



## Consolidated Crafts Bargaining Summary

| Issue                                           | MOU Section | Summary                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <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>Acting Assignment Pay</b>                    | III.F.      | Adds the following language: Acting assignments are not intended to exceed six (6) months except to the extent required to backfill a position where the incumbent is on approved leave. When an acting assignment exceeds six months, the relevant department will provide a written report to the Department of Human Resources explaining why the position has not been filled through the merit-based exam process.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Lead Worker Pay</b>                          | III.F.      | 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>Supervisor II</b>                            | Side Letter | Side Letter Attached – Creation of JLMC                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Duration of Agreement</b>                    | VI.D.       | Duration of Successor MOU is for the term July 1, 2022 – June 30, 2024.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Holidays and Holiday Pay</b>                 | III.G.      | Gives employees immediate access to their floating holidays.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Safety Equipment and Protective Clothing</b> | V.B.        | Increase boots value from \$250 to \$300, and covers laces and/or insoles, and adds language that safety boots shall be provided by December 31st of each calendar year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <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> |



## Employee Relations

City and County of San Francisco  
Department of Human Resources

**CCSF NEGOTIATIONS 2022**

Consolidated Crafts (See all in blue)

| <b>Issue</b>                                    | <b>MOU Section</b> | <b>Summary</b>                                                                                                                                                                                                                                                                            |
|-------------------------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                 |                    | adjustment due on January 6, 2024, will be delayed by approximately six (6) months, to be effective close of business June 30, 2024.                                                                                                                                                      |
| <b>Safety Equipment and Protective Clothing</b> | V.B.               | Adding the following Carpenter classifications to Paragraph 375: 7226 Carpenter Supervisor I, 7236 Locksmith Supervisor I, and 7272 Carpenter Supervisor II.                                                                                                                              |
| <b>Skelly Rights Side Letter</b>                | I.H.               | Memorializing Skelly Rights in Grievance Section of MOU.                                                                                                                                                                                                                                  |
| <b>MOU Re-Opener</b>                            | VI.B.              | Limited MOU Re-Opener beginning July 1, 2023, on the following topics: Rest Between Shifts, and Hiring Hall.                                                                                                                                                                              |
| <b>Additional Jacket</b>                        | V.B.               | For Pile Drivers, one additional Jacket, Carhartt or equivalent, not to exceed \$100.                                                                                                                                                                                                     |
| <b>Underwater Diving Pay</b>                    | III.F.             | For Pile Drivers, increased Underwater Diving Pay from \$20 to \$25. For hours worked tending when assigned and engaged in Tending a diver, a \$5 per hour premium.                                                                                                                       |
| <b>Dispatcher I, II, &amp; Map Maker</b>        | Appendix K         | In the Teamsters' Appendix, employees performing in the role of a Dispatcher I, Dispatcher II, and Map Maker position at DPW shall receive a premium of 7.5%.                                                                                                                             |
| <b>Boom/Winch Truck Premium</b>                 | Appendix K         | In the Teamsters' Appendix, increases the Boom/Winch Truck Premium from \$2 an hour premium for the hours assigned to the equipment, to a 5% an hour premium for the hours assigned to the equipment.                                                                                     |
| <b>Harding Park Side Letter</b>                 | Appendix K         | In the Teamsters' Appendix, memorializes the Harding Park Side Letter regarding Night Duty Pay.                                                                                                                                                                                           |
| <b>Rest Period &amp; Meal Period</b>            | III.E.             | For IATSE, in the event the employee is required to work through the meal period and is not provided a meal period free of duty at a later time, the employee shall be paid for the time at the one-and-one-half-time overtime rate.                                                      |
| <b>Safety</b>                                   | Appendix C         | In the Carpenters' Appendix, adds the following language: Each city department's in-house safety professional(s) shall meet quarterly at the request of the union to discuss safety procedures and processes in order to maintain and improve safety standards for represented employees. |
| <b>SFO</b>                                      | Appendix C         | In the Carpenters' Appendix, adds new section for SFO.                                                                                                                                                                                                                                    |
| <b>Work Gear</b>                                | Appendix C         | In the Carpenters' Appendix, adds "boots" to what is covered under Work Gear in the Past Practice Section.                                                                                                                                                                                |



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| <b>Protective Equipment Premium</b> | Appendix J  | In the Sheet Metal Workers' Appendix, allows employees at SFO to receive a \$2.50 per hour premium while assigned to work requiring the use of a disposable Tyvek (or other similar material) suit, air purifying respirator, or a personal flotation device. |
| <b>Comp Time Cash Out</b>           | Appendix D  | In the Cement Masons' Appendix, allows non-"Z" employees, subject to availability of funds, to cash out earned but unused compensatory time, with approval of the appointing officer.                                                                         |