

Format Key: CCSF	Format Key: SFBCTC
Unchanged existing language District - Deleted proposal Language District - Added Proposed Language <i>Undeleted existing language</i> (i.e., one party deleted it and the other put it back) Accepted deletion Accepted addition Question – additional information needed [Notes]	Unchanged existing language Union - Deleted proposal Language Union - Added Proposed Language <i>Undeleted existing language</i> (i.e., one party deleted it and the other put it back) Accepted deletion Accepted addition Question – additional information needed [Notes]

CCSF to SFBCTC | August 19, 2026

SFBCTC to CCSF August 31, 2026 (8.31.26 edits in purple)

CCSF to SFBCTCU | August 31, 2026

SFBCTC to CCSF August 31, 2026 (9.16.26 edits in light purple)

CCSF to SFBCTCU | September 16, 2026

Accepted Language

Article III – Pay, Hours and Benefits - (A) Schedule of Compensation

1. The salary schedules governing bargaining unit employees for (1) the time period of July 1, 20~~2225~~ through June 30, 20~~2326~~, and July 1, 20~~2326~~ through June 30, 20~~2427~~, and July 1, 20~~27~~ through June 30, 20~~28~~ appear as Exhibits A-1, and A-2, and A-3 respectively.

2. Wages shall be increased during the term of this agreement as follows:

a. Effective 7/1/25, the base wages for all represented classifications shall receive a 2% increase to base wages ~~Effective July 1, 2023: 5% total increase to wage rates.~~

b. ~~Effective July 1, 2024: 5% total increase to wage rates.~~ Effective 7/1/26, the base wages for all represented classifications shall receive a ~~1.5%~~ ~~1%~~ **2% increase to base wages**

~~Should the District extend to any other bargaining unit, an increase to the salary schedule which are more favorable to that bargaining unit than the compensation set forth in this herein, the parties agree to reopen bargaining over compensation within 30 days upon the Union's request.~~

~~c. Effective 1/2/27, the base wages for all represented classifications shall receive a 1.5% increase to base wages~~

3. The foregoing provision shall not be subject to reopener negotiations in accordance with Article VI.B.2 for the term of the 07/01/22~~25~~– 06/30/24~~27~~ successor agreement.

4. During the term of this Agreement, if the District enters into a successor collective bargaining agreement with another bargaining unit that provides for a greater percentage increase to base

wages than the percentage increase provided to employees covered by this Agreement for the same or substantially comparable period, as determined under Paragraph B, the Union shall be entitled to receive the same greater percentage increase to base wages, provided that the greater percentage increase was granted in exchange for no concession, relinquishment, waiver, or other economic or contractual consideration by the other bargaining unit, as further set forth in Paragraphs C and D.

For purposes of this Article, a "greater percentage increase to base wages" means an increase to the applicable salary schedule or base wage rate that is greater, when measured on a percentage basis, than the corresponding base wage increase provided under this Agreement. The comparison shall be made based upon the percentage increase to base wages and shall not include one-time payments, bonuses, stipends, differentials, premium pay, longevity payments, equity adjustments, reclassifications, or other compensation that is not a general increase to base wages. The percentage increases shall be compared over a common twelve (12) month period, aligning the respective effective dates; for multi-year agreements, the comparison shall be made on an annualized basis over the overlapping term.

The entitlement under this Article shall apply only where the other bargaining unit receives the greater base wage percentage without giving up, reducing, modifying, or otherwise compromising an existing contractual benefit, economic provision, or other material term and condition of employment as consideration for the greater wage increase. For purposes of this Article, a "concession" means a material reduction, relinquishment, or modification that results in a measurable economic or contractual detriment to the other bargaining unit and that was given as consideration for the greater increase. A change that is de minimis or immaterial, or that is not given in exchange for the greater increase, does not constitute a concession and does not defeat the entitlement under this Article.

The Union shall not be entitled to invoke this provision based upon a greater wage increase that was granted in exchange for a concession or trade-off by the other bargaining unit, including, but not limited to, the elimination or reduction of a benefit, modification of leave provisions, increased employee contributions, changes to health and welfare benefits, changes to work schedules, increased workload, reduction of premium pay, or other economic or contractual consideration.

