

**AMENDMENT No. 1
TO THE 2014-2017 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND**

BRICKLAYERS AND ALLIED CRAFTS, LOCAL 3

And

HOD CARRIERS, LOCAL 166

And

**THE NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL,
LOCAL 22**

And

CARPET, LINOLEUM AND SOFT TILE WORKERS, LOCAL 12

And

PLASTERERS AND CEMENT MASONS, LOCAL 300

And

**GLAZIERS, ARCHITECTURAL METAL AND GLASS WORKERS,
LOCAL UNION NO. 718**

And

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES,
MOVING PICTURE TECHNICIANS, ARTIST AND ALLIED CRAFTS OF THE
UNITED STATES, ITS TERRITORIES AND CANADA,
LOCAL 16**

And

**INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL ORNAMENTAL,
REINFORCING IRON WORKERS, RIGGERS AND MACHINERY MOVERS,
LOCAL 377**

And

**PILE DRIVERS, DIVERS, CARPENTERS, BRIDGE, WHARF AND DOCK BUILDERS,
LOCAL UNION NO. 34**

And

**PLASTERERS AND SHOPHANDS,
LOCAL 66**

And

**UNITED UNION OF ROOFERS, WATERPROOFERS AND ALLIED WORKERS,
LOCAL 40**

And

**SHEET METAL WORKERS INTERNATIONAL UNION,
LOCAL 104**

And

TEAMSTERS, LOCAL 853

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

ARTICLE III.A. WAGES

1. WAGES

Represented employees will 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 the 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.

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

ARTICLE VI.D. DURATION OF AGREEMENT

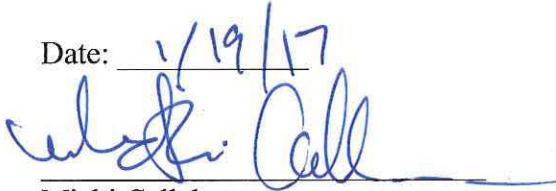
This Agreement shall be effective July 1, 2014, and shall remain in full force and effect through June 30, 2017 **2019**, with no reopeners except as specifically provided herein.

FOR THE CITY

FOR THE UNION

Date: 1/19/17

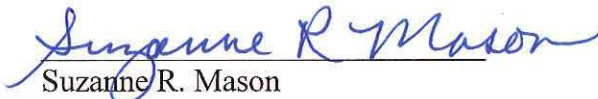
Date: _____



Micki Callahan,
Human Resources Director

Michael Theriault
Secretary/Treasurer
San Francisco Building & Construction
Trades Council

Date: 01-19-17



Suzanne R. Mason
Employee Relations Director

APPROVED AS TO FORM:

Date: 1/19/17



Katharine Hobin Porter
Chief Labor Attorney