

**AMENDMENT NO. 4  
TO THE 2022-2024 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION  
LOCAL 1021**

The parties hereby agree to amend the Collective Bargaining Agreement as follows, subject to approval by the San Francisco Board of Supervisors and ratification by the Service Employees International Union, Local 1021:

**SIDE LETTER OF AGREEMENT  
THE CITY AND COUNTY OF SAN FRANCISCO AND SEIU Local 1021**

**The parties mutually agree to this Side Letter to the Collective Bargaining Agreement (“CBA”) between the City and County of San Francisco and the Service Employees International Union, Local 1021 (July 1, 2022 – June 30, 2024). This Side Letter will be effective July 1, 2023 subject to the approval of the San Francisco Board of Supervisors. By signing the this Side Letter, the parties agree to recommend the approval of this Side Letter Agreement.**

**Child Welfare Service Emergency Response Retention Payment Program**

**In accordance with Provision 39 of Section 116 of Senate Bill 170, the City of San Francisco will provide Child Welfare Service Emergency Response retention payments to staff supporting the San Francisco Human Services Agency (HSA) Emergency Response (ER) program function. The intent of the payment is to promote retention of current ER staff.**

**Eligible employees of HSA who support the ER function shall be paid retention payments depending on their role and responsibilities. Payments will be paid per fiscal year, beginning fiscal year 2023-2024, and contingent on the availability of the temporary funding. Classifications included in the payment distribution plan are:**

- **2944 Protective Services Supervisor**
- **2944 Protective Services Supervisor After Hours**
- **2940 Protective Services Worker**
- **2940 Protective Services Worker After Hours**
- **2918 HSA Social Worker**
- **1840 Junior Management Assistant**
- **1408 Principal Clerk**
- **1404 Clerk**

**A list of eligible employees and the payment amount for each eligible employee are contained in Exhibit A of this Side Letter of Agreement.**

Payment will be issued no later than July 31 of each fiscal year of the program.

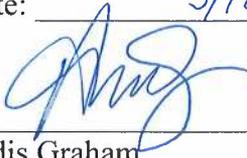
Child Welfare Service Emergency Response retention payments shall not be considered compensation for the purpose of computing retirement benefits.

This section is not subject to the grievance and arbitration procedure of this Agreement.

This section will become effective on July 1, 2023 and will end on June 30, 2024, unless renewed by agreement of the parties.

FOR THE CITY

Date: 5/12/2023



Ardis Graham  
Employee Relations Director

FOR THE UNION

Date: \_\_\_\_\_

Oumar Fall  
Executive Director

APPROVED AS TO FORM:

DAVID CHIU  
City Attorney

Date: 5/12/23



Jonathan Rolnick  
Chief Labor Attorney