



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Transport Workers United, Local 250-A-Multi

Date: _____

Time: _____

This is a comprehensive package proposal that resolves all outstanding issues between the City and TWU 250A, Multi-Unit for a successor memorandum of understanding for the term July 1, 2024 to June 30, 2027. Acceptance of this package proposal resolves all issues between the City and Union regarding the successor memorandum of understanding effective July 1, 2024.

The parties represent that they have reached agreement on the following topics, which are enumerated below, and correspond to the numbers assigned by the parties to the final version of each proposal:

CP1 Representatives and Stewards
CP4 Probationary Period
CP6 Holiday Pay Based on Schedule
CP11 Comp Time Carry Over
CP12 Floating Holidays Upon Appointment
CP13 Holidays In Lieu
CP15 Duration
UP2 Steward Training
UP3 Reassignments
UP4 Career Advancement
UP5 Committee By Department
UP6 JLMC Discussion Topics
UP8 Curator III Base Wage Adjustment
UP13 612x Series Min. Qualifications Workgroup Side Letter
PEC Wages Mediator’s Proposal

Documents containing the final, agreed-upon language for each of the above topics have been provided to both parties and will be incorporated into a successor memorandum of understanding following successful ratification by the Union and the City.

Tentative Agreement:

FOR THE CITY

FOR THE UNION

Rorie Brennan

Date

Janine Young

Date

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Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

**Transport Workers United,
Local 250-A-Multi**

Chief Negotiator

Union Representative

APPROVED AS TO FORM

Carmen Leon
CAT

Date

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Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Transport Workers Union,
Local 250-A

CP001.001 - Representatives and Stewards - TA

Date: _____

Time: _____

TENTATIVE AGREEMENT

Article I. Representation

Section F. Shop Stewards

F. SHOP STEWARDS

15. The Union may select up to five (5) shop steward(s).
16. ~~The Union shall furnish the City with an accurate list of shop stewards.~~ **On July 1 of each year, the Union shall furnish the Department of Human Resources Employee Relations Division with a written list of stewards and alternate stewards. During the course of the year, the Union shall amend the list as needed to ensure that the list is accurate and up to date.** ~~The Union may submit amendments to this list at any time because of the permanent absence of a designated shop steward.~~ If a shop steward is not officially designated in writing, by the Union, none will be recognized.
17. Stewards shall be allowed four (4) hours paid release time for Union Steward training within six (6) months of appointment of a Steward. In addition, four (4) hours paid release time shall be paid for Stewards for training regarding the provisions of the new Collective Bargaining Agreement within twelve (12) months of the effective date of this Agreement. The parties shall mutually agree to the number of Stewards to be released at any one time.
18. The Union and the City recognize that it is the responsibility of the shop steward to assist in the resolution of grievances or disputes at the lowest possible level.
19. While handling grievances, discipline, or meeting with the City representatives concerning matters affecting the working conditions and status of employees covered by this CBA, not more than two shop stewards shall be allowed time off during normal working hours to perform such duties without loss of pay; provided, however, that time off for investigation shall be reasonably related to the difficulty of the grievance. No steward shall leave the duty or work station or assignment without specific approval of the

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Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Transport Workers Union, Local 250-A

employee's department head or other authorized manager. Such release time for the shop steward shall not be unreasonably denied.

20. If, in the judgment of the supervisor, permission cannot be granted immediately to the shop steward to investigate or present a grievance during on duty time, such permission shall be granted by the supervisor no later than the next working day from the date the shop steward was denied permission, unless the parties agree to an alternative time.
21. In handling grievances or disciplinary matters, the shop steward shall have the right to:
22. Consult with the affected employee regarding the presentation of a grievance after the employee has requested the assistance or presence of the shop steward.
23. Present to a supervisor a grievance, which has been requested by an employee or group of employees, for resolution or adjustment.
24. Investigate any such grievance so that such grievance can be properly discussed with the supervisor or the designated representative.
25. Attend meetings with supervisors or other city representatives when such meetings are necessary to adjust grievances or represent employees in disciplinary matters. In scheduling meetings, due consideration shall be given to the operating needs and work schedules of the department, division, or section in which the employees are employed. Release time for the shop steward shall not be unreasonably denied.
26. In emergency situations, where immediate disciplinary action may be taken because of violation of law or a City or departmental rule (theft, etc.), the shop steward shall, if possible, be granted immediate permission to leave the shop steward's post of duty to assist the employee.
27. Shop stewards shall not interfere with the work of any employee.
28. Pursuant to the Meyers-Milias-Brown Act and Employee Relations Ordinance, a reasonable number of stewards or other designated employees may attend during working hours with no loss of pay, meetings scheduled with representatives of the Appointing Officer for the purpose of meeting and conferring on terms and conditions of employment, and may participate in the discussions, deliberations and decisions at such meeting.

