



**SEIU, Local 1021, Staff and Per Diem Nurses  
2019 Bargaining Summary**

Issue	MOU Section	Summary
<b>Wages</b>	III.A.	<p>Effective 07/01/2019: 3%</p> <p>Effective 12/28/2019: 1%</p> <p>Effective 07/01/2020: 3% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2020 will be delayed by 6 months.</p> <p>Effective 12/26/2020: 0.5% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on December 26, 2020 will be delayed by 6 months.</p> <p>Effective 07/01/ 2021: 3% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2021 will be delayed by 6 months.</p> <p>Effective 01/08/2022: 0.5% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on January 8, 2022 will be delayed by 6 months.</p>
<b>Bilingual Pay</b>	III.D.	<p>Increase bilingual pay from \$50 to \$60 per pay period.</p> <p>In order to be eligible for bilingual pay, employees must be assigned to perform bilingual services and be certified as bilingual.</p> <p>The City may require an employee to recertify not more than once every two years.</p>
<b>Union Security</b>	I.K.	<p>Procedures for deduction of union dues and fees.</p> <p>Union will begin to pay administrative fee referenced in Administrative Code Section 16.90.</p>
<b>Non-Discrimination</b>	II.A.	<p>Update list of Title IX protected classes.</p> <p>Clarify election of administrative remedy, and that it does not foreclose administrative or statutory remedy provided by law.</p>
<b>Gender Pronouns</b>	Multiple Sections	<p>In conformance with Mayor’s Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with</p>



## Employee Relations

City and County of San Francisco  
Department of Human Resources

**CCSF NEGOTIATIONS 2019**

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Issue	MOU Section	Summary
		gender neutral terms.
<b>Stewards</b>	I.E.	Update the numbers of Stewards to reflect the current structure of the hospital.
<b>Bulletin Boards</b>	I.M.	Citywide proposal to standardize language.
<b>Union Access</b>	I.I.	City wide proposal to standardize process for Union representatives access to work sites and provide the Union with three (3) identification badges. Badges do not provide access to locked patient areas.
<b>Reasonable Accommodation</b>	II.A.	City wide proposal to offer an election of remedy to the HR Director or through the grievance process on appeals. The election is irrevocable.
<b>Probationary Period</b>	II.B.	Per Diem Nurses (P103) appointed to a permanent position on the same unit may be granted a three (3) month credit toward the probationary period if the nurse worked at least 520 hours in the prior six (6) month period.
<b>Log Cabin Ranch</b>	II.D. V.A.	Remove all referenced of Log Cabin Ranch from the MOU. Registered Nurses are no longer staffing Log Cabin Ranch.
<b>Recovery of Overpayment</b>	II.D.	Strike outdated language. <del>In the absence of mutual agreement, the City may recover no more than 20% of the total amount in any one biweekly period.</del>
<b>Paperless Pay</b>	II.D.	All employees shall be able to access their pay advices electronically, and print them in a confidential manner. Employees without computer access or who otherwise wish to receive a paper statement shall be able to receive hard copies of their pay advices through their payroll offices upon request, on a one-time or ongoing basis.  Under the policy, all employees have two options for receiving pay: direct deposit or bank pay card. Employees not signing up for either option will be defaulted into bank pay cards.
<b>Advanced Practice Council</b>	II.G.	Council to establish consistent standard of practice for Advanced Practice Practitioners care-delivery and make recommendations to DPH. Comprised of six (6) advanced practice nurses.
<b>Lounges and Eating Facilities</b>	II.O.	The Department will provide bottled <b><u>filtered or purified water</u></b> in <b><u>water dispensers</u></b> .
<b>Diversity</b>	II.R.	City shall release one (1) Union delegate to participate in the



