

**DRAFT AMENDMENT
TO THE CURRENT MEMORANDUMS OF UNDERSTANDING
AND
COLLECTIVE BARGAINING AGREEMENTS
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
THE UNIONS IDENTIFIED IN APPENDIX XX**

The City and County of San Francisco hereby agrees to providing the following additional term into the current Memorandums of Understanding (“MOU”) and Collective Bargaining Agreements (“CBA”) identified in Appendix XX, subject to approval by the San Francisco Board of Supervisors and contingent on the acceptance of this Amendment by the Union on or before DATE:

ARTICLE X. PAY, HOURS, AND BENEFITS

X. Hospital and Skilled Nursing Facility COVID-19 Worker Retention Pay

XXX. In accordance with Senate Bill 184 signed into law by the Governor on June 30, 2022, adding Part 4.6 of Division 2 of the California Labor Code, the City of San Francisco will provide a one-time worker retention payment as described in paragraphs XXX and XXX below, funded by the State of California and consistent with the terms and conditions set forth in the California Labor Code sections 1490, et seq.

XXX. Eligible part-time employees, as defined by California Labor Code section 1491 (f), ~~of the Department of Public Health~~ assigned to work onsite at locations within the SF Health Network (which includes Zuckerberg San Francisco General Hospital and Laguna Honda Hospital and all Ambulatory Care Clinics, Behavioral Health Clinics, Population Health Clinics, County Jail Sites, and Population Health community outreach programs) who worked at least one hundred (100) hours and no more than three hundred ninety-nine (399) hours between July 30, 2022, through October 28, 2022, shall receive a one-time worker retention payment of up to seven hundred fifty (\$750) dollars contingent on and at such time as the California Department of Department of Health Care Services issues payments pursuant to Senate Bill 184.

XXX. Eligible full-time employees, as defined by California Labor Code section 1491(e), ~~of the Department of Public Health~~ assigned to work onsite at locations within the SF Health Network (which includes Zuckerberg San Francisco General Hospital and Laguna Honda Hospital and all Ambulatory Care Clinics, Behavioral Health Clinics, Population Health Clinics, County Jail Sites, and Population Health community outreach programs) who worked at least four hundred (400) hours between July 30, 2022 through October 28, 2022, shall receive a one-time worker retention payment of up to one thousand (\$1000) dollars contingent on and at such time as the California Department of Department of Health Care Services issues payments pursuant to Senate Bill 184.

XXX. Hospital and skilled nursing facility retention pay shall not be considered compensation for the purpose of computing retirement benefits.

XXX. This section is not subject to the grievance and arbitration procedure of this Agreement. However, in the event of a dispute, the employee or labor organization can file an appeal as described in Section 1493 of SB 184.