



UAPD Unit 18 Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	<p>Base wages for Classes 2210 Dentist, 2292 Shelter Veterinarian, and 2598 Assistant Medical Examiner shall be increased as follows: Effective July 1, 2022, represented employees shall receive a base wage increase of 5.25%.</p> <p>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.</p> <p>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.</p>
Holidays and Holiday Pay	III.R.	June 19 th (Juneteenth) added as a paid holiday; replaces Columbus Day with Indigenous Peoples Day and Italian American Heritage Day.
Holidays and Holiday Pay	III.R. and III.T.	Adding "current or next" fiscal year, referring to when an employee can take a day off in the lieu of the Saturday holiday.
Election of Remedies EEO	II.C.	Eliminates the prohibition of dual remedies for discrimination complaints.
Election of Remedies CFRA FMLA	II.H.	Eliminates the prohibition of dual remedies.
Election of Remedies Reasonable Accommodations	II.G.	Eliminates the prohibition of dual remedies.
Recognition	I.A.	Adds 2242 Senior Psychiatric Physician Specialist. Agreed to mid cycle in side letter.
Overtime Pay	III.D.	Adds straight time overtime when members work an additional non-regularly scheduled shift and standby calls in excess of 15 minutes.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2022

Union of American Physicians and
Dentists (Unit 18)

Issue	MOU Section	Summary
Official Personnel File	II.A.	Address/location change for Animal Care & Control and Medical Examiner
Laguna Honda Specialty Premium	III.C.	Strikes outdated premium for new classes, that was built into steps 11-20
Clean Up	III.C.	Strikes outdated language and changes “Coroner’s Office” to “Office of Medical Examiner”
Duration of Agreement	V.D.	This Agreement shall be effective as of July 1, 2022, and shall remain in full force and effect through June 30, 2024.
Acting Assignment Pay	III.C.	Increased from 5% to 7.5%
Privacy	II.K.	<p>The parties acknowledge the obligation of DPH to comply with the Health Insurance Portability and Accountability Act (HIPAA), California’s Confidentiality of Medical Information Act (CMIA), Health Information Technology for Economic and Clinical Health Act (HITECH Act), 42 CFR Part 2, and other Federal privacy regulations and State healthcare privacy regulations.</p> <p>The parties acknowledge the obligation of Employees to abide by DPH’s Privacy Policies A.1.0, A.2.0, and A.3.0, revised October 18, 2021, found at: https://www.sfdph.org/dph/comupg/oservices/medSvs/HIPAA/HIPAAPolicies.asp.</p>
Reimbursement for Dental Loupes	IV.B.	The City will reimburse employees in Class 2210 for the cost of dental loupes up to \$3,000 (three thousand dollars) every two years. To receive this reimbursement, employees must submit a valid proof of purchase.
Equity Unit 18	III.A.	Effective July 1, 2022, the City will add an additional 2.5% salary step to classification 2210 Dentist. Employees in classification 2210 Dentist shall advance to Step 8 after one (1) year of service at Step 7
Parent Teacher Conferences	III.B.B.	Employees shall be granted paid release time to attend parent teacher conferences of two (2) hours per semester, not to exceed four (4) hours in any fiscal year. An employee shall request and receive approval from the immediate supervisor in advance for release time and such release time shall not be unreasonably denied.
Step Advancement	III.C., III.E- G.	Changes to step advancement - this section applies to all classifications except 2242 Senior Psychiatric Physician Specialists who are either assigned to Laguna Honda Hospital or are Child Psychiatrists. Separate side letter (not in MOU) on implementation of changes to step advancement.
Loan Forgiveness Advocacy	Side Letter	Establishes Loan Forgiveness Committee.



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Issue	MOU Section	Summary
Remote Work	Side Letter	<p>Physicians employed at least 80% in primary care clinics at ZSFGH / DPH, who are regularly scheduled for administrative time, and who meet the eligibility criteria, may be allowed to telecommute up to 20% of their work time each week upon agreement between the employee and the Appointing Officer or designees, subject to the approval of the Appointing Officer. Any telecommuting agreement is subject to staffing needs and not guaranteed. Any employee on an approved telecommuting agreement must be able to report to work within 2 (two) hours in case of safety, staffing, and or other on-site service needs.</p> <p><i>Telecommuting arrangements will not be denied or ended for arbitrary or capricious reason(s). If a represented employee has a good faith belief that a telecommuting request is denied for an arbitrary or capricious reason, or that an existing telecommuting agreement was terminated for an arbitrary or capricious reason, the member may appeal to the City's Human Resources Director, whose decision shall be final and binding. Neither the TPP nor this side letter are subject to the grievance and arbitration procedures of this Agreement.</i></p>