TENTATIVE AGREEMENT

The parties mutually agree to incorporate the following language in the next Memorandum of Understanding ("MOU"), effective July 1, 2019. The parties further agree that this tentative agreement is subject to approval as to form by the City Attorney's Office and is subject to approval by the Board of Supervisors.

By signing below, the parties agree to recommend approval of this tentative agreement.

SIDE LETTER AGREEMENT TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND COUNTY OF SAN FRANCISCO ("CITY") AND SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021 ("UNION")

Section III.M. Retirement of the Agreement between the City and the Union provides that in addition to paying any required employee retirement contribution, bargaining unit members in CalPERS shall make a mandatory contribution to effectuate San Francisco Charter Section A8.409-9 (the "Prop. C Contribution"). The City has notified the Union and employees represented by the Union that from July 1, 2017 to April 19, 2019, the City under-deducted employees' Prop. C Contributions by 1.0%. The City has calculated that employees represented by the Union owe a total of Seventy-Nine Thousand, Six Hundred Sixty-Eight Dollars, and Sixty Cents ($79,668.60) (the "Unpaid Prop. C Contributions"). As part of the economic terms reached by the parties in negotiating the successor Agreement to be effective July 1, 2019, the City has agreed to waive collection of the Unpaid Prop. C Contributions. This Unpaid Prop. C Contribution is recognized as a cost to the City in the successor Agreement.

Tentative Agreement:

FOR THE CITY

5/14/19
Carol Isen Date

FOR THE UNION

5/14/2019
Kerianne Steele Date

Approved As To Form:

5/14/19
Katharine Hobin Porter Date