



SEIU, Local 1021 Citywide Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	<p>All employees will receive the following base wage increase:</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>July 1, 2024, employees shall earn no less than \$25.00 an hour.</p>
Duration of Agreement	VIII.D.	July 1, 2024 through June 30, 2027
Data	I.J.	Adds work phone and work email to biweekly report to Union.
No Discrimination	II.A.	<p>Adds new language: Effective July 1, 2024, the City shall offer the complainant an intake interview within thirty (30) days of DHR EEO receiving a complaint within DHR EEO’s jurisdiction.</p> <p>The City shall issue the complainant a determination letter within thirty (30) days of the Human Resources Director’s final review and approval of the investigation.</p> <p>Employees who file a complaint with DHR EEO may have an attorney or union representative present during any communications between DHR EEO and the employee.</p>
Contracting Out of Work	II.C.	<p>Pilot Professional Services Contract Review Process for SEIU Local 1021 and IFPTE Local 21 which provides notice to unions of solicitations of work and a fact finder review process for disputes regarding PSC contracts. Procedures to implement the Pilot Program will be established by a JLMC on City Contracting to meet every other month for one year.</p> <p>By January 1, 2025, DHR will maintain an online vacancy dashboard, updated monthly, listing all budgeted and filled positions by classification and department.</p>
Jail Health Reassignment	II.E.	DPH employees at Jail Health Services who lose their jail security clearance shall be reassigned to another position in the same class within DPH if conditions are met.
Uniforms	II.S.	Expands uniforms to all employees in 2600 series.



Employee Relations

City and County of San Francisco
Department of Human Resources

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		<p>Adds new language to provide 8320 Counselor, Juvenile Hall and 8562 Counselor, Juvenile Hall in Juvenile Justice Center with protective ballistic vests and external radios while transporting youth or adults.</p> <p>Adds new language to provide Library employees in class series 3600 and 1920 working in Delivery Services, Mailroom, and Stockroom with uniforms and safety shoes.</p>
Shift Bidding	III.B.	Includes type of shift (days/nights) in shift bid postings.
Telecommute	II.DD	<p>Provides for a response to requests to participate in the Telecommuting Program within thirty (30) days.</p> <p>Disputes regarding telecommuting requests will be discussed twice per fiscal year at the Labor Management Committee with the Human Resources Director in attendance.</p>
Lead Person Pay	III.D.	Increased from \$10 to \$15 per day.
Airport Field Officer Training Premium	III.D.	Adds classification 8217 Community Police Services Aide Supervisors.
Airport Traffic Division Premium	III.D.	Adds classification 8217 Community Police Services Aide Supervisors.
Park Ranger Field Officer Training Premium	III.D.	Adds new two dollars (\$2.00) per hour premium for classification 8208 Park Rangers assigned by the Appointing Officer or designee to train employees in the same classification.
Preceptor Pay for Licensed Vocational Nurses in Jail Health Services	III.D.	Changes premium from ten dollars (\$10) per day to two dollars (\$2.00) per hour.
Equity Adjustments	III.D.	<p>Effective July 1, 2024, class 2930 Behavioral Health Clinician shall receive a one-time adjustment of 3.00%.</p> <p>Effective July 1, 2024, class 2932 Senior Behavioral Health Clinician shall receive a one-time adjustment of 3.63%.</p> <p>Effective July 1, 2024, class 3616 Library Technical Assistant I and 3818 Library Technical Assistant II shall receive a one-time</p>



