



SFCWU (Painters) Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	<p>Effective 07/01/2019: 3%</p> <p>Effective 12/28/2019: 1%</p> <p>Effective 07/01/2020: 3% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2020 will be delayed by 6 months.</p> <p>Effective 12/26/2020: 0.5% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on December 26, 2020 will be delayed by 6 months.</p> <p>Effective 07/01/ 2021: 3% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2021 will be delayed by 6 months.</p> <p>Effective 01/08/2022: 0.5% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on January 8, 2022 will be delayed by 6 months.</p>
Union Security	I.H.	Strikes current language regarding agency fees. Provides new language in conformance with Janus decision and SB 866 requirements regarding the collection of union membership dues.
Non Discrimination	II.A.	<p>Updates list of Title IX protected classes.</p> <p>Removes definitions and statements of legal rights governed by law.</p> <p>Requires election of internal remedies for discrimination or harassment (i.e., grievance or EEO complaint)</p>
Grievance Procedure	I.F.	Change Step 1 of the grievance procedure: The employee or the Union shall discuss the grievance informally with the employee's immediate supervisor.
Gender Pronouns	Multiple Sections	In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
Bulletin Boards	I.J.	Delineates guidelines for use of space on bulletin boards in City buildings.



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Correctional Facility Premium	III.F.	Increase premium to \$2.50 per hour from \$2.00 per hour
Epoxy & Industrial Coatings Premium	III.F.	Increase premium to \$1.25 per hour from \$1.00 per hour
Sandblasting Premium	III.F.	New premium - \$1.00 per hour for each hour the employee is actually sandblasting
Taper Premium	III.F.	Increase premium to \$1.50 per hour from \$1.25 per hour
Thermoplastic Applicator Truck Operator Premium	III.F.	New premium – Employees assigned to drive the Thermo-Plastic Applicator Truck will be paid \$1.00 per hour for each hour the employee actually drives the Thermo-Plastic Applicator Truck
Hydro-Blaster Operator Premium	III.F.	New premium – Employees assigned to operate the Hydro-Blaster Truck will be paid \$1.25 per hour for each hour the employee actually operates the Hydro-Blaster Truck
San Francisco Health Plan Healthy Workers Program	III.S.	Deletes San Francisco Health Plan Healthy Workers Program provision.
Airport Employee Commute Options Program	III.Z.	Allows Airport employees to receive a monthly allowance instead of free parking.
Safety Equipment and Protective Clothing	V.B.	The City agrees to provide up to six (6) shirts and six (6) overalls/work pants every fiscal year to employees covered by this Agreement. The City agrees to provide one pair of safety shoes (work boots) every fiscal year to employees covered by this agreement.
Substance Abuse Prevention Policy	V.I.; App. C	Updates drug screening levels for controlled substances to allow City to test non-Department of Transportation covered employees.
Duration	VI.D.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.