

**AMENDMENT No. 1
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 6**

ARTICLE III – PAY, HOURS AND BENEFITS

III.A. WAGES

All base wage increases shall be rounded to the nearest **whole dollar, bi-weekly** salary grade.

The biweekly schedules of compensation contained in this agreement for the classifications indicated will be adjusted to an hourly amount by dividing said schedule by 80 and then multiplying by the number of hours of employment of the particular classification in a bi-weekly period to the nearest whole cent to determine the bi-weekly rate of pay.

Unit-Wide Base Wage Increases

All members of the bargaining unit shall receive the following base wage increases:

Effective October 11, 2014: 3%

Effective October 10, 2015 3.25%

Effective July 1, 2016, represented employees will receive a base wage increase between 2.25% and 3.25%, depending on inflation, and calculated as $(2.00\% \leq \text{CPI-U} \leq 3.00\%) + 0.25\%$, which is equivalent to the CPI-U, but no less than 2% and no greater than 3%, plus 0.25%.

In calculating CPI-U, the Controller's Office shall use the Consumer Price Index – All Urban Consumers (CPI-U), as reported by the Bureau of Labor Statistics for the San Francisco Metropolitan Statistical Area. The growth rate shall be calculated using the percentage change in price index from February 2015 to February 2016.

Effective July 1, 2017, represented employees will receive a base wage increase of 3%.

Effective July 1, 2018, represented employees will receive a base wage increase of 3% unless the March 2018 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 2018-2019 that exceeds \$200 million, in which case the base wage adjustment of 3% due on July 1, 2018, will be delayed by six (6) months until the pay period including January 1, 2019.

Internal Adjustments:

Effective July 1, 2015, the following classification shall receive the specified internal adjustments:

7338 Electrical Line Worker: 3.4 % wage increase

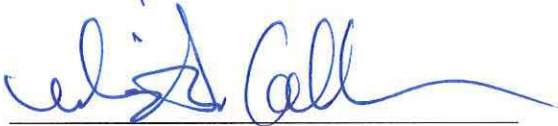
ARTICLE VI - SCOPE

VI. D. DURATION OF AGREEMENT

This Agreement shall be effective July 1, 2014, and shall remain in full force and effect through June 30, 2017 2019, with no reopeners except as specifically provided herein.

FOR THE CITY

Date: 1/19/19



Micki Callahan,
Human Resources Director

Date: 01-19-17



Suzanne R. Mason
Employee Relations Director

APPROVED AS TO FORM:

Date: 1/19/17



Katharine Hobin Porter
Chief Labor Attorney

FOR THE UNION

Date: _____

Kevin Hughes
Assistant Business Representative
Electrical Workers, Local 6