The application of this Article shall not reopen negotiations concerning any other provision of this Agreement. If triggered, the District shall implement only the applicable percentage increase to base wages necessary to provide the benefit required by this Article, applied uniformly to the existing salary schedule, and no derivative or related term shall be reopened or renegotiated. Any increase under this Article is subject to ratification by the District's governing board and to available appropriations, consistent with the board's statutory authority to fix compensation. All other provisions of this Agreement shall remain unchanged.

Any dispute concerning whether this provision has been triggered, including whether the other bargaining unit provided consideration or a concession in exchange for the greater wage increase, shall be subject to the grievance and arbitration procedure contained in this Agreement. The burden

of establishing the greater percentage increase to base wages under Paragraphs A and B shall rest with the Union.

EXHIBIT D: INTERNAL ADJUSTMENTS

Internal Adjustments:

~~Effective 1/1/27, the base wages the following classifications shall be adjusted as follows:~~

3417 Gardener	1.40%
3428 Nursery Specialist	2.38%
7226 Carpenter Supervisor I	1.40%
7238 Electrician Supervisor I	3.79%
7242 Painter Supervisor I	3.63%
7345 Electrician	4.01%
7346 Painter	1.08%
7347 Plumber	1.87%
7348 Steamfitter	1.87%
7355 Truck Driver	1.02%
7344 Carpenter	0.37%
7342 Locksmith	0.37%
3419 Muni. Stadium Groundskpr	3.46%

~~2.—~~

~~3.— Effective 1/1/28, the base wages the following classifications shall be adjusted as follows:~~

3417 Gardener	1.40%
3428 Nursery Specialist	2.38%
7226 Carpenter Supervisor I	1.40%
7238 Electrician Supervisor I	3.79%
7242 Painter Supervisor I	3.63%
7345 Electrician	4.01%
7346 Painter	1.08%
7347 Plumber	1.87%
7348 Steamfitter	1.87%
7355 Truck Driver	1.02%
7344 Carpenter	0.37%
7342 Locksmith	0.37%
3419 Muni. Stadium Groundskpr	3.46%

Article VI – Scope of Agreement

A. SCOPE OF AGREEMENT

The District shall meet and negotiate with the Union prior to changing any District policy or practice within the scope of representation, including District controlled rules and/or regulations, subject to EERA's impasse procedures. Violation of this paragraph is subject to PERB's jurisdiction and shall not be subject to any negotiated grievance procedure.

The parties recognize that recodification may have rendered the references to specific Civil Service Rules and Charter sections contained herein, incorrect. Therefore, the parties agree that such terms will be read as if they accurately referenced the same sections in their newly codified form as of July 1, 2007.

B. DURATION OF AGREEMENT; REOPENERS

1. This Agreement shall be in effect from July 1, ~~2022~~ **2025**, through June 30, ~~2024~~ **2028**, unless otherwise specified herein.
2. This Union, following final reconciliation of budget actuals for the fiscal years ~~2022/23 and 2023/24, 2025/26, and 2026/27, and 2027/28~~ agrees for the term of this successor agreement, to waive reopening negotiations during the month of January regarding carryover dollars that may be available for compensation increases ("lookback negotiations").
3. **The parties agree that Article III – Pay, Hours and Benefits, Section A. Schedules of Compensation, may be reopened solely for the purpose of negotiating base salary wage increases for the following fiscal years: 2026-2027, 2027-2028, 2028-2029. Any such reopener must be initiated and sunshined within the same fiscal year for which the reopener applies.**
34. The parties further agree to Sunshine proposals by ~~February 1, 2022~~ **October** ~~December~~ **31, 2027**, for negotiations on changes to this agreement to become effective July 1, ~~2022~~ **2028**.

C. SAVINGS CLAUSE

Should any part of this Agreement be determined to be contrary to law, such invalidation of that part or portion of this Agreement shall not invalidate the remaining portions hereof.

