



Automotive Machinists, Local 1414 Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	<p>Effective July 1, 2019: 3%, Effective December 28, 2019: 1%, Effective July 1, 2020: 3%, except that if the March 2020 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 2020-2021 that exceeds \$200 million, then the base wage adjustment due on July 1, 2020 will be delayed by approximately six (6) months, to be effective December 26, 2020. Effective December 26, 2020: 0.5%, except that if the March 2020 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 2020-2021 that exceeds \$200 million, then the base wage adjustment due on December 26, 2020, will be delayed by approximately six (6) months, to be effective close of business June 30, 2021. Effective July 1, 2021: 3%, except that if the March 2021 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 2021-2022 that exceeds \$200 million, then the base wage adjustment due on July 1, 2021, will be delayed by approximately six (6) months, to be effective January 8, 2022 Effective January 8, 2022: 0.5%, except that if the March 2021 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 2021-2022 that exceeds \$200 million, then the base wage adjustment due on January 8, 2022, will be delayed by approximately six (6) months, to be effective close of business June 30, 2022.</p>



**DEPARTMENT OF HUMAN RESOURCES
EMPLOYEE RELATIONS**

CCSF NEGOTIATIONS 2019

IAM Local 1414

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Equity Adjustments	III.A.	<p>The following classifications will receive equity adjustments: 7232, 7330, and 7325 shall receive a one-time base wage adjustment of an additional 5% to their base wages.</p> <p>Each classification except for apprentices will receive an increase of 0.25% per hour base wage and tool allowance will be discontinued.</p> <p>7258, 7337, 7332, 7331, 7327 and 7434 shall receive a one-time wage adjustment of 5%</p> <p>Included in the pay issued on August 20, 2019, classifications 7258, 7337, 7332, 7331, 7327, and 7434 shall receive a one-time lump sum payment of 5% calculated off base hours paid in FY 2018-2019. This increase is not included in retirement calculations.</p> <p>Represented employees in classification 7126 Mechanical shop and Equipment Superintendent shall receive a one-time wage adjustment of an additional eleven percent (11%) to their base wages.</p>
Union Security	I.F.	<p>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.</p>
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.H.	<p>Grievance must include specific details (employee name, classification, and department; date of incident; harm caused; etc.) at each step.</p> <p>Changed language from “the grievant” to “moving party”</p> <p>Revised timelines.</p> <p>Permanent non-probationary employees may appeal disciplinary suspensions or discharges.</p> <p>Disciplinary grievances shall be initiated at step 2 of the grievance procedure.</p> <p>Each party expressly waives any right to an award of attorney’s fees or costs in any grievance proceeding.</p>
Jury Duty	III.G.	<p>Inserts standard language regarding employee rights to leave and pay during jury duty.</p> <p>Add specific language for employees who work swing, weekend or graveyard shifts.</p>
Life Insurance	III.K.	<p>The city shall provide term life insurance in the amount of \$50,000.</p>



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Safety Footwear	IV.B.	City will provide each employee with safety footwear once a year at a cost not to exceed \$250 per year.
Safety Eyewear	IV.B.	City will provide each employee with prescription safety eyewear once a year at a cost not to exceed \$200 per year.
Protective Uniforms	IV.F.	<p>Changed the word “coveralls” to “uniforms”.</p> <p>City will provide 11 protective uniforms in some combination of: (a) coveralls, (b) bib overalls, or (c) work pants and shirts. On an annual basis, employees may select a different combination of protective uniforms.</p> <p>In addition, the city will provide 2 work jackets to each employee no later than October 1, 2019.</p>
Apprenticeship Program	I.M.	<p>Establishing guidelines and costs for Apprenticeship Program, as well as adding some apprenticeship classifications.</p> <p>The city shall allocate \$1,500 for each apprentice to be paid to the union for the purpose of training. This amount shall be prorated for any partial year and increased annually by 5%.</p> <p>Any new apprentice classifications assigned to this bargaining unit will be added to section I.A.2 of this Agreement and the appendix.</p> <p>The parties agree to meet and confer regarding the establishment of apprenticeships for Auto Mechanic, Auto Body and Auto Painter and other apprenticeship matters no later than October 1, 2019.</p>
Work Schedules	III.B.	<p>Saturday or Sunday premium for all except Hetch Hetchy.</p> <p>Such assignments shall be made on a voluntary, seniority basis followed by assignment on the basis of inverse seniority. Shift assignments shall be made for periods of six (6) consecutive months.</p> <p>Employees assigned to Saturday as a part of their scheduled forty (40) hour week will receive base rate including shift differential when applicable, with an additional premium of fifteen percent (15.0%)</p> <p>Employees assigned to Sunday as a part of their scheduled forty (40) hour week will receive base rate including shift differential when applicable. with an additional premium of thirty percent (30.0%).</p>
Bulletin Boards	I.G.	Delineates guidelines for use of space on bulletin boards in City buildings.
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.



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Compensation Time	III.C.	<p>Added new provision regarding Compensatory Time.</p> <ul style="list-style-type: none">• Non-Z designated (FLSA covered) cap at 120 hours• A non-“Z” classified employee appointed to a position in another department shall have the employee’s entire CTO balance paid out at the rate of the classification prior to appointment. <p>A non-“Z” classified employee appointed to a position in a higher non-“Z” designated classification or to a “Z” designated classification shall have the entire CTO balance paid out at the rate of the lower classification prior to appointment.</p>
Shop Steward Addition	I.E.	<p>The union may select as many as 4 (previously 2) employee members as stewards.</p> <p>The city will only recognize employees as stewards if they are designated in writing by the union to the Employee Relations Director.</p> <p>The parties shall use best efforts to ensure shop stewards have access to work sites where bargaining unit employees are assigned.</p>
Lead Person Premium	III.C.	<p>Effective July 1, 2019, employees in any class covered by L1414 shall receive Lead Person Premium of \$12.50 per day when at least 2 employees in the same classification are assigned to a particular job and one acts as the lead.</p> <ul style="list-style-type: none">• Employees shall not receive both Lead Pay and Acting Assignment Pay simultaneously.
Acting Assignment Pay	III.C.	<p>An employee assigned by the appointing officer to perform the duties of a higher classification of an authorized position for which funds are temporarily unavailable shall be entitled to acting assignment pay after the 5th consecutive workday, acting assignment pay shall be retroactive to the first day of assignment.</p> <p>Upon written approval, as determined by the city, an employee shall be authorized to receive an increase to a step in an established salary schedule that represents at least 7.5% above the employee’s base salary and that does not exceed the maximum step of the salary schedule of the class to which temporarily assigned.</p>
Term	V.C.	<p>Three-year term (July 1, 2019 to June 30, 2022).</p>