



IFPTE Local 21 Bargaining Summary

Issue	MOU Section	Summary
Wages	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>
Equity Adjustments	III.B.	<p>The following classifications will receive equity adjustments during the term of the MOU:</p> <ul style="list-style-type: none"> • 6222 Deputy Sealer of Weights and Measures (5.04% base wage increase) • 2488 Supervising Chemist (7.5% base wage increase) • 2488 Supervising Chemist (7.5% base wage increase) • Engineering Classifications (2% base wage increase): 5201 Junior Engineer, 5203 Assistant Engineer, 5207 Associate Engineer, 5241 Engineers, 5211 Senior Engineer/Architect/Landscape Architect, 5212 Principal Engineer/Architect/Landscape Architect, 5209 Industrial Engineer, 5214 Building Plans Engineer, 5218 Structural Engineer, 5219 Senior Structural Engineer, 5174 Administrative Engineer, 5502 Project Manager I, 5204 Project Manager II, 5206 Project Manager III, 5208 Project Manager IV. • Human Resources Classifications (1% base wage increase): 1249 Human Resources Trainee, 1241 Human Resources



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		Analyst, 1244 Senior Human Resources Analyst, 1246 Principal Human Resources Analyst <ul style="list-style-type: none"> Surveyor Classifications (1% base wage increase): 5310 Survey Assistant I, 5312 Survey Assistant II, and 5314 Survey Associate
Bilingual Premium	III.B.	Increases bilingual pay from \$40 to \$60 per pay period. In order to be eligible for bilingual pay, employees must be assigned to perform bilingual services and be certified as bilingual. The City may require an employee to recertify not more than once annually.
Union Security	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.
Non-Discrimination	II.A.	Update list of Title IX protected classes. Provide for discrimination protection under MMBA. Fifty (50) spots for Local 21 represented employees in DHR's implicit bias training in each fiscal year 2020-2021 and 2021-2022.
Equity Committee	I.D.	Establish quarterly Committee on Diversity, Equity, and Inclusion for the term of the contract. DHR and Local 21 will discuss training needs, recruitment, retention, promotional opportunities, and potential barriers in employment for Union represented employees.
Grievance Procedures	I.E.	Grievance must include specific details at each step. Changes timelines from working days to calendar days. City can object to new facts brought in arbitration.
Reasonable Accommodation	II.D.	Provide for election of remedies for appeal of a reasonable accommodation decision.
Subcontracting of Work	II.E.	If the City and Union have not completed discussion on a personal services contract (PSC) within the 30-day notice period, at the Union's request, the City shall extend the discussion period for an additional 14 calendar day. City will work with Union to identify knowledge transfer opportunities when the City engages a vendor.
Severance	II.G.	Laid off PCS employees are eligible for up to twelve weeks of severance pay if they waive holdover rights and sign a release of claims arising from the separation.



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Category 17 & 18 Exempt Employees	II.H.	Union and City will meet to review and identify exempt appointments in Category 17 and 18 that may be appropriate to convert to permanent civil service.
Release of Category 18 Exempt Employees	II.J. (new section)	Eligible Category 18 employees with over 12 months of service who are released from employment have the option to receive up to nine (9) weeks of severance or an Advisory Administrative Appeal.
Automobile Allowance	II.K.	Employees in listed classifications are only eligible for automobile allowance if they have a California drivers' license and proof of required insurance.
Personnel Files	II.O.	Provision on sealing of materials relating to discipline in official personnel files, which are three years old or greater shall not apply to discipline for violation of the City's EEO policies.
Resident Engineer Premium	III.B.	Increase premium from 2% to 5% for employees in class 6318 construction inspectors, who serve as resident engineer.
Geotechnical Premium	III.B.	Licensed geotechnical engineers who are assigned to geotechnical work, shall be paid a premium of two (2) additional salary steps.
Purchasing Manager Certification Premium	III.B.	Add Certified Professional in Supply Management certification to list of certifications eligible for purchasing manager certification premium.
Supervisory Differential	III.B.	Provides procedures for ensuring supervisors earn a salary at least 5% greater than employees supervised.
Standby Pay	III.B.	Clarify that employees who receive standby pay shall respond when paged or called while on standby.
Night Duty	III.B.	Clarifies that night hours worked must be part of an employee's regular shift to receive night duty premium.
Extended Ranges	III.B.	Add ten (10) classifications to the list of classifications eligible for an extended range. Classifications added: 1231 EEO Programs Senior Specialist, 1232 Training Officer, 1314 Public Relations Officer, 1825 Principal Administrative Analyst, 5209 Industrial Engineer, 5216 Chief Surveyor, 5644 Principal Environmental Specialist, 6139 Senior Industrial Hygienist, 8132 District Attorney Investigative Assistant, 8173 Legal Assistant



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Salary Step Plan and Salary Adjustment	III.C.	When an employee is promoted, the employee's promotive appointment date is the employee's new salary anniversary date.
Compensatory Time	III.G.	120-hour cap on compensatory time for non-Z and L designated employees.
Floating Holidays	III.I.	Increase floating holidays from four (4) days each fiscal year to five (5) days each fiscal year. Employees have access to floating holidays immediately upon appointment.
Legal Holidays and Paid Status	III.I.	Employees on leave without pay status immediately preceding or immediately following the legal holiday shall not receive legal holiday pay.
Jury Duty	III.L.	Inserts standard language regarding employee rights to leave and pay during jury duty.
Safety Retirement	III.P.	Remove requirement to meet and confer with the Union if voters approve a Charter amendment to remove "no net increase in cost" requirement in Charter Section A8.506-2.
Miscellaneous Retirement Improvement	III.P.	Remove requirement to meet and confer over possible Charter amendments to improve miscellaneous retirement benefits.
Waiver of 12W Sick Leave Ordinance	III.V.	Waive the 12W Paid Sick Leave Ordinance, so that it doesn't apply to represented employees.
Airport Employee Commute Options Program	III.Y.	Update Airport Employee Transit Options Program from a pilot to a permanent program. Allows Airport employees to receive a monthly allowance instead of free parking pass.
Employee Development Fund	IV.B.	Increase employee development fund (EDF) budget to \$1,000,000. Release EDF in two installments (first July 1, and second January 1). Provide Union with pre-approval authority for use of funds.
Educational Leave	IV.G.	Provide five days of educational leave per year for 2218 Physician Assistants
Savings Clause	VI.B.	Update savings clause to be consistent with other contracts.
Substance Abuse	Appendix F	Updates drug screening levels for controlled substances to allow City to test non-Department of Transportation covered employees.



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Prevention Policy		
Gender Pronouns	Multiple Sections	In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
Duration	VI.D.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.