



OE3 Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A	Effective 07/01/2019: 3% Effective 12/28/2019: 1% Effective 07/01/2020: 3% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2020 will be delayed by 6 months. Effective 12/26/2020: 0.5% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on December 26, 2020 will be delayed by 6 months. Effective 07/01/ 2021: 3% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2021 will be delayed by 6 months. Effective 01/08/2022: 0.5% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on January 8, 2022 will be delayed by 6 months.
	I.G	Strikes current language regarding agency fees. Provides new language in conformance with Janus decision and SB 866 requirements regarding the collection of union membership dues.
	Multiple Sections	In conformance with Mayor’s Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
	I.E	Requires grievance includes specific details at each step. Changes timelines working days to calendar days. City can object to new facts brought in arbitration. Amend arbitrator selection procedures.
	I.F	Prohibits a witness who is also a steward from representing an employee.
Bulletin Boards	I.J	Delineates guidelines for use of space on bulletin boards in City buildings.
Probationary Period	II.A	Inserts language clarifying that probationary hours include legal holiday pay and must be regularly scheduled hours.
	II.B	Provides that materials related to discipline will be sealed in an employee’s personnel files three years after the incident.
Personnel Files		This provision does not apply to discipline for violation of the City’s Equal Employment Opportunity Policies.
Unpaid Furlough	III.B	Strike out language on voluntary unpaid furlough.
Standby Pay	III.D	Strikes language that provides a 25% rate of standby pay for employees not outfitted with an electronic communication device.
	III.D	Increases the premium amount from \$10.00 per day to \$12.50 per day, and increases to 4 the number of employees one must lead to receive the premium.
Lead Person Pay		
Crane Certification	III.D	Increased crane certification premium from 2.25% to 3%



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2019

Operating Engineers, Local 3 (OE3)

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Driver's License	III.D	Provides for Reimbursement of Commercial Driver's License fees.
Overtime Compensation	III.E	LHP counted as time worked in determining overtime eligibility and removed language that sick time is excluded from determining overtime eligibility.
Compensatory Time	III.E	Caps the amount of compensatory time employees can earn and carry forward to the next fiscal year: <ul style="list-style-type: none"> • Z-designated (FLSA exempt) cap at 160 • Non-Z designated (FLSA covered) cap at 120
Legal Holidays and Paid Status	III.F	Employees on leave without pay status immediately preceding or immediately following the legal holiday shall not receive legal holiday pay.
Jury Duty	III.G	Inserts standard language regarding employee rights to leave and pay during jury duty.
Airport Employee Commute Option	III.T.	Update Airport Employee Transit Options Program from a pilot to a permanent program. Allows Airport employees to receive a monthly allowance instead of free parking.
Duration of Agreement	VI.C	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.