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City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Transport Workers Union, Local 250-A

29. Stewards shall receive timely notice of departmental orientation sessions, and shall be permitted to make appearances at departmental orientation sessions, in order to distribute Union materials and to discuss employee rights and obligations under this CBA. The Union and a department or bureau may agree to other arrangements for contact between stewards and new employees.

Tentative Agreement:

FOR THE CITY

FOR THE UNION

 Rorie Brennan Date
 Chief Negotiator

 Janine Young Date
 Chief Negotiator

APPROVED AS TO FORM

 CAT Date

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City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2022

Transport Workers United, Local 250-A-Multi

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Employee Relations

City and County of San Francisco
Department of Human Resources

**Transport Workers United,
Local 250-A-Multi**

TA - CP006.001 – Holiday Pay Based on Schedule

Date: _____

Time: _____

TENTATIVE AGREEMENT

Article III. Pay, Hours And Benefits

Section E. Holidays And Holiday Pay

196. Regular full-time employees are entitled to 8/80 or 1/10 time off when a holiday falls in a bi-weekly pay period, therefore, part-time employees, as defined in the immediately preceding paragraph, shall receive a holiday based upon the ratio of 1/10 of the total hours regularly **scheduled** worked in a bi-weekly pay period. ~~Holiday time off shall be determined by calculating 1/10 of the hours worked by the part-time employee in the bi-weekly pay period immediately preceding the pay period in which the holiday falls.~~ The computation of holiday time off shall be rounded to the nearest hour.

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Chief Negotiator

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Employee Relations

City and County of San Francisco
Department of Human Resources

**Transport Workers United,
Local 250-A-Multi**

CP011.002 - Compensatory Time Carry Over Cap - TA

Date: _____

Time: _____

TENTATIVE AGREEMENT

Article III. Pay, Hours And Benefits

Section D. Overtime Compensation & Compensatory Time

180. Employees occupying executive, administrative or professional positions designated by a "Z" symbol in the Annual Salary Ordinance shall not be paid for overtime worked but may be granted compensatory time off at the rate of one-and-a-half times for time worked in excess of normal work scheduled. ~~Effective July 1, 2021, a~~ "Z" classified employees shall not maintain a balance of more than one hundred sixty (160) hours of compensatory time and may carry forward ~~one hundred twenty (120) hours of earned but~~ unused compensatory time into the next fiscal year.

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Employee Relations

City and County of San Francisco
Department of Human Resources

Transport Workers United, Local 250-A-Multi

CP012.001 – Floating Holidays Upon Appointment - TA

Date: _____

Time: _____

TENTATIVE AGREEMENT

Article III. Pay, Hours And Benefits

Section D. Overtime Compensation & Compensatory Time

186. FLOATING HOLIDAYS. In addition to the holidays listed above, the employees covered under this CBA will receive five (5) floating holidays (**pro-rated for eligible part-time employees**). The five (5) floating holidays may be taken on days selected by the employee subject to prior scheduling approval of management. Employees (**both full-time and part-time**) ~~must complete six (6) months continuous service to~~ establish initial eligibility for the five (5) floating holidays **upon appointment**. Employees hired on an as-needed, ~~part-time~~, intermittent or seasonal basis shall not receive the five (5) floating holidays. Floating holidays received in one fiscal year but not used will be carried forward to the succeeding fiscal year. The number of floating holidays carried forward to a succeeding fiscal year may not exceed the total number of floating holidays received in the previous fiscal year, and at no time shall employees be able to accumulate more than 80 hours of floating holidays. No compensation of any kind shall be earned or granted for the five (5) floating holidays if not taken off. The five (5) floating holidays shall not be considered holidays for purposes of calculating holiday compensation for time worked.

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Employee Relations

City and County of San Francisco
Department of Human Resources

Transport Workers United, Local 250-A-Multi

TA - CP013.001 – Holidays That Fall On A Saturday

Date: _____

Time: _____

TENTATIVE AGREEMENT

Article III. Pay, Hours And Benefits

Section E. Holidays And Holiday Pay

188. HOLIDAYS THAT FALL ON A SATURDAY. For those employees assigned to a work week of Monday through Friday, and in the event a legal holiday falls on Saturday, the preceding Friday shall be observed as a holiday; provided, however, that except where the Governor declares that such preceding Friday shall be a legal holiday, each department head shall make provision for the staffing of public offices under the department head’s jurisdiction on such preceding Friday so that said public offices may serve the public. Those employees who work on a Friday which is observed as a holiday in lieu of a holiday falling on Saturday shall be allowed a day off in lieu thereof as scheduled by the appointing officer in the current or next fiscal year.

