

**AMENDMENT NO. 2
TO THE 2019-2022 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
STAFF AND PER DIEM NURSES, SEIU LOCAL 1021**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors and ratification by the Staff and Per Diem Nurses, SEIU Local 1021:

ARTICLE IV – TRAINING AND CAREER DEVELOPMENT

4. Tuition Reimbursement

560. The City agrees to allocate Two Hundred Seventy Five Thousand Dollars (\$275,000) per fiscal year to the Tuition Reimbursement Program for nurses covered by this Agreement. Unused funds shall not be carried forward to the next fiscal year. **Notwithstanding the forgoing, the City agrees to carry over, on a one-time basis, any unused tuition reimbursement funds from the 2020-2021 fiscal year to the 2021-2022 fiscal year.** Effective July 1, 2020, if all funds are exhausted, the City will increase its annual allocation to \$300,000, and maintain that amount for the remaining term of the Agreement. Solely at the discretion of the Appointing Officer or designee, such funds may be supplemented with department funds budgeted for training, subject to the restrictions of applicable law, including Administrative Code Chapter 12X.
561. Eligible Nurses. A nurse who has completed at least one year of continuous permanent service prior to applying and whose regular work schedule is 0.4 or more FTE shall be eligible to apply for tuition reimbursement.
562. Eligible Expenses. Until such funds are exhausted, and subject to approval by the Appointing Officer or designee, an eligible nurse may utilize up to a maximum of Three Thousand Dollars (\$3,000) per fiscal year for tuition, registration fees, books, professional conferences, professional association memberships, professional journal subscriptions, professional certifications and recertifications, and licenses relevant to the nurse's current classification. **Notwithstanding the foregoing, an eligible nurse may utilize up to a maximum of Six Thousand Dollars (\$6,000) for the 2021-2022 fiscal year only, for tuition, registration fees, books, professional conferences, professional association memberships, professional journal subscriptions, professional certifications and recertifications, and licenses relevant to the nurse's current classification.** All expenses must be relevant to the nurse's current classification or a classification to which the nurse might reasonably expect to be promoted. No reimbursement shall be made for expenses that are eligible for reimbursement under a Federal or State Veterans benefit program or from other public funds. The City will not require nurses to use these Tuition Funds for Department-mandated training. For clarity, the license reimbursement authorized separately under Section IV.E. of

this Agreement shall not reduce the amounts payable under the Tuition Reimbursement Program.

FOR THE CITY

Date: 5/13/2021



Amalia Martinez
Acting Employee Relations Director

FOR THE UNION

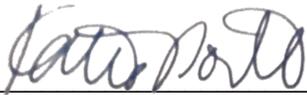
Date: 05/13/2021



Jason Klumb
SEIU 1021 Regional Director

APPROVED AS TO FORM:

DENNIS J. HERRERA
City Attorney



Katharine Hobin Porter
Chief Labor Attorney