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Nurses

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Committee</b>		Committee on Diversity, Equity and Inclusion that is established in the SEIU Miscellaneous agreement.
<b>Schedules of Compensation</b>	III.A.	Clean up – Master’s degree is now a minimum requirement in the Clinical Nurse Specialist job specification.
<b>Bilingual Pay</b>	III.D.	City wide proposal to standardize bilingual process for employees who are certified and assigned to perform bilingual services are eligible for premium of \$60 hours per pay period. City may require an employee to recertify not more than once every two years to continue receiving a bilingual premium.
<b>Jury Duty</b>	III.D.	City wide proposal to standardize process for jury duty service. Add special language for RNs re: testimony in court related to job duties. Any additional compensation to be paid to City.
<b>JHS Premium</b>	III.D.	PCS 2320 RN’s and 2328 Nurse Practitioners assigned to jails operated by the SF Sheriff’s Department shall receive the following premium:  1% effective July 1, 2019  1% effective July 1, 2020  1% effective July 1, 2021
<b>Overtime Compensation</b>	III.E.	Committee to discuss and attempt to reach consensus on amendment to this agreement to refine and clarify OT practices and pay requirements and related matters.
<b>Step Advancement</b>	III.H.	Salary step advancements adjusted, as follows:  Step 8 - 10.5 years to 10 years  Step 9 - 16 years to 15 years  Step 10 - 21 years to 20 years
<b>Change in Status</b>	III.I	Credit for time served as a P103 who is appointed to a Permanent Civil Service Registered Nurse position.
<b>P103 Per Diem Nurses</b>	III.M.	An external P103 RN hired into a PCS RN position in the same unit where they are currently working will retain their existing P103 appointment and will not be required to complete probation in order to work as a P103.
<b>Requests for Voluntary Reassignments</b>	III.X.	PCS RN’s who meet the minimum qualifications in a specialty area will be interviewed and considered for reassignment. Selection will be based on top interview scores.



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## CCSF NEGOTIATIONS 2019

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Nurses

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<b>Tuition Reimbursement</b>	IV.A.	<ol style="list-style-type: none"> <li>1) Effective July 1, 2020, if all funds are exhausted City will increase its annual allocation to \$300,000</li> <li>2) Expansion of what qualifies as an eligible expense</li> <li>3) Reimbursement for Mandatory State of California Licenses</li> </ol>
<b>Specialty Training Program</b>	IV.D.	Expansion of opportunity for Per Diem RNs to apply to specialty training programs. If accepted, the nurse will be appointed to a permanent position in the training area.
<b>Working Conditions</b>	V.A.	RNs assigned to administer specialized treatments shall be relieved of patient duties and assignments in their home unit until they return.
<b>SFGH Emergency Department</b>	V.A.	ED will not assign Charge Nurses to patient assignments except when the ED reached 'Saturation', as defined in MOU paragraph 606.
<b>Determination of Acuity</b>	V.A.	DPH will provide quarterly updates on Patient Classification System (PCS) at the JLMC.
<b>ED Staff Evaluator</b>	V.A.	Six months pilot to designate an RN to serve as staffing evaluator in the ED, to collect and analyze patient acuity data in tandem with the ED Director.
<b>Primary Care Community</b>	V.A.	Clean-up: Change header to <b><u>Clinical Service at Juvenile Justice Center – Special Training Programs for Youth (“SPY”) Clinic</u></b>
<b>Health at Home</b>	V.A.	City and Union intend to meet and confer on workload and productivity model by November 1, 2019.
<b>Nurse Staffing</b>	V.C.	Provides a summary of minimum staffing levels and also current staffing levels as of July 1, 2019. The section is not subject to grievance procedure or dispute resolution procedures in MOU.
<b>Task Force</b>	V.D.	Union shall have one (1) on the Workplace Violence Prevention Committee.
<b>Parking Side Letter</b>	<i>New</i>	Evening Shift Parking Pilot Program for 6-months.
<b>ED Staffing Side Letter</b>	<i>New</i>	Two (2) RNs assigned to Triage at all times, triage patients included in patient count, definition of 'saturation' and required documentation.
<b>New Grad Program</b>	<i>New</i>	DPH will make efforts to hire, train and retain up to eight (8) newly graduated license nurses as PCS employees at Laguna Honda Hospital.
<b>Side Letter</b>	<i>New</i>	DPH will commit to several initiatives to improve staffing and hiring subject to expedited arbitration as a dispute resolution procedure for terms of this side letter.



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Issue	MOU Section	Summary
Duration	V.D.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.