



**Union of American  
 Physicians and Dentists  
 (Unit 17)**

**Union of American Physicians and Dentists, Unit 17 Bargaining  
 Summary**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Wages</b>	III.A.	The parties agree that in the event that any base wage increase or decrease, and/or added or deleted salary step(s) is hereafter agreed to, granted, or awarded to class 2230, classes 2233 and 2243 shall receive the corresponding base wage increase or decrease and/or added or deleted salary step(s) so that classes 2233 and 2243 maintain the percentage salary differential with class 2232 that existed on June 30, 2012.
<b>Duration</b>	V.D.	July 1, 2024 through June 30, 2027.
<b>Medical Staff Bylaws</b>	I.C., I.I., I.K.	Clarifies relationship between City Discipline and Medical Staff Bylaws processes.
<b>Grievance Procedure</b>	I.F.	Standardizes grievance timelines and procedures.
<b>Representatives &amp; Stewards</b>	I.G.	Union to provide the City updated officers and stewards lists annually (July 1 of each year) and amended as needed.
<b>Personal Email Address</b>	I.N, Side Letter	Adds personal emails to biweekly Union report.
<b>Severance</b>	II.F.	Strikes "contractual" from waiver of claims against the City.
<b>Compensatory Time</b>	III.D.	Increases the carry over cap for compensatory time from 120 to 160 hours.
<b>Step at Appointment</b>	III.E.	Updates step placement when the appointee possesses Specialist Board Certification from a Board which is certified by the American Board of Medical Specialties (ABMS) or the California Medical Board in an appropriate specialty.
<b>Professional Services Reimbursement</b>	III.J.	Increases professional services reimbursement to \$600 per quarter.
<b>Floating Holidays</b>	III.R.	Amends floating holidays eligibility to be established at appointment, and if not used in one fiscal year, shall be carried to the next.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

CCSF NEGOTIATIONS 2024

## Union of American Physicians and Dentists (Unit 17)

Issue	MOU Section	Summary
<b>Holiday Compensation Eligibility</b>	III.V.	Adjusts eligibility for holiday compensation.
<b>Part Time Holiday Compensation</b>	III.W.	Changes part-time holiday eligibility from hours worked to hours scheduled.
<b>Sabbatical Leave</b>	III.A.A.	Establishes option and procedure for requesting unpaid sabbatical leave.
<b>Parental Leave</b>	III.C.C.	Standardizes four hours per year of paid time and 40 hours per year of unpaid time.
<b>Labor Management Committee/ Recruitment and Retention Committee</b>	IV.D., Side Letter	Updates LMC procedures and establishes an LMC subcommittee to study and seek solutions to filling vacancies in Primary Care.
<b>Single Point of Contact</b>	Side Letter	Establishes pilot program for a DPH Labor Relations single point of contact for UAPD matters.
<b>Suspension of "Z" Symbol</b>	Side Letter	Affirms that in the event of a public health emergency DPH and the City shall conduct a review of whether suspending the "Z" symbol is necessary pursuant to the Annual Salary Ordinance Section 1.3.
<b>Vacancy Reports</b>	Side Letter	When DPH Human Resources presents to the Health Commission, it will include a report on the number of vacancies in UAPD represented classifications.
<b>Internal Mobility</b>	Side Letter	DPH shall notify UAPD represented employees at DPH of internal mobility opportunities within DPH.
<b>Release Time for Recruiting</b>	Side Letter	DPH shall provide UAPD represented employees with reasonable release time for participating in recruitment related activities.
<b>Experience Time Credit</b>	Side Letter, Not Attached to MOU	Effective October 2024, eligible employees will receive a one-time step adjustment based on their years of physician experience.  No later than January 1, 2025, the City and UAPD shall establish a committee to meet and discuss the salary-step progression structure.