

**AMENDMENT No. 1  
TO THE 2019-2022 MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE CITY AND COUNTY OF SAN FRANCISCO  
AND  
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021**

The parties hereby agree to amend the Memorandum of Understanding as follows, subject to approval by the San Francisco Board of Supervisors:

Night Duty

295. Employees shall be paid eight percent (8%) more than the base rate for each hour worked between 5:00 pm and 7:00 am if the employee works at least one (1) hour of the employee's shift between 5:00 pm and 7:00 am, except for those employees participating in an authorized flex-time program and who voluntarily work between the hours of 5:00 pm and 7:00 am.
296. Employees shall be paid ten percent (10%) more than the base rate for each hour worked between the hours of midnight (12:00 a.m.) and 7:00 a.m. provided that the employees' regular shift includes at least five (5) hours between the hours of midnight (12:00 a.m.) and 7:00 a.m.

Shift Differential for Swing and Night Duty- Radiology/Sonography and Pharmacy

297. For classes:

2450 Pharmacist  
2454 Clinical Pharmacist  
2467 Diagnostic Imaging Technologist I  
2468 Diagnostic Imaging Technologist II  
2469 Diagnostic Imaging Technologist III  
2470 Diagnostic Imaging Technologist IV  
**2471 Radiologic Technologist I, II, III (effective July 1, 2020)**  
**2472 Radiologic Technologist Lead (effective July 1, 2020)**  
**2473 Diagnostic Imaging Sonographer I, II, III (effective July 1, 2020)**  
**2474 Diagnostic Imaging Sonographer Lead (effective July 1, 2020)**

298. Any shift immediately following a regular day shift or commencing during any period of a day shift shall be considered a swing shift and employees working on such shift shall be paid at ten percent (10%) above the regular day shift. A subsequent shift shall be known as a night shift and shall be paid at fifteen percent (15%) above the regular day rate (twenty percent (20%) for 2450 Pharmacist and 2454 Clinical Pharmacist).

**298a. Included in the pay issued on August 18, 2020, active employees in classifications 2471, 2472, 2473 and 2474 shall receive a one-time lump sum payment calculated by applying the difference between the applicable premium or premiums under paragraph 298 and the applicable premium in paragraphs 295 and/or 296 to hours**

meeting the requirements for those premiums, as applicable, worked during fiscal year 2019-2020.

FOR THE CITY

Date: 5/12/2020



\_\_\_\_\_  
Micki Callahan  
Human Resources Director

FOR THE UNION

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

\_\_\_\_\_  
Please see the attached signature image

David Canham,  
Field Director, SEIU Local 1021

Date: 5/12/2020



\_\_\_\_\_  
Carol Isen  
Employee Relations Director

*APPROVED AS TO FORM:*

Date: 5/12/2020



\_\_\_\_\_  
Katharine Hobin Porter  
Chief Labor Attorney

meeting the requirements for those premiums, as applicable, worked during fiscal year 2019-2020.

FOR THE CITY

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

\_\_\_\_\_  
Micki Callahan  
Human Resources Director

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

\_\_\_\_\_  
Carol Isen  
Employee Relations Director

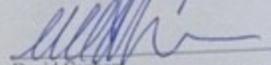
*APPROVED AS TO FORM:*

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

\_\_\_\_\_  
Katharine Hobin Porter  
Chief Labor Attorney

FOR THE UNION

Date: 06/12/20

  
\_\_\_\_\_  
David Canham,  
Field Director, SEIU Local 1021

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

\_\_\_\_\_  
John Stead-Mendez  
Executive Director, SEIU Local 1021