Article III – Pay, Hours and Benefits - (F) Holidays

For the efficient operation of the District, classified employees shall observe holidays the same days which are District holidays. The following is a list of current holidays for all eligible District classified employees. While the specific holidays or dates thereof may change, the total number of designated holidays is ~~nineteen twenty (1920)~~.

Independence Day Observed
Labor Day
Veterans' Day Observed
Thanksgiving Day
"Day after Thanksgiving"
Christmas Day Observed
The Days Between Christmas and New Year's Day
New Year's Day Observed
Dr. Martin Luther King Jr.'s Birthday Observed
Lunar New Year Observed
~~Cesar Chavez Farmworkers~~ Day
~~Lincoln's Birthday Observed~~
~~Washington's Presidents Birthday Day~~ Observed
Memorial Day
Juneteenth
Three Floating Holidays

If any Holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. If any Holiday falls on a Sunday, the Monday following shall be observed as the holiday. **When Lunar New Year falls on another holiday, the District shall observe Lunar New Year on a preceding or following weekday.**

The parties further agree that the Tentative Agreement for Article III – Holidays shall become effective on the date the last party executes the tentative agreement, in order to avoid operational disruptions.

Article III – Pay, Hours and Benefits - (T) Normal Workday and Work Week

The normal work week of forty (40) hours for employees in bargaining unit classifications shall be forty (40) hours. The forty (40) hour week shall consist of five (5) consecutive 5 days (Monday through Friday) encompassing eight (8) hours working time completed 6 within more than nine (9) hours between 7 a.m. and 4 p.m.

The District and the appropriate SFBCTCU Union may mutually agree to establish work schedules that vary from the normal work day for one or more employees.

Any current work schedules (Monday through Friday) that vary from the 7 a.m. start time as of the effective date of this Agreement will remain in place unless a proposed change is mutually agreed to by the District and the appropriate SFBCTC Union.

The purpose of this Article is to define the normal work day and week. It is not to be read 16 as a guarantee of a particular number of hours of work or a particular schedule of work.

Side Letter #2 - Article III – Pay, Hours and Benefits – (U) Reduced Work Week

Bargaining unit employees shall work a reduced work week of 36 hours without a reduction in compensation, retirement contributions, health service contributions, vacation accruals, or sick leave credits. To assure proper coverage by unit personnel on District projects, bargaining unit employees shall work 40 hours in one week and 32 hours in the following week, with alternating Fridays off. The Director of Buildings and Grounds and SFBCTCU representatives will meet within 14 days after ratification of this Agreement to establish an appropriate schedule. Further permanent changes to the schedule will be worked out between the Director of Buildings and Grounds and SFBCTCU representatives. If a City Charter agency such as SFERS takes a position contrary to this, the parties shall reopen negotiations on the subject.

~~New Language - Article III - Pay, Hours and Benefits - (V) Elimination of the Reduced Work Week~~

- ~~1.—Employees in the bargaining unit who are employed in a bargaining unit position as of the effective date of this Agreement ("incumbent employees"), date of hire before July 1, 2025, shall continue to be eligible to work a reduced work week of thirty-six (36) hours without a reduction in compensation, retirement contributions, health service contributions, vacation accruals, or sick leave credits.~~
- ~~2.—Employees hired into bargaining unit positions on or after the effective date of this Agreement shall not be eligible for the reduced thirty-six (36) hour work week described above. Employees hired after Jul 1, 2025, shall be scheduled to work eighty (80) hours in a two-week pay period and may elect, a nine/eighty (9/80) schedule consisting of eighty (80) hours worked over a two-week period with one regularly scheduled day off subject to operational needs and departmental approval.~~
- ~~3.—Any employee who separates from employment with the District and is subsequently rehired into a bargaining unit position shall not be eligible for the reduced thirty-six (36) hour work week, regardless of their original hire date or prior eligibility. Upon rehire, such employee shall be subject to the work schedule provisions applicable to employees hired on or after the effective date of this Agreement.~~

~~The District retains the right to assign, approve, modify, or discontinue alternative work schedules based on operational needs, staffing requirements, and service delivery considerations.~~

Article V. Working Conditions - (B) Work Clothing, Safety Clothing & Eye Protection

