



Operating Engineers, Local 3 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, <i>at close of business</i> : 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026, <i>at close of business</i> : 2% January 2, 2027: 2% June 30, 2027, <i>at close of business</i> : 2.5%
Duration of Agreement	VI.C.	Duration of the agreement: July 1, 2024, to June 30, 2027.
Discipline	I.E.	Adding option for a temporary reduction in pay in lieu of unpaid suspension.
Grievance Procedure	I.E.	Adding language requiring supporting documents for grievances advanced to ERD.
Representatives and Stewards	I.F.	Union shall annually furnish ERD with a written list of Union Representatives and Stewards and amend as necessary.
Probationary Period	II.A.	Notification to Union upon extension of probationary period.
Reassignment	II.F.	Allow either physical posting or electronic posting of reassignment opportunities.
Crane Certification Premium	III.D.	Employees required to possess a crane certification shall receive a 3.6% premium.
Overtime Wheel	III.E.	Scheduled overtime shall be distributed via the overtime wheel.
Overtime Comp Time	III.E.	Eliminating carryover cap of 120 comp time hours.
Part-Time Legal Holiday	III.F.	Holiday pay based on regular work schedule rather than hours worked.
Floating Holiday	III.F.	Employees establish initial eligibility for floating holidays upon appointment.
Equipment Operation	IV.C.	The parties agree to meet and confer to discuss the meaning of and potential changes to Appendix C.
Boot Allowance	V.A.	Stipend of \$300 for safety shoes.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

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Protective and Workwear Clothing	V.B.	Voucher of \$300 for workwear.
Side Letter 1: Class B License	Side letter	The parties agree to discuss the job requirement to hold a Class B license as a condition of employment.
Side Letter 2:	Side Letter	The parties agree to interpret Attachment C in a manner consistent with the Meyers-Milias-Brown Act.