

CCSF to Local 39 | July 14, 2026

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

ARTICLE X WAGES – D. APPRENTICESHIPS

New Language

A. Term of Apprenticeship

The standard term of apprenticeship shall be four years (7200 hours) of which the first six months (1000 hours) shall be a try-out or probationary period.

B. Ratio

The ratio of apprentices employed to the Journeymen Engineers employed shall be no more than one apprentice for the first five Engineers, which shall include the Chief Engineer and/or Assistant Chief Engineer and no more than one additional apprentice for every five Engineers thereafter.

c. Wage Schedule

Apprentices shall be paid not less than the following percentages of the current average rate of Journeymen's

Duration	Percentage %	Hours On The Job (OJT)	Related Supplemental Instruction (RSI) (classroom hours)
1st 12 months	65%	1800 OJT	198 RSI
3rd 6 months	70%	900 OJT	99 RSI
4th 6 months	75%	900 OJT	99 RSI
5th 6 months	80%	900 OJT	99 RSI
6th 6 months	85%	900 OJT	99 RSI
7th 6 months	90%	900 OJT	99 RSI
8th 6 months	95%	900 OJT	99 RSI

Thereafter - Journeyman Engineer's rate of pay.

Minimum starting wage for apprentices shall not be less than Federal and State minimum wage requirements. For purpose of overtime, apprentice's wages shall be based on percentage of Journeyman's wages presently enjoyed. Present Journeyman wage is as per industry Agreement.

Tentative Agreement Reached:



Christine Coleman, Chief Negotiator
San Francisco Community College District
Date: 10/13/28



Laura LeSieur, Chief Negotiator
Stationary Engineers, Local 39
Date: 10/9/26