



## Plumbers, Local 38 Bargaining Summary

| Issue                               | MOU Section | Summary   |
|-------------------------------------|-------------|---|
| <b>Wages</b>                        | III.A.      | <p>Effective July 1, 2022, represented employees shall receive a base wage increase of 5.25%.</p> <p>Effective July 1, 2023, represented employees shall receive a base wage increase of 2.50%, except that if the March 2023 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2023-2024 that exceeds \$300 million, then the base wage adjustment due on July 1, 2023, will be delayed by approximately six (6) months, to be effective January 6, 2024.</p> <p>Effective January 6, 2024, represented employees shall receive a base wage increase of 2.25%, except that if the March 2023 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2023-2024 that exceeds \$300 million, then the base wage.</p> |
| <b>Election of Remedies</b>         | II.A.       | Eliminates the prohibition on dual remedies.  |
| <b>Juneteenth</b>                   | III.G.      | Memorializes the Juneteenth Holiday and re-names Columbus Day.  |
| <b>Comp Time Cash Out</b>           | III.F.      | Allows non-Z employees, subject to availability of funds, to cash out earned but unused compensatory time, with approval of the appointing officer.   |
| <b>Lead Worker Pay</b>              | III.E.      | Increases lead worker pay to \$15 per day and adds language that lead positions are not expected to perform the full range of supervisory duties.   |
| <b>Mechanical Inspector Premium</b> | III.E.      | Maintains Premium at 2%, and puts it into its own section in the MOU.   |
| <b>Equity Adjustments</b>           | III.X.      | Full Bargaining Unit gets 2% equity adjustment (1% on July 1, 2022, & 1% on July 1, 2023)   |
| <b>Supervisor II</b>                | Side Letter | Creation of JLMC to identify existing Supervisor I, and vacant/historical Supervisor II positions that can be restored  |
| <b>Duration of Agreement</b>        | VI.C.       | Duration of Successor MOU is for the term July 1, 2022 – June 30, 2024.   |
| <b>Seniority and Shift Bids</b>     | Side Letter | Side Letter to meet with Airport and PUC regarding Seniority and Shift Bids   |
| <b>Night Duty at PUC</b>            | III.E.      | Memorializes a Side Letter regarding Night Duty at the PUC  |



## Employee Relations

City and County of San Francisco  
Department of Human Resources

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*CCSF NEGOTIATIONS 2022*

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United Association of Plumbers and  
Pipefitters, Local 38

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|-------------------|----------------|---|
| <b>Work Boots</b> | IV.F.          | Increases amount from \$250 to \$300 and covers insoles and/or laces. |

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