The District shall continue existing practices regarding work clothing, protective overalls, foul weather gear, safety clothing, and eye protection, including providing the following items every twelve (12) months: **Employees may choose the uniform style and combination of items that best meet their needs from among the District-approved uniform options listed below, subject to safety requirements and operational needs.**

1. Carpenter
 - 4 pairs of pants
 - 4 pairs of overalls
 - Safety work boots in compliance with Cal OSHA regulations
2. Electrician
 - 4 shirts
 - 4 pairs of pants **or overalls**
 - Safety work boots in compliance with Cal OSHA regulations
3. Locksmith
 - 4 shirts
 - 4 pairs of pants **or overalls**
 - Safety work boots in compliance with Cal OSHA regulations
4. Painter
 - 4 shirts
 - 4 pairs of overalls **or pants**
 - Safety work boots in compliance with Cal OSHA regulations
5. Plumber/Steamfitter
 - **4 shirts**
 - 4 pairs of overalls **or pants**
 - Safety work boots in compliance with Cal OSHA regulations
6. Gardeners/**Muni. Stadium Groundskeeper/ Nursery Specialist**
 - 4 shirts
 - 4 pairs of pants **or overalls**
 - Coveralls or protective clothing as deemed appropriate
 - Safety work boots in compliance with Cal OSHA regulations
7. Truck Drivers
 - 3 pairs of gloves
 - 4 shirts
 - 4 pants **or overalls**
 - Safety work boots in compliance with Cal OSHA regulations

In addition, all bargaining unit members will be provided foul weather gear consisting of hat, coat, pants and boots when required to perform their normal work duties in the rain.

Upon request, the District shall provide prescription eye protection for employees 11 performing duties that require eye protection under Cal OSHA regulations.

Employees who wear prescription glasses may, at the discretion of the District, be provided with prescription safety glasses, not to exceed three hundred dollars (\$300) in any fiscal year. Employees must complete the Prescription Safety Glasses & Weather Gear Request &

Authorization form and obtain supervisory approval prior to purchase. Purchases made without an approved form in advance are not eligible for reimbursement.

Cell Phone Stipend

Article III – Pay, Hours and Benefits - (B) Additional Compensation (Will be added at the end of the additional compensation as Article (7 – Cell Phone Stipend).

All bargaining unit members shall receive a monthly phone stipend of sixty (\$60.00) dollars to offset business-related expenses incurred through the use of their personally owned cell phone. The stipend shall be prorated by pay period and paid through the employee's regular paycheck. The stipend shall be effective July 1, 2026.

Article III – Pay, Hours and Benefits (N) Additional Benefits

1. Medical

a. The District shall continue to provide, in accordance with carrier requirements, medical care insurance programs to eligible classified employees as determined by the Health Service System.

i. Effective ~~01/01/19~~ **01/01/2027**, Employees' bi-weekly contributions towards monthly health premiums were adjusted to reflect the proportionate District and Employee share of changes in health care premiums during the ~~2019~~ **2027** calendar year. The new bi-weekly Employee contributions shall be as follows:

	Blue Shield		Kaiser	CHP PPO
	TRIO HMO	ACCESS + HMO		
Employee Only	\$22.36 (6.48%)	\$26.10 (6.48%)	-	\$196.61 (39.54%)
Employee + 1	\$165.62 (24.06%)	\$193.37 (24.06%)	\$127.46 (22.66%)	\$448.80 (46.64%)
Employee + 2	\$355.55 (36.53%)	\$415.18 (36.53%)	\$312.90 (39.35%)	\$586.23 (43.36%)

	Blue Shield - Trio HMO	Blue Shield – Access + HMO	Kaiser	Blue Shield PPO	Health Net
Employee Only	\$34.98 (6.33%)	\$44.49 (6.48%)	\$0.00 (0.00%)	\$334.01 (39.54%)	\$0.00 (0.00%)
Employee + 1	\$265.10 (24.06%)	\$329.72 (24.06%)	\$216.73 (22.66%)	\$763.94 (46.64%)	\$206.86 (24.06%)

Employee + 2	\$569.8 (36.53%)	\$707.97 (36.53%)	\$532.15 (39.35%)	\$1003.47 (43.36%)	\$444.00 (36.53%)
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The percentage (%) listed next to each benefit cost represents the employee contribution amount. The District shall pay the remaining balance of the cost, unless otherwise specified in this Agreement.

