



UAPD Unit 17 Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	The parties agree that in the event that any base wage increase or decrease, and/or added or deleted salary step(s) is hereafter agreed to, granted, or awarded to class 2230, classes 2233 and 2243 shall receive the corresponding base wage increase or decrease and/or added or deleted salary step(s) so that class 2233 and 2243 maintains the percentage salary differential with class 2232 that existed on June 30, 2012. If the Union advances any proposal regarding base wage or to add or delete a salary step on behalf of class 2230, 2232, 2233, 2242 or 2243 then this paragraph shall be null and void as of the date of the proposal. This forfeiture provision does not apply to proposals to change the progression between steps (i.e., the length of service required to progress to the subsequent salary step).
Holidays and Holiday Pay	III.R.	June 19 th (Juneteenth) added as a paid holiday; replaces Columbus Day with Indigenous Peoples Day and Italian American Heritage Day.
Holidays and Holiday Pay	III.R. and III.T.	Adding "current or next" fiscal year, referring to when an employee can take a day off in the lieu of the Saturday holiday.
Appointment Above Entrance	III.E	Appointments may be made by an Appointing Officer at any step in the salary grade under one or more of the following conditions: experience, education/training, skill and/or performance. Clean up language to be consistent with Fair Pay Act.
Election of Remedies EEO	II.C.	Eliminates the prohibition of dual remedies for discrimination complaints.
Election of Remedies CFRA FMLA	II.H.	Eliminates the prohibition of dual remedies.
Election of Remedies Reasonable Accommodations	II.G.	Eliminates the prohibition of dual remedies.
Recognition	I.A.	Adds 2243 Supervising Psych Physician. Agreed to mid cycle in side letter.
Overtime Pay	III.D.	Adds straight time overtime when members work an additional non-regularly scheduled shift and standby calls in excess of 15 minutes.
Official Personnel File	II.A.	Address/location change for Animal Care & Control and Medical Examiner



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2022

Union of American Physicians and
Dentists (Unit 17)

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Laguna Honda Specialty Premium	III.C.	Strikes outdated premium for new classes, that was built into steps 11-20
Duration of Agreement	V.D.	This Agreement shall be effective as of July 1, 2022, and shall remain in full force and effect through June 30, 2024.
Acting Assignment Pay	III.C.	Increased from 5% to 7.5%
Privacy	II.K.	<p>The parties acknowledge the obligation of DPH to comply with the Health Insurance Portability and Accountability Act (HIPAA), California’s Confidentiality of Medical Information Act (CMIA), Health Information Technology for Economic and Clinical Health Act (HITECH Act), 42 CFR Part 2, and other Federal privacy regulations and State healthcare privacy regulations.</p> <p>The parties acknowledge the obligation of Employees to abide by DPH’s Privacy Policies A.1.0, A.2.0, and A.3.0, revised October 18, 2021, found at: https://www.sfdph.org/dph/comupg/oservices/medSvs/HIPAA/HIPAAPolicies.asp.</p>
Parent Teacher Conferences	III.B.B.	Employees shall be granted paid release time to attend parent teacher conferences of two (2) hours per semester, not to exceed four (4) hours in any fiscal year. An employee shall request and receive approval from the immediate supervisor in advance for release time and such release time shall not be unreasonably denied.
Step Advancement	III.C., III.E-G.	Changes in step advancement to all classifications except 2243 Senior Psychiatric Physician Specialists who are either assigned to Laguna Honda Hospital or are Child Psychiatrists. Separate side letter (not in MOU) on implementation of changes to step advancement.
Loan Forgiveness Advocacy	Side Letter	Establishes Loan Forgiveness Committee.