



**Union of American Physicians and Dentists (UAPD)  
2019 Bargaining Summary**

Issue	MOU Section	Summary
<b>Wages</b>	III.A.	<p><b>Unit 18</b></p> <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> <p>Base wage linkages for Physician Specialists classes to Nurse Practitioners; base wage linkage for Dentists, Shelter Vets and Assistance Medical Examiners to IFPTE Local 21 MOU, this provision to sunset at MOU expiration.</p> <p><b>Unit 17</b> – Supervising Physician Specialists base wage linked to Physician Specialists in Unit 18.</p>
<b>Bilingual Pay</b>	III.C.	<p>Bilingual pay is \$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 annually.</p>



## Employee Relations

City and County of San Francisco  
Department of Human Resources

CCSF NEGOTIATIONS 2019

Union of American Physicians and  
Dentists

Issue	MOU Section	Summary
<b>Union Security</b>	I.H.	Strikes current language regarding agency fees. Provides new language in conformance with Janus decision and SB 866 requirements regarding the collection of union membership dues.
<b>Non-Discrimination</b>	II.C.	Updates list of Title IX protected classes. Removes definitions and statements of legal rights governed by law. Requires election of internal remedies for discrimination or harassment (i.e., grievance or EEO complaint)
<b>Paperless Pay</b>	New	All employees have two options for receiving pay: direct deposit or bank pay card.
<b>Bulletin Boards</b>	I.M.	Sets forth more specific guidelines for use of space on bulletin boards in City buildings.
<b>Union Access</b>	New	Standardized process for Union representatives access to work sites.
<b>Stewards</b>	I.G.	Prohibits a witness who is also a steward from representing an employee in a disciplinary matter.
<b>Reasonable Accommodation</b>	II.G.	Requires election of remedies for appeal of a reasonable accommodation decision.
<b>FMLA</b>	II.H.	Requires election of remedies for appeal of an FMLA decision.
<b>Personnel File</b>	II.A.	Provides that materials related to discipline will be sealed in an employee's personnel files three years after the incident. Provides for 30-day limit to take disciplinary action after timely and diligent investigation.
<b>Jury Duty</b>	New	Inserts standard language regarding employee rights to leave and pay during jury duty.
<b>Savings Clause</b>	V.B.	Update savings clause to be consistent with other contracts.
<b>CME Reimbursement</b>	III.J.	Employees are allocated quarterly fund to use for professional services expenses. Fund will be \$375 per quarter in FY 2019-20, and will increase to \$400 per quarter in FY 2021-22.
<b>Weekend Premium</b>	New	5% Weekend Premium applicable to Unit 18 only.
<b>Education Leave</b>	III.H	Hours increased from 40 hours to 50 hours annually for CMEs.
<b>Psychiatric Recruitment</b>	III.R.	Lift 6-month bar on use of floaters as recruitment incentive. <ul style="list-style-type: none"> <li>• <b>Side letter</b> to create new Psychiatric classification/s with Class and Comp process to begin Summer, 2019.</li> </ul>



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		<ul style="list-style-type: none"><li>• <b>Side letter</b> to create Committee to discuss loan forgiveness programs and DPH hiring plans for Psychiatry.</li></ul>
<b>Doctor's Offices</b>		<b>Side letter</b> of Doctor's offices in Building C-200 at Laguna Honda Hospital.
<b>Gender Pronouns</b>		In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
<b>Duration</b>	V.D.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.