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192. If the provisions of this Article deprive an employee of the same number of holidays that an employee receives who works Monday through Friday, the employee shall be granted additional days off to equal such number of holidays. The designation of such days off shall be by mutual agreement of the employee and the appropriate supervisor with the approval of the appointing officer. Such days off must be taken within the current or next fiscal year. In no event shall the provisions of this Article result in such employee receiving more or less holiday entitlement than an employee on a Monday through Friday work schedule.

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196. Regular full-time employees are entitled to 8/80 or 1/10 time off when a holiday falls in a bi-weekly pay period, therefore, part-time employees, as defined in the immediately preceding paragraph, shall receive a holiday based upon the ratio of 1/10 of the total hours regularly scheduled worked in a bi-weekly pay period. ~~Holiday time off shall be determined by calculating 1/10 of the hours worked by the part time employee in the bi-weekly pay period immediately preceding the pay period in which the holiday falls.~~ The computation of holiday time off shall be rounded to the nearest hour.

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FOR THE CITY

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 Chief Negotiator

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Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2022

Transport Workers United,
Local 250-A-Multi

TA – March 22, 2024 Mediator’s Proposal PEC Wage

Date: _____

Time: _____

ARTICLE III: PAY, HOURS AND WAGES

SECTION A: WAGES

139. Represented employees will receive the following base wage increases:

~~Effective July 1, 2022, represented employees shall receive a base wage increase of 5.25%.~~

~~Effective July 1, 2023, represented employees shall receive a base wage increase of 2.50%, except that if the March 2023 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 2023-2024 that exceeds \$300 million, then the base wage adjustment due on July 1, 2023, will be delayed by approximately six (6) months, to be effective January 6, 2024.~~

~~Effective January 6, 2024, represented employees shall receive a base wage increase of 2.25%, except that if the March 2023 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 2023-2024 that exceeds \$300 million, then the base wage adjustment due on January 6, 2024, will be delayed by approximately six (6) months, to be effective close of business June 30, 2024.~~

Effective July 1, 2024, represented employees shall receive a 1.5% wage increase.

Effective January 4, 2025, represented employees shall receive a 1.5% wage increase.

Effective June 30, 2025, at close of business, represented employees shall receive a 1% wage increase.

Effective July 1, 2025, represented employees shall receive a 1% wage increase.

Effective January 3, 2026, represented employees shall receive a 1.5% wage increase.

Effective June 30, 2026, at close of business, represented employees shall receive a 2% wage increase.

Effective January 2, 2027, represented employees shall receive a 2% wage increase.

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**Transport Workers United,
Local 250-A-Multi**

Effective June 30, 2027, at close of business, represented employees shall receive a 2.5% wage increase.

Because of the wage structure of this proposal, no wage deferrals/offramps will be utilized.

140. All base wage calculations shall be rounded to the nearest whole dollar, bi-weekly salary.

Tentative Agreement:

FOR THE CITY

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Chief Negotiator

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City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

Transport Workers United,
Local 250-A-Multi

CP015.001 – Duration - TA

Date: _____

Time: _____

TENTATIVE AGREEMENT

Article V. Scope

Section C. Duration of Agreement

288. This CBA shall be in effect from July 1, ~~2022~~ **2024** to and through June 30, ~~2024~~ **2027**. IN WITNESS HEREOF, the parties hereto have executed this MOU this _____ day of _____, ~~2022~~ **2024**.

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Employee Relations

City and County of San Francisco
Department of Human Resources

Transport Workers United, Local 250-A-Multi

TA - UP002.001 – Shop Stewards

Date: _____

Time: _____

Article I. REPRESENTATION

Section F. SHOP STEWARDS

F. SHOP STEWARDS

- 15. The Union may select up to five (5) shop steward(s).
- 16. The Union shall furnish the City with an accurate list of shop stewards. The Union may submit amendments to this list at any time because of the permanent absence of a designated shop steward. If a shop steward is not officially designated in writing, by the Union, none will be recognized.
- 17. Stewards shall be allowed ~~four (4)~~ **eight (8)** hours paid release time per year for Union Steward training ~~within six (6) months of appointment of a Steward. In addition, four (4) hours paid release time shall be paid for Stewards for training regarding the provisions of the new Collective Bargaining Agreement within twelve (12) months of the effective date of this Agreement.~~ The parties shall mutually agree to the number of Stewards to be released at any one time.

