



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2019

**United Association of
Plumbers and Pipefitters,
Local 38**

**SIDELETTER AGREEMENT TO THE
2019-2022 MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY AND THE COUNTY OF SAN FRANCISCO (City)
AND UNITED ASSOCIATION OF JOURNEYMEN AND
APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY,
LOCAL NO. 38 (Union)**

Due to the unique equity concerns occurring at the City Distribution Division ("CDD") and Water Supply and Treatment ("WST") in the Public Utilities Commission, the parties agree that under the conditions set forth below, an employee shall receive overtime, if otherwise applicable, and a night duty premium of ten percent (10%) more than the base rate, for hours worked in a shift between 5:00 pm and 7:00 am. This premium shall be calculated against the employee's base rate of pay and shall not be pyramided.

In order to qualify for the ten percent (10%) night duty premium, the employee must:

1. Be in one of the following classes: 7347 Plumber, 7213 Plumber Supervisor I, 7363 Utility Plumber Apprentice I, 7364 Utility Plumber Apprentice II, 7388 Utility Plumber, 7250 Utility Plumber Supervisor I, 7284 Utility Plumber Supervisor II, 7134 Water C&M Superintendent, or 7360 Pipe Welder;

2. Be called back after the completion of a regular shift; and

3. Be called back to either the CDD or WST locations in the Public Utilities Commission.

This sideletter shall not apply to employees who are called back to duty when on stand-by status.

Tentative Agreement:

FOR THE CITY

Carolh for 5/13/19
Geoffrey Rothman Date

FOR THE UNION

Larry Mazzola Jr. 5/13/19
Larry Mazzola Jr. Date

italics = moved existing language **bold, double underline** = new language
~~struck-out~~, *italics* = existing language prior section ~~struck-out~~ = removed language



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Approved As To Form:

Trevor Koski

5/13/19

Date

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