



## IBEW Local 6 Bargaining Summary

Issue	MOU Section	Summary
<b>Wages</b>	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>
<b>Equity</b>	III.A.	<p>2% - 9240 Airport Electrician, 9241 Airport Electrician Supervisor, and 9242 Head Airport Electrician on July 1, 2019</p> <p>1.7% - 7257 Communication Line Supervisor I and 7273 Communication Line Worker Supervisor II on December 28, 2019</p> <p>1.7% - 7257 Communication Line Supervisor I and 7273 Communication Line Worker Supervisor II on July 1, 2021</p> <p>1% - 7482 Power Generation Technician II and 7484 Senior Power Generation Technician on December 28, 2019</p> <p>1% - 7482 Power Generation Technician II and 7484 Senior Power Generation Technician on July 1, 2021</p> <p>1% - 7482 Power Generation Technician II and 7484 Senior Power Generation Technician on June 30, 2022</p>
<b>Bilingual Pay</b>	III.E.	<p>Increases bilingual pay from \$35 to \$60 per pay period.</p> <p>In order to be eligible for bilingual pay, employees must be assigned to perform bilingual services, and be certified as bilingual.</p> <p>The City may require an employee to recertify not more than once</p>



<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
		annually.
<b>Union Security</b>	I.G.	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.
<b>Non Discrimination</b>	II.A.	Updates list of Title IX protected classes. Requires election of internal remedies for discrimination or harassment (i.e., grievance or EEO complaint).
<b>Gender Pronouns</b>	Multiple Sections	In conformance with Mayor’s Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
<b>Bulletin Boards</b>	I.J.	Delineates guidelines for use of space on bulletin boards in City buildings.
<b>Jury Duty</b>	III.S.	Inserts standard language regarding employee rights to leave and pay during jury duty.
<b>Personnel Files</b>	II.B.	Excludes discipline for violation of the City’s Equal Employment Opportunity Policies from requirements for sealing materials.
<b>Probationary Period</b>	II.C.	Clarifies that probationary period is based on hours worked, not months employed pursuant to Civil Service Rules. Inserts language clarifying that probationary hours include legal holiday pay and must be regularly scheduled hours. Allows for an extension of probation up to 1040 hours by mutual agreement in writing.
<b>Union Access</b>	I.J.	Adds new language on Union Access to work sites that is more clear about expectations and process.
<b>Grievance Procedure</b>	I.H.	Changes working days to calendar days. Requires grievance includes specific details at step 4. Adds language about contacting the City Attorney’s office for arbitration.
<b>Substance Abuse prevention Policy</b>	Appendix D	Updates drug screening levels for controlled substances to allow City to test non-Department of Transportation covered employees.
<b>Apprenticeship</b>	V.I.	The parties agree to conclude negotiations on an apprenticeship program by December 31, 2020. The program will be diverse with the goal of increasing underrepresented groups.
<b>Airport</b>	Appendix	Allows Airport employees to receive a monthly allowance instead of



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<b>Employee Commute Program</b>	B	free parking.
<b>Certification Premium</b>	III.E.	Increases premium for Electrical Inspection Certification by IAIEI and/or CCI from 2% to 2.5%. Increases total amount an employee can earn through premiums to 5.5%.
<b>Underwater Diving Premium</b>	III.E.	Increases underwater diving premium from \$12 per hour to \$14 per hour for all hours of underwater diving.
<b>Safety Shoes</b>	V.B.	Increase how often employees can receive new safety shoes from once per 18 months to once per 12 months.
<b>Work Clothing</b>	V.B.	Adds a classification to receive work clothing and increases amount paid in lieu to \$175.
<b>Overtime Eligibility</b>	III.F.	Clarifies that an employee can be assigned to overtime if the employee called out sick on the preceding workday.
<b>Tuition Reimbursement</b>	IV.B.	Increases tuition fund from \$5,000 to \$8,000 and increases the amount an employee can use from \$500 to \$1,000. Increases carryover for unused money from \$7,500 to \$10,000.
<b>Union/City Relations Committee</b>	I.F.	Establishes a joint labor management committee to meet once every 3 months.
<b>Airport Pager Pay</b>	III.E	Raises pay for those who are assigned to carry the airport pager from \$30 to \$50 per day.
<b>Night Duty Differential</b>	III.E.	Increases pay differential from 8.5% to 9% for shifts from 5:00pm to Midnight. Increases pay differential from 10% to 11% for shifts from midnight to 7:00am.
<b>Compensatory Time</b>	III.F.	Maintains the amount of compensatory time employees can carry forward to the next fiscal year, but caps the amount they can earn at 200 (for Non-Z designated, FLSA covered, employees).
<b>Hetchy Meals</b>	B-11	Employees who work more than 2 hours of unscheduled overtime at a remote location shall be provided a meal or pay in lieu of \$20 per day.
<b>Hours Between Shifts</b>		If an employee is called back or held over at work and the employee's next regularly scheduled shift begins within 8 hours, the employee has the option not to work until the employee has 8 hours of rest. If the employee chooses to work, the employee will be paid at time and a half for hours within the rest period. Contains a special provision for emergencies.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

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CCSF NEGOTIATIONS 2019

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Electrical Workers, Local 6

Issue	MOU Section	Summary
<b>Hetchy Package</b>	Appendix B	Clarifies language on NERC training. Adds language to allow for transfer from Cycle 1 to Cycle 2 or 3 with a 7.5% premium. Better defines work locations.
<b>Side Letter on Parking Tickets</b>	Side Letter	Maintains status quo with respect to procedures for Local 6 members who are assigned City vehicles and receive parking tickets during the course of their employment.