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		<p>adjustment of 1.00%.</p> <p>Effective July 1, 2024, class 3630 Librarian I, 3632 Librarian II, and 3634 Librarian III shall receive a one-time adjustment of 1.00%.</p> <p>Effective July 1, 2024, class 3610 Library Assistant shall receive a one-time adjustment of 1.00%.</p> <p>Effective July 1, 2024, class 3450 Agricultural Inspector and 6220 Weights and Measures Inspector shall receive a one-time wage adjustment of 18.50%.</p> <p>Effective July 1, 2024, class 1429 Nurse Staffing Assistant shall receive a one-time wage adjustment of 3.00%</p> <p>Effective July 1, 2024, class 3375 Animal Health Technician shall receive a one-time wage adjustment of 21.22%.</p> <p>Effective July 1, 2024, class 2706 Housekeeper/Food Service Cleaner shall receive a one-time wage adjustment of 3.00%.</p> <p>Effective July 1, 2024, class 2907 Eligibility Worker Supervisor shall receive a one-time wage adjustment of 2.00%.</p> <p>Effective July 1, 2024, class 8249 Fingerprint Technician I shall receive a one-time wage adjustment of 3.00%.</p>
Additional Steps 8201 School Crossing Guard	III.D.	<p>Effective July 1, 2024, the City shall add two additional 5% salary steps to classification 8201 School Crossing Guard.</p> <p>8201 School Crossing Guards shall advance to each successive step after one (1) year, provided the 8201 worked 300 regularly scheduled hours.</p>
Floating Holidays	III.F.	Allows for floating holidays to be carried over to the next fiscal year.
Parental Release Time	III.N.	<p>Provides employees with up to four hours of paid release time per fiscal year to attend school-related meetings such as parent teacher conferences.</p> <p>Expands unpaid release time of up to 40 hours each fiscal year to children up to grade 12.</p>
Work Training Program	V.E.	Expands the Work Training Program to up to 16 hours a week and increases the Program to \$500,000 per fiscal year.
Ed Leave for Health Related Personnel	V.F.	Additional classifications added to the Special Educational Leave for Health Related Personnel.



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CCSF NEGOTIATIONS 2024

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Issue	MOU Section	Summary
Assault Against City Workers	VI.A.	<p>The City agrees to continue posting signage to educate the Public regarding assault on City workers.</p> <p>Adds “reports a threat of an assault” to when the City shall make EAP or other counseling services available during their working hours with no loss of pay.</p>
Bereavement Leave	VII.A.	The City will align the bereavement leave benefit with the Civil Service Commission’s rule on such leaves of absence including any future amendment or change to such rule.
Fine Arts Museum Trainings	Supplemental Agreement	Approved training for classifications 8202 Security Guard, 8226 Museum Guard, and 8228 Senior Museum Guard shall include any training applicable and required by CalOSHA.
City Wide Labor Management Committee	Side Letter	The parties agree to establish a City-Wide Labor Management Committee for SEIU-represented employees, composed of 12 core members which shall meet on the third Wednesday of each month.
Agricultural Inspector and Weights and Measures Inspector Side Letter	Side Letter	By January 1, 2025, the Union and the City shall establish a committee to discuss the possible consolidation of the 3450 Agricultural Inspector and 6220 Weights and Measures Inspector classifications into a single classification.
Community Police Service Aides (9209) Transfers Side Letter	Side Letter	By September 1, 2024, the parties will meet to develop a 9209 Community Police Services Aide transfer/reassignment process.
Library Pages Side Letter	Side Letter	The Library, DHR-Workforce Development, and the Union agree to jointly develop internal training for 3610 and 3616/3618 classifications that will position 3602 Library Pages for promotive opportunities.
Hospital Eligibility Worker Side Letter	Side Letter	By August 1, 2024, the Union and the City shall establish a committee to review the duties, staffing levels, and delivery of services of the 2903 Hospital Eligibility Worker and 2908 Senior Hospital Eligibility Worker classifications.
Juvenile Hall, 8320/8562 Counselor Side Letter	Side Letter	By 1, 2025, the Union and the City shall establish a committee to discuss the possible retitling of the 8320/8562 Counselor, Juvenile Hall classification.



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Sheriff's Cadet Side Letter	Side Letter	By January 1, 2025, the Union and the City shall establish a committee to meet and discuss the possible retitling of the 8300 Sheriff's Cadet classification.
Sheriff's Department 8249/8250 Fingerprint Technicians Side Letter	Side Letter	By October 1, 2024, the Union and the City shall meet to review the duties and staffing levels of the 8249 Fingerprint Technician I and the 8250 Fingerprint Technician II classifications. Within six months of completion of the committee's work, the City will administer Civil Service examinations for classification 8249 and 8250.
DHR Hiring Processes Side Letter	Side Letter	The parties agree to review and identify San Francisco Charter Section 10.104.18 (Category 18) positions that are appropriate for conversion to Permanent Civil Service (PCS).
2302 Nursing Assistant Status Grant	Side Letter, Not Attached to MOU	The City and Union will jointly go before the Civil Service Commission to request incumbent 2302 Nursing Assistants be granted status in classification 2303 Certified Nursing Assistant.
8207 Building and Grounds Patrol Officer at the Library	Side Letter, Not Attached to MOU	The Library shall make a one-time request to convert three part-time 8207 Building and Grounds Patrol Officer positions to full-time positions in the budget submission for fiscal years 2024-2025 and 2025-2026.