



## San Francisco City Workers United (Painters) Bargaining Summary

Issue	MOU Section	Summary
<b>Wages</b>	III.A.1	<p>Effective 07/01/2022: 5.25%</p> <p>Effective 07/01/2023: 2.50% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on July 1, 2023, will be delayed by 6 months.</p> <p>Effective 01/06/2024: 2.25% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on January 6, 2024, will be delayed by 6 months.</p>
<b>Term</b>	VI.D.	July 1, 2022 to June 30, 2024.
<b>Lead Pay</b>	III.F.7	Increase from \$10 to \$15.
<b>Height Work Pay</b>	III.F.6	Increase existing premium from \$2/hour to \$3/hour.
<b>Rights of Individuals</b>	I.F.	Add language at the beginning of the Disciplinary Grievance section of the Grievance Procedure: <u>Rights of Individuals</u> An employee may not be disciplined or discharged without just cause and without written notice of the intended action. The City agrees to follow the principles of progressive discipline.
<b>Salary Step Plan</b>	III.K. III.N	Clean-up: delete outdated language.
<b>Holidays and Holiday Pay</b>	III.G	Adds Juneteenth as a holiday and changes the name of “Columbus Day”
<b>Election of Remedies</b>	II.A.	Eliminates language that limits employees’ ability to pursue complaints in more than one forum.
<b>Saturday Holidays</b>	III.G.	Allows employees to take in lieu holiday in next fiscal year.
<b>Life Insurance</b>	III.AA.	Provides life insurance of \$50,000.