



**Laborers Local 261 Bargaining Summary**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
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>
Internal Adjustments	III.E.	Provides one-time wage adjustments for classes 3435, 3421, 3420, 3430, 3428, and 7215.
3438 Wage Adjustment	III.A.	Gives a 1.5% equity adjustment for 3438 Arborist Technician Supervisor II.
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.	Removes definitions and statements of legal rights governed by other laws, and requires election of internal remedies for discrimination or harassment.
Furlough Days	III.A.	Strikes Voluntary Time Off Program language.
Overtime Compensation	III.F.	Eliminates language excluding only sick leave from determining overtime eligibility and includes legal holidays in calculation of overtime eligibility.
Step 5 Classifications and Entrance Flat Rate	III.A.	Adds Senior Maintenance Worker as a classification that enters at step 5, updates titles of positions, and states that Arborist Technicians with Class B enter at step 10.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

CCSF NEGOTIATIONS 2019

Laborers' International Union, Local  
261

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Airport Employee Commute Options Program	III.W.	Allows Airport employees to receive a monthly allowance instead of free parking.
Gender Pronoun Cleanup	Multiple Sections	In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
Jury Duty	III.X.	Inserts standard language regarding employee rights to leave and pay during jury duty.
Union Stewards	I.I.	Prohibits a witness who is also a steward from representing an employee in a disciplinary matter.
Multiple Premiums	III.E.	Agrees that when receiving multiple premiums, each premium is calculated separately.
Seniority Increments	III.K.	Provides that employees will move to each successive salary step upon on year of continuous service.
Cope Contributions	I.K	Eliminates COPE contributions by check-off language.
Duration of Agreement	V.C.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.
Probationary Period	II.M.	Inserts language clarifying that probationary hours include legal holiday pay and must be regularly scheduled hours.
Substance Abuse Prevention Policy	IV.E.	Updates drug screening levels for controlled substances to allow City to test non-Department of Transportation covered employees.
Recognition	I.A.	Updates to reflect changes in classifications covered by this Agreement.
Side Letters	V.A.	Inserts language to expire all current side letters, with the exception of three side letters, listed therein.
Appendix A	Appendix A	Expands cleanup time provision to all appropriate personnel and clarifies that the paid provision is only for cleanup before unpaid breaks; requires use of city vehicles to conform to the City's Vehicle Use Policy; clarifies that RecPark shift bid continuation language applies to annual bid; deletes outdated 3417 Gardener shift bid language.



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Night Shift Differential	III.E.	Clarifies that night hours worked must be part of an employee's regular shift to receive night shift differential.
CW019 Grievance Procedure	I.G.	Clarifies that written reprimands are not grievances and that an employee may submit a timely rebuttal to reprimand; requires more specific information in grievances and grievance responses; clarifies that an employee may be a grievant; implements more specific procedure for moving grievance to arbitration; and waives right to attorneys' fees, costs and monetary relief for more than 20 days.
Lead Person Premium	III.E.	Increases the premium amount from \$10.00 per day to \$12.50 per day, and increases to three the number of employees one must lead to receive the premium.
Compensatory Time	III.F.	Caps the amount of compensatory time employees can earn and carry forward to the next fiscal year: <ul style="list-style-type: none"><li>• Z-designated (FLSA exempt) cap at 160</li><li>• Non-Z designated (FLSA covered) cap at 120</li></ul>
Overtime Wheel	III.F.	States that the rotation wheel will be posted at the work site.
Boots/Clothing	IV.A.	Reduces the timeline for the reissuance of protective footwear; provides unit members at Hetch Hetchy the option to receive a clothing stipend in lieu of work clothing.
Apprenticeship	Side Letter	Agrees to meet and discuss apprenticeship within the next 90 days.