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Local 39 to CCSF | September 23, 2026 (Package Version 2) | emailed

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Article X – Wages

A. Schedules of Compensation

1. The salary schedules governing the bargaining unit employees for (1) the time period of July 1, ~~2022-2025~~ through June 30, ~~2024-2028~~, and (2) effective July 1, ~~2022-2025~~ appear Exhibits A, and A-1, ~~and A-2~~ incorporates the wage increases effective July 1, ~~2023-2026~~ and July 1, 2027, set forth in more detail below.
2. Wages shall be increased during the term of this agreement as follows:
 - a. Retroactive to July 1, 2025, a salary increase of two percent (2%)
 - b. ~~Effective~~ Retroactive to July 1, 2026, a salary increase of two percent (2%)
 - c. ~~Effective July 1, 2027, a salary increase of two percent (2%)~~
3. To keep a negative 10% parity with CCSF Engineers in recognition of the RWW the District provides, targeted classification-specific increases will take effect as follows:
 - a. Retroactive to July 1, 2025, a special targeted classification-specific increase of 2.03%
 - b. Retroactive to July 1, 2026, a special targeted classification-specific increase of 2.55%
4. ~~The foregoing provision is not subject to reopener negotiations in accordance with Article XVIII, B.1.~~
5. ~~Upon receipt of the special targeted classification-specific increases and certification pay,~~ As a concession under this Agreement the Union agrees to the elimination of two (2) currently vacant bargaining unit positions, in exchange for a, special targeted classification-specific increases and certification pay. ~~and The Union waives any claim that such action constitutes a layoff, reduction in force, or adverse action under this Agreement. The parties acknowledge that the positions are vacant as of the effective date of this Agreement and that no incumbent employee shall be impacted by their elimination.~~
6. Me Too
 - a. 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 (26/27), 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.

- b. 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.
- c. 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.
- d. 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.
- e. 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.
- f. 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.

- g. The parties expressly agree that this Me Too provision is nonprecedential, creates no ongoing obligation beyond the term of this Agreement, and shall automatically terminate at the end of the 26/27 academic year. Under no circumstances shall this provision be deemed to survive, carry forward, roll over, or apply to any subsequent agreement, extension, reopener, memorandum of understanding, side letter, or negotiations unless expressly reauthorized in a written agreement signed by both parties.

Additional Compensation

8. Certification Premium

- a. All bargaining unit members who attain a Type L Fire Pump Certification shall be eligible for a two-and-one-half percent (2.5%) premium. Premiums shall be rolled into the base rate of pay.
- b. Employees receiving the 2.5% L Fire Pump Certification premium must maintain a valid and current L Fire Pump Certification at all times. The certification shall be renewed in accordance with the applicable certifying authority's requirements.
- c. Employees shall provide proof of certification renewal to the District on or before the certification expires. Failure to provide proof of renewal shall result in the immediate removal of the 2.5% premium from the employee's base rate of pay effective the first payroll period following the certification expiration date.
- d. The District shall not be responsible for, and shall not reimburse, any costs associated with obtaining, maintaining, renewing, or recertifying the L Fire Pump Certification. The employee shall be solely responsible for all such expenses.
- e. The 2.5% premium shall be reinstated only upon the employee's submission of satisfactory proof of a valid and current certification and shall not be applied retroactively for any period during which the certification was expired or verification was not provided.

Tentative Agreement Reached:



Christine Coleman, Chief Negotiator
San Francisco Community College District

Date: 10/13/26



Laura LeSieur, Chief Negotiator
Stationary Engineers, Local 39

Date: 10/9/26