The employee contribution percentages established under this Agreement shall remain in effect for the duration of the Agreement. Employee contributions may increase only to the extent necessary to maintain the agreed-upon contribution percentage if HSS premium rates increase during the contract term. All other terms and conditions of health benefits shall remain unchanged unless otherwise mutually agreed by the parties.

The District shall provide written notice to the Union of receiving notice from the San Francisco Health Service System (HSS) of any premium rate changes that may affect employee contributions under this Agreement.

~~ii. Effective 01/01/20, Employee bi-weekly contributions towards monthly health premiums shall be adjusted to reflect the proportionate District and Employee share of changes in health care premiums during the 2020 calendar year. The new bi-weekly Employee contributions shall be as follows:~~

	Blue Shield		Kaiser	GHP PPO
	TRIO HMO	ACCESS + HMO		
Employee Only	\$ 22.03 (6.33%)	\$ 26.68 (6.48%)	-	\$216.28 (39.54%)
Employee + 1	\$167.08 (24.06%)	\$197.77 (24.06%)	\$134.75 (22.66%)	\$494.02 (46.64%)
Employee + 2	\$358.73 (36.53%)	\$424.68 (36.53%)	\$330.89 (39.35%)	\$646.83 (43.36%)

~~iii. Effective 01/01/22, Employee bi-weekly contributions towards monthly health premiums shall be adjusted to reflect the proportionate District and Employee share of changes in health care premiums during the 2022 calendar year.~~

~~iv. Effective 01/01/22, Employee bi-weekly contributions towards monthly health premiums shall be adjusted to reflect the proportionate District and Employee share of changes in health care premiums during the 2022 calendar year.~~

~~b. Temporary employees who work twenty (20) or more hours per week and have six (6) months or more of continuous service may become~~

members of the Health Service System. Effective July 1, 2026, Temporary Provisional (TPV) and Temporary Exempt (TEX) Employees who are regularly scheduled to work twenty (20) or more hours per week, are eligible for health benefits through the San Francisco Health Service System.

a. ~~Health Service benefit coverage for temporary school-term employees ends at the close of the academic year except where the employment is extended through the summer session(s) at twenty (20) hours per week and is reinstated upon re-employment and re-enrollment at the beginning of the next academic year. An academic year is defined as a Fall and Spring semester and does not include the summer session(s).~~

b. Employees who have underlying permanent employee status shall continue membership in the Health Service System.

Prescription Drug Plan

~~Full-time classified employees and their eligible dependents with District-provided Health Service System health plans shall be eligible for the District-provided Drug Plan. Prescription Drug Plan co-pay reimbursement to employees shall remain suspended for three years beginning on July 1, 2019 through June 30, 2022. In exchange, the increases to base wages shall be calculated on the rate in effect as of June 30, 2019 11:58 p.m.~~

3. Life Insurance

- a. The District shall provide, in accordance with carrier requirements, life insurance coverage to permanent full-time and permanent part-time employees.
- b. Effective upon ratification of the Agreement, subject to carrier requirements, the face value of the life insurance policy shall be \$50,000.

4. Dental/Orthodontia

Effective January 1, 2008, the District shall provide, in accordance with carrier requirements, dental and orthodontia coverage to permanent full-time and permanent part-time employees and their eligible dependents as follows:

Dental Insurance: General, Per Year \$3,000.
Lifetime Orthodontia \$2,000.

4. Benefits While on Unpaid Leave of Absence

The District will discontinue payment of any and all contributions for employee 4 health and dental benefits for those employees who remain on unpaid leave status in excess of twelve (12) continuous weeks, with the exception of approved sick leave, workers' compensation leave, family care leave, or mandatory administrative leave.

Affected employees must make arrangements with the District Business Office for payment of benefit premiums within twenty (20) working days following notice of approval of leave. Members not making such arrangements within twenty (20) working days following notice of approval of leave shall have coverage rescinded until they return from leave.