Tentative Agreement:

FOR THE CITY

FOR THE UNION

 Rorie Brennan Date
 Chief Negotiator

 Janine Young Date
 Chief Negotiator

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Employee Relations

City and County of San Francisco
Department of Human Resources

Transport Workers United, Local 250-A-Multi

TA - UP003 – Reassignments

Date: _____

Time: _____

Article II. Employment Conditions

Section C. Assignment of Work

94. Assignments of employees of the Department to particular work duties shall be at the discretion of the employee's supervisor or appointing officer. The Department agrees to give due consideration to seniority, performance, ability, and the desires of affected employees prior to making non-emergency assignment, **including reassignment opportunities to fill vacant positions.** Assignments, **including reassignment opportunities,** will not be made either on the basis of favoritism or as discipline except when the employee has been notified of a disciplinary basis for the assignment. Should an employee covered by this CBA allege unfair treatment in such assignment, the employee may seek review of such assignment in accordance with the procedures established in Article I.G (Grievance Procedure & The Discipline Process).

Tentative Agreement:

FOR THE CITY

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UP004.002 – Career Advancement – TA

Date: _____

Time: _____

TENTATIVE AGREEMENT

Article II: EMPLOYMENT CONDITIONS

Section F: EDUCATION, TUITION REIMBURSEMENT, TRAINING AND CAREER DEVELOPMENT

112. The Department will not unreasonably refuse permission for release time without pay for an employee covered by this CBA to attend seminars or training activities selected by the employee designed to increase the capacity of an employee to perform the job, **or to participate in DHR or Department sponsored career advancement seminars, training activities or Department approved affinity groups**. Permission for release time shall be subject to staffing requirements of the Department and approved by the supervisor. An employee may also request to attend other related training seminars with pay as part of the assignment, and the Supervisor will give due consideration and not unreasonably refuse the request.

Tentative Agreement:

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City and County of San Francisco
Department of Human Resources

**Transport Workers United,
Local 250-A-Multi**

UP005.001 – Committee By Department – TA

Date: _____

Time: _____

TENTATIVE AGREEMENT

Article II. Employment Conditions

Section G. Labor/Management Committee

122. For the term of this MOU, the City and the Union agree to establish a **two (2) separate** Labor-Management Committees (Committees); **1) a committee for inspectors and investigators, and 2) a committee for curators.** ~~Each committee~~ that shall convene upon the Union’s written request **to the City.** The parties shall meet monthly unless the parties mutually agree otherwise. Each party shall designate a chair **for each committee**, who shall have responsibility to make arrangements for scheduling the labor-management meeting and for drawing up the agenda.

Tentative Agreement:

FOR THE CITY

FOR THE UNION

Rorie Brennan Date
Chief Negotiator

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UP006.001 – JLMC Discussion Topics – TA

Date: _____

Time: _____

TENTATIVE AGREEMENT

Article II: EMPLOYMENT CONDITIONS

Section G: LABOR/MANAGEMENT COMMITTEE

125. b. Items to be included and discussed at the meetings are to be submitted to the Department at least seven (7) calendar days prior to the scheduled date of the meeting. Items not so submitted need not be responded to at the meeting. Appropriate agenda items for such meetings may include **but are not limited to** :

1. administration of this Agreement;
2. filling of 2806 series vacancies;
3. 6120 and 2806 series issues pertaining to new assignment for members of this bargaining unit, reassignments, regulatory/enforcement procedures, staffing levels, standard operating procedures, and/or performance standards;
4. development of a Health & Safety Ergonomic Program;
5. Health Inspector training program;
6. career development; ~~and~~
7. telecommute standards and procedures;
8. alternate work schedule standards and procedures; ~~and~~
9. For DPH only: parking permits for employees who are required to regularly use their own vehicles for City Business.
10. Additional items mutually agreed-to by the parties for placement on the agenda.

Tentative Agreement:

FOR THE CITY

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City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

**Transport Workers United,
Local 250-A-Multi**

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Employee Relations

City and County of San Francisco
Department of Human Resources

**Transport Workers United,
Local 250-A-Multi**

TA - UP008 – Curators III Base Wage Adjustment

Date: _____

Time: _____

Article III. Pay, Hours and Benefits

Section F. Salary Step Plan and Adjustment

209. e. Curator III Salary Adjustment. Effective July 1, 2024, employees in class 3544 - Curator III shall receive a one-time wage adjustment of an additional four-and-twenty-four-hundredth percent (4.24%) to the base wage. This wage adjustment shall be applied prior to the application of any other wage increases effective on July 1, 2024.

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TA - UP013 – Side Letter – 612x Series Minimum Qualifications Workgroup

Date: _____

Time: _____

TENTATIVE AGREEMENT

Side Letter – 612x Series Minimum Qualifications Workgroup

The City will convene a workgroup consisting of the Department of Human Resources, the Union, 612X representatives, and selected stakeholders, to develop minimum qualifications (MQs) recommendations for the 612X series. The workgroup shall convene no later than January 1, 2025.

Tentative Agreement:

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