



**Union of American
 Physicians and Dentists
 (Unit 18)**

**Union of American Physicians and Dentists, Unit 18 Bargaining
 Summary**

Issue	MOU Section	Summary
Wages	III.A.	<p>Classifications 2210 Dentist, 2292 Shelter Veterinarian, and 2598 Assistant Medical Examiner shall receive the following base wage increases:</p> <ul style="list-style-type: none"> • July 1, 2024: 1.5% • January 4, 2025: 1.5% • June 30, 2025, at close of business: 1% • July 1, 2025: 1% • January 3, 2026: 1.5% • June 30, 2026, at close of business: 2% • January 2, 2027: 2% • June 30, 2027, at close of business: 2.5% <p>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 2328, then class 2230 shall also receive any corresponding percentage base wage increase or decrease. In the event this happens, classes 2232, 2242, and 2233 shall receive the corresponding base wage increase so that those classes maintain the percentage salary differential with class 2230 that existed on June 30, 2012.</p>
Duration	V.D.	July 1, 2024 through June 30, 2027.
2293 Sr. Shelter Vet	I.A., III.D., III.E., III.G.	Adds the 2293 Senior Shelter Vet classification to the contract.
Medical Staff Bylaws	I.C., I.I., I.K.	Clarifies relationship between City Discipline and Medical Staff Bylaws processes.
Grievance Procedure	I.F.	Standardize grievance timelines and procedures.
Representatives & Stewards	I.G.	Union to provide the City updated officers and stewards lists annually (July 1 of each year) and amended as needed.
Personal Email Address	I.N, Side Letter	Adds personal email to biweekly Union report.
Severance	II.F.	Strikes "contractual" from waiver of claims against the City.



Employee Relations

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CCSF NEGOTIATIONS 2024

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Recruitment and Retention	III.A.	Establishes procedures to meet and discuss to address demonstrable recruitment and retention issues.
Weekend Premium	III.C.	Removes anachronistic language from Weekend Premium contract section.
Compensatory Time	III.D.	Increases the carry over cap for compensatory time from 120 hours to 160 hours.
Step at Appointment - Physician Specialist	III.E.	Appointees to the 2230 Physician Specialist will be appointed at Step 5 when they possess appropriate Board Certification.
Step at Appointment - Senior Psychiatric Physician Specialist	III.E.	Updates step placement when appointees to the 2242 Senior Psychiatric Physician Specialist classification possesses Board Certification in the appropriate specialty.
Professional Services Reimbursement	III.J.	Increases professional services reimbursement to \$600 per quarter.
Protective Earplugs Reimbursement	III.K.	The City shall reimburse 2210 Dentists up to \$250 every 2 years for the cost of custom protective earplugs.
Floating Holidays	III.S.	Changes floating holidays eligibility to being established at appointment, and if not used in one fiscal year shall be carried to the next.
Holiday Compensation Eligibility	III.W.	Adjusts eligibility for holiday compensation.
Part Time Holiday Compensation	III.X.	Changes part-time holiday eligibility from hours worked to hours scheduled.
Sabbatical Leave	III.B.B.	Establishes option and procedure for requesting unpaid sabbatical leave.



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Parental Leave	III.D.D.	Standardizes four hours per year of paid time and 40 hours per year of unpaid time.
Labor Management Committee/ Recruitment and Retention Committee	IV.E., Side letter	Updates LMC procedures and establishes an LMC subcommittee to study and seek solutions to filling vacancies in Primary Care.
Single Point of Contact	Side Letter	Establishes pilot program for a DPH Labor Relations single point of contact for UAPD matters.
Suspension of "Z" Symbol	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.
Vacancy Reports	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.
Internal Mobility	Side Letter	DPH shall notify UAPD represented employees at DPH of internal mobility opportunities within DPH.
Release Time for Recruiting	Side Letter	DPH shall provide UAPD represented employees with reasonable release time for participating in recruitment related activities.
Experience Time Credit	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.
<u>COVID-19 Worker Retention Pay</u>	<u>NA</u>	<u><i>Strikes COVID-19 Worker Retention Pay section.</i></u>