



SEIU 1021 RN Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	All employees will receive the following base wage increase: July 1, 2024: 1.5% January 4, 2025: 1.5% June 30, 2025, at close of business: 1.0% July 1, 2025: 1.0% January 3, 2026: 1.5% June 30, 2026, at close of business: 2.0% January 2, 2027: 2.0% June 30, 2027, at close of business: 2.5%
Duration	VI.E.	July 1, 2024, through June 30, 2027
Disciplinary Action Against Striking Employees	I.C. SL	Striking language referencing specific provisions of Charter strike prohibition. Added side letter that neither party concedes that removing the Charter citation is evidence to the validity of the prohibition.
Increase Steward Release Time for Training	I.E.	Increase Steward paid release time from 4-hours to 8-hours for training new stewards and 40 existing stewards and reps.
Chief Stewards	I.F.	Add release time for Chapter Presidents at LHH, JHS and CPH, one shift per month.
Grievance Procedure	I.I.	Formal settlement agreements with back pay will be paid within 90-days of settlement agreement or arbitration award. Otherwise, grievant will be paid 5% interest per year starting on 91 st day. Striking Grievance Pilot Program.
Registry Traveler Usage	II.C.	Adds language that City will perform a quarterly audit of registry/travel staff.
Staffing	II.G.	Medical Emergency Response Team (“MERT”) to provide quarterly report to LMC. Behavioral Emergency Response Team (“BERT”) to evaluate patient conditions, monitoring of patients, compiling data and formulating interventions. BERT to provide a quarterly report to LMC.
Equity Wage Adjustment	III.A	July 1, 2024: 1.0% January 4, 2025: 1.0% January 3, 2026: 1.0% January 2, 2027: 1.0% June 30, 2027, at close of business: 0.5%



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2024

SEIU 1021, Registered Nurses

Issue	MOU Section	Summary
Work Schedule Posted in Advance	III.B.	DPH will publish work schedules at least four (4) weeks in advance effective 12/31/24 for ZSFG and 6/30/25 for all other DPH departments.
Trading Shifts	III.B.	Allows employees to trade shifts as long as there is no additional cost provided that only reasons for disapproval are: impact to skill, one (1) or more employee is on a performance plan or one (1) or more employee is seeking ADA-related accommodation.
Bilingual Pay	III.D.	Upon request, employees shall be provided release time to attend language proficiency tests.
P103 Seniority	III.K.	P103 employee who converts to a PCS appointment shall be granted seniority at seventy-five percent (75%) of hours worked in P103 status
Seniority	III.K.	Nurses who promote to a higher classification who later return to their prior appointment shall retain their seniority from their prior appointment. Seniority defined as total time in same class for the City.
Vacation Schedule Bidding	III.T.	Nurses to schedule vacation twice a year, 6-months in advance, and guaranteed their first choice once every two (2) years.
Process for Reassignment	III.W.	Changes process to respond to reassignment postings instead of expressing interest in reassignment. Weekly notification of vacancies posted for 14-days. Employees that meet section criteria and request reassignment during posting period will be considered prior to hiring from eligible list. Absent mutual agreement, an employee may not reassign more than twice in a 2-year period.
Tuition Reimbursement	IV.A.	Increasing amount from \$300K to \$400K.
Tuition Reimbursement Tracking	IV.A.	Changing annual audit to monthly audit and to be provided to the JLMC the 15th of every month.
P103 Licensing Reimbursement	IV.E.	Adding that exempt Nurse Practitioners and exempt Nurse Midwives who are regularly scheduled 1.0 FTE shall also be eligible. Clarified that furnishing fees are included.
ED Staffing Side Letter	VA & SL	Moves side letter to body of the MOU.



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Staffing Dispute Resolution	V.A.	<p>Changing the number of prescheduled hearings by third-party neutral from three (3) to four (4) per fiscal year.</p> <p>Submissions by the Union to occur fifteen (15) days from the facts or the rise of alleged staffing violation.</p> <p>Failure of the Department to follow time limits shall serve to move allegation to next step. Failure of Union to follow time limits shall cause allegation to be withdrawn.</p> <p>Moving party shall make best efforts to provide documents from previous steps but failure to do so will not be grounds for rejection of allegation.</p>
Safer Workplace	V.E.	<p>Adding that upon Unions request, Department to provide workers compensation assault claim data and OSHA form 300 logs.</p> <p>Parties will meet to discuss strategies to address safety, provide safety training and increase panic buttons.</p> <p>Panic buttons to be tested on a regular basis.</p>
Telecommuting	V.I.	<p>Adding that requests for participation in the Telecommuting Program shall be responded to within thirty (30) days.</p>
Nurse Staffing Hiring	SL	<p>Requests for the addition of 47 new FTEs to be included in Mayor’s balanced budget submission to BOS.</p> <p>Removes previous FTE requests.</p>
Exempt Employees Hiring	SL	<p>DHR Director will seek Civil Service Rule amendments to allow the City to fill vacant positions more rapidly, including amendments that will make it easier for employees with exempt status to seek Permanent Civil Service (PCS) appointments.</p>
Staffing Pilot Program	SL	<p>JLMC pilot program to review nurse staffing. No later than October 15 of each year, parties to engage in mediation with the goal maximizing the use of PCS positions to perform the work of represented employees. If, by December 15 of each year, the parties are unable to reach agreement, the mediator shall issue a non-binding recommendation(s) regarding nurse staffing at DPH.</p>
Pilot Parking Pass Review Process	SL	<p>Adding a process to review parking pass holders and to purge individuals who are no longer employed.</p>
AI and Other Tech	SL	<p>City will provide notice to the Union and provide opportunity to meet and confer when implementing AI or other tech that impacts nursing.</p>