (~~\$2.0030~~) per hour for each of those hours that said individual actually operates such an applicator. This premium shall be payable only to the individual who operates said applicator.

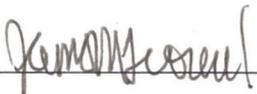
**CONCLUSION**

This Award represents the final decision on all outstanding issues between the parties.

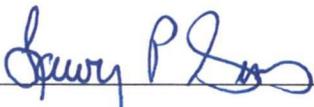
Date: May 7, 2024

  
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Yuval Miller, Neutral Chairperson

Date: May 7, 2024

  
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James Leonard, SFCWU Board Member

Date: May 7, 2024

  
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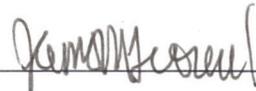
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