



Crafts Coalition 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>
Equity Adjustment	App. K	<p>The following classifications will receive equity adjustments:</p> <ul style="list-style-type: none"> 7251 Track Maintenance Worker Supervisor I (10% base wage increase)
Union Security	I.J	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>Requires election of internal remedies for discrimination or harassment (i.e., grievance or EEO complaint)</p>
Grievance Procedure	I.H.	<p>Requires grievance includes specific details at each step.</p> <p>Provides that written reprimands are not subject to the grievance procedures. Employee may submit a timely rebuttal to reprimand.</p> <p>Waives right to attorneys' fees and monetary relief for more than 45 days.</p>
Reasonable Accommodation	II.B	Requires election of remedies for appeal of a reasonable accommodation decision.



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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.
Recognition	I.A.	Updates to reflect changes in classifications covered by this Agreement.
Apprenticeship Program	I.M	The parties support the objective of increasing the percentage of underrepresented groups in City apprenticeship programs. Adds language regarding the goals and responsibilities of the parties to reach this objective.
Probationary Period	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.
Jury Duty	II.E.	Inserts standard language regarding employee rights to leave and pay during jury duty.
Camp Mather	III.C.	Amends Camp Mather Overtime Work schedule to add two hours of paid overtime on Days Six and Seven. Clarifies that the Recreation and Parks Department shall have the right to alter schedules as needed to meet the needs of the Department.
Acting Assignment Pay	III.F.	Acting assignment pay shall be at least 7.5% above the employee's base salary Employees shall be entitled to acting assignment pay after the fifth consecutive work day
Height Work Pay	III.F.	Employees who are required to perform height work shall be compensated for work performed on or in a building or structure.
Lead Worker Pay	III.F.	Increase premium to \$12.50 per day from \$10.00 per day
Sewage Premium	III.F.	Increase premium to \$8.00 per day from \$6.00 per day
Underwater Diving Pay	III.F.	Increase premium to \$20.00 per hour from \$18.00 per hour
Waste Water Treatment Facility Premium	III.F.	Increase premium to \$6.00 per day from \$4.00 per day
No Pyramiding	III.F.	There shall be no pyramiding of benefits beyond that required by the FLSA. An employee may be due multiple premiums, however, each premium shall be separately calculated against an employee's base rate of pay.



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Asbestos Certification Premium	III.F.	New premium – employees in possession of a current Asbestos Hazard Emergency Response Act certification shall be paid \$2 per hour while performing the repair or removal of asbestos
ADCI Premium	III.F.	New premium – employees assigned to the Port dive crew who maintain a current Association of Diving Contractors International certificate for Air Diver and/or other progressively advanced dive certification shall receive a premium of 3%
Category 17 & 18 Exempt Employees	II.N.	Union and City will meet to review and identify exempt appointments in Category 17 and 18 that may be appropriate to convert to permanent civil service.
Credit for Time Served in Temporary Position	II.O.	An employee who has completed probation in a permanent position and who is laid off from that position, is continuously employed in another classification, and is thereafter re-employed in the former classification shall receive credit for the time served while laid off from the permanent position.
Release of Category 18 Exempt Employees	II.P.	Eligible Category 18 employees with over 12 months of service who are released from employment have the option to receive up to nine (9) weeks of severance or an Advisory Administrative Appeal.
San Francisco Health Plan Healthy Workers Program	III.S.	Deletes San Francisco Health Plan Healthy Workers Program provision.
Parking (Sheet Metal Workers)	III.X.; Appendix J	Add 692 McDonnell Road (Sheet Metal Shop) to list of employee parking locations Clarify that MTA employees shall be required to pay for their own parking except as provided for in paragraph 346 of the Agreement
Airport Employee Commute Options Program	III.Z.	Allows Airport employees to receive a monthly allowance instead of free parking.
Life Insurance	III.AA.	The City shall provide term life insurance (\$50,000) to all covered employees that are eligible to participate in the Health Service System



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Safety Equipment and Protective Clothing	V.B.	<p>During each year of this Agreement, the City shall provide 5 pairs of overalls (Carhartt or equivalent) or overalls to covered employees. As an alternative, a department may provide a clothing allowance of equal value.</p> <p>During each year of this Agreement, the City shall provide 1 pair of safety shoes (Red Wing or equivalent) of up to \$250 in value to covered employees.</p>
Substance Abuse Prevention Policy	V.N.; App. L	Updates drug screening levels for controlled substances to allow City to test non-Department of Transportation covered employees.
Cement Masons Apprenticeship Program	App. D	The City shall provide to the Union \$6,500 for each apprentice appointed as of the fiscal year
Truck Driver Assignments/One-Ton Truck	Appendix K	<p>A 7355 Truck Driver will be assigned to drive trucks one ton and over where the trucks are not used for one of the following purposes:</p> <ul style="list-style-type: none">• Transporting employees or their work tools to the work site• Transporting an employee's work materials to the work site, provided that the employees who drove the truck will use the work materials at the work site to perform assigned duties
Specialized Equipment Premium	Appendix K	<p>Increase premium to \$1.50 per hour from \$1.25 per hour</p> <p>Add the following trucks: Debris Box Truck at PUC Sewer Operations at Griffith Yard, Large Long Line Striper at the Airport, and Hydro-Blast Truck at the Airport</p>
Uncertified Boom Truck/Street Sweeper Premium	Appendix K	Increase premium to \$.75 per hour from \$.50 per hour
7355 Truck Drivers – Harding Park	Sideletter Agreement	7355 Truck Drivers working at Harding Park will receive the night duty premium for the entire shift provided at least four hours of the employee's shift falls between 5pm and 7am.
Duration	VI.D.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.