

AMENDMENT NO. 1
 TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE CITY AND COUNTY OF SAN FRANCISCO
 AND
 THE LABORERS INTERNATIONAL UNION, LOCAL 261

The parties hereby amend and extend the Memorandum of Understanding as follows:

18(a). ALL DEPARTMENTS – ARBORIST APPRENTICESHIP PROJECT

190(a). The City shall allocate the following funds to the Union’s Local 261 Training Trust, which shall be used to provide funding for the Arborist Technician Apprenticeship Program, including administrative costs and training-related expenses. The Union represents that it has created the Local 261 Training Trust, which will use funds only for such purpose. For Fiscal Years 2015-2016 and 2016-2017, the City shall allocate to the Union’s Local 261 Training Trust two-thousand, four-hundred and thirty-one dollars (\$2,431) per each 3408 and 3409 Apprentice Arborist Technician participant per fiscal year or portion thereof. The number of participants cannot exceed one third of the number of 3434 Arborist Technicians employed by a host department for the applicable year.

190(b). Employees appointed to Class 3408 or 3409 Apprentice Arborist Technician shall be compensated in relation to a Class 3434 Arborist Technician based on actual hours worked as follows:

Time in the Apprenticeship Program

Class 3408 Apprentice Arborist Technician- Steps 1-3 (0-2,700 hours)

Class 3409 Apprentice Arborist Technician- Steps 4-6 (2,701-6,000 hours)

Compensation

<u>Steps</u>	<u>WORK HRS</u>	<u>RELATED TRAINING HRS</u>	<u>COMPENSATION</u>
<u>1</u>	<u>0 - 750</u>	<u>0 - 80</u>	<u>55% of 5th Step 3434</u>
<u>2</u>	<u>751 – 1500</u>	<u>81 - 160</u>	<u>60% of 5th Step 3434</u>
<u>3</u>	<u>1501 – 2700</u>	<u>161 - 240</u>	<u>65% of 5th Step 3434</u>
<u>4</u>	<u>2701 - 3000</u>	<u>241 - 320</u>	<u>70% of 5th Step 3434</u>
<u>5</u>	<u>3001 - 4500</u>	<u>321 - 350</u>	<u>75% of 5th Step 3434</u>
<u>6</u>	<u>4501 – 6000</u>	<u>351 – 366</u>	<u>80% of 5th Step 3434</u>

190(c). Apprentices must complete both the pre-requisite actual hours worked and the related training hours before advancing to the next wage level.

- 190(d). Apprentice-level hours spent at the Laborer's Training Center located in San Ramon, CA, or at required on-site City training (e.g., Harassment Prevention Training, New Employee Orientation, etc.) shall count toward related training hours, but shall not count toward actual hours worked for purposes of advancement in compensation as delineated in paragraph 190(B) above.
- 190(e). Class 3408/3409 Apprentice Arborist Technicians may occasionally be assigned or detailed by the appointing authority or designee to training at the Laborer's Training Center for DAS required instruction. Apprentices may not otherwise work on these days of scheduled training at the Laborer's Training Center.
- 190(f). Actual hours worked in class 3408 and 3409, which comprises the length of the Arborist Technician apprenticeship, will not exceed six thousand (6000) hours, except by approval of the appointing authority, subject to the applicable Civil Service Commission Rules and Charter of the City and County of San Francisco.
- 190(g). 3408 and 3409 Arborist Technician Apprentices must participate in a California State-approved apprenticeship for the Arborist Technician occupation.
- 190(h). 3408/3409 Apprentice Arborist Technicians, may be released to attend scheduled apprentice program education and professional development meetings four, (4) times per calendar year. These scheduled meetings may be up to two (2) hours in duration and will be held twice at the LIUNA L261 Union Hall and twice at a City department location.
- 190(i). The Apprentice Arborist Technicians Apprenticeship Committee shall establish the schedule and location for these meetings. The Apprentice Coordinator/Supervisor and at least one (1) host department Apprenticeship Project Manager will attend these scheduled meetings.

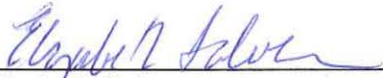
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