



SEIU LOCAL 1021 MISC Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	<p>Effective July 1, 2022, represented employees shall receive a base wage increase of 5.25%.</p> <p>Effective July 1, 2023, represented employees shall receive a base wage increase of 2.50%, except that if the March 2023 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2023-2024 that exceeds \$300 million, then the base wage adjustment due on July 1, 2023, will be delayed by approximately six (6) months, to be effective January 6, 2024.</p> <p>Effective January 6, 2024, represented employees shall receive a base wage increase of 2.25%, except that if the March 2023 Joint Report, prepared by the Controller, the Mayor’s Budget Director, and the Board of Supervisors’ Budget Analyst, projects a budget deficit for fiscal year 2023-2024 that exceeds \$300 million, then the base wage adjustment due on January 6, 2024, will be delayed by approximately six (6) months, to be effective close of business June 30, 2024.</p>
Dieticians	III.D.	<p>Effective July 1, 2022, the following classifications shall receive one-time wage adjustments to be applied prior to application of any other wage increases:</p> <p style="margin-left: 40px;">2622 Dietician Technician – 10.57%</p> <p style="margin-left: 40px;">2624 Dietician – 10.57%</p> <p style="margin-left: 40px;">2626 Chief Dietician – 5.77%</p>
Medical Evaluation Assistants	III.D.	MEAs shall have same 10 step range as 2303 PCAs and be placed in new steps. MEAs working in the ZGH Emergency Department shall receive a 5% premium.
Sr. Morgue Attendant	III.D.	2524 Sr. Morgue Attendants who were employed as 2522 Sr. Morgue Attendants during any part of FY21-22 shall receive one time \$10,000.
Parking Meter Repair Supervisor	III.D.	Effective July 1, 2022, 7243 Parking Meter Repair Supervisor I shall receive one-time wage adjustment of 13.75% to be applied prior to application of any other wage increases.



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Eligibility Worker Supervisor Side Letter	Side Letter	Effective July 1, 2022, HSA shall adjust the step of current and future 2907 Eligibility Worker Supervisors to be no lower than step 4.
Neuropsychologist Side Letter	Side Letter	<p>City will create new 2573 Neuropsychologist class specification with pay range equivalent to 2575 Research Psychologist.</p> <p>2574 working as Neuropsychologists at LHH will be appointed to 2573 in a PEX Cat 18 status, effective 7/1/22.</p> <p>DPH will work with CSC to have these appointments granted same PCS status in class 2573 as their PCS status in underlying 2574 appointment by 10/1/22.</p>
No Discrimination Reasonable Accommodation	II.A.	Removed election of remedy language. Add clarifying language regarding reasonable accommodation information submission.
ASR Senior Office Specialist Step 6 Eligibility	III.D.	All incumbents are now eligible to receive Step 6
Department of Adult and Aging Services	II.V. and III.E.	Update department's name.
Saturday Holidays	III.F.	Employees who work on a Friday which is observed as a holiday in lieu of a holiday falling on Saturday shall be allowed a day off in lieu thereof as scheduled within the current or next fiscal year.
1762 Senior Print Mail Machine Operator	III.D.	One time wage adjustment of 5.25%
Legal Holidays for Part-Time Employees	III.F.	Part-time employees shall receive holiday based upon ratio of 1/10 total number of hours the employee is regularly scheduled to work in a biweekly pay period.
Health Worker Class Series Committee Side Letter	Side Letter	SEIU 1021 and City agree to establish committee to meet and discuss possible consolidation of Health Worker Class Series and Health Program Coordinator Class by 1/1/23.
8217 and 9209 Lunch and Rest Periods	SF Airport Supplemental Agreement	Clarify meals and rest breaks for Community Police Services Aides. Begin meet and confer on impacts not later than 45 days prior to implementation.



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Election of Remedy - Reasonable Accommodation	II.A.	Reasonable accommodation decisions are appealable to both HR Director and grievance process.
Mandatory Overtime	III.E	City shall make good faith efforts to utilize voluntary OT. No sooner than 10/21/22 the City shall track voluntary vs mandatory OT by dept and provide annual report upon request.
Health and Safety	I.E. and VI.A.	<p>The City shall post contact info of safety officers. By July 1, 2023, the City shall post signage regarding assaults. The City will make best effort to expand EAP capacity.</p> <p>No later than October 1, 2022, the City shall establish Tenderloin Safety Committee and PPE/Safety Labor Management Committee.</p> <p>No later than January 1, 2023, DPH shall make available anti-fatigue mats for employees in Food Service Worker classifications, needlestick clean up equipment, and radios for employees assigned to transport patients where cell phone coverage not available.</p> <p>Upon request of the Union, FAM and AAM will meet and discuss seating for museum guards and make such seating available by January 1, 2023.</p>
Longevity Pay	III.D.	Increase longevity pay to \$0.50
Discrimination Prohibited	II.A.	An employee may file a grievance under this section and/or pursue complaint through relevant City office.
Disaster Service Worker	II.X.	<p>The City shall adopt a disaster staffing plan that outlines the DSW program, examples of duties and responsibilities that employees may have during a disaster, safety, and training requirements.</p> <p>The City shall provide annual training to all employees regarding DSW duties and responsibilities during a disaster.</p> <p>Service as a DSW shall not result in an extension of probation unless mutually agreed upon by the probationary employee.</p> <p>Employees asked to provide bilingual services who are not already certified will be scheduled for an exam as quickly as possible. While the exam is pending, these employees shall receive bilingual pay upon certification by the employee, department, and DSW department that the bilingual services are necessary to the disaster response until the employee returns to</p>



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		<p>their original duties (at which time the employee would no longer be eligible).</p> <p>Competent and effective service as DSW will be considered positive factor in promotional applications for positions with duties related to those performed as DSW.</p>
EEO Process and Racial Equity	II.A.	<p>Within 60 days of effective date of successor MOU, establish Diversity, Equity, and Inclusion committee.</p> <p>Remove old language for committee that has sunset.</p>
Uniforms	II.S.	<p>Uniforms for 2700 Custodial Series at AIR, 8202 Security Guards, 1705 Communications Dispatcher II, 8217 Community Police Services Aide Supervisor and 8300 Sheriff’s Cadets uniform allowance increase to \$675.</p> <p>Memorialize footwear for 8201 School Crossing Guards, \$265 uniform allowance for DPH employees, \$150 for lab coats for 2900 series hospital eligibility workers and 1410 Chief Clerk to include temporary and part-time workers.</p>
Telecommuting	II.DD.	<p>Employees may appeal denied requests to HR Director if denial was due to arbitrary or capricious reason.</p>
DHR Hiring Processes Side Letter	Side Letter	<p>Agreement to expedite hiring to the extent permissible under SF Charter and CSC Rules and seek ways to make easier for Cat 18 employees to seek PCS appointments.</p>
Training	V.L. and V.N.	<p>DPH will establish a workforce development committee to look at ways to provide training to develop for future opportunities.</p> <p>New DPH employees who are required to access EPIC will receive training commensurate with assigned duties.</p> <p>Employees assigned to work in YGC with adult populations shall receive no less than one additional day of training per year and receive protective equipment.</p> <p>Employees at HSH who are required to access Carelink will receiving training commensurate with assigned duties.</p> <p>Prior to adopting new software portals, employees shall receive available training in their use.</p>
Classification Studies and Equity Adjustments Side Letter	Side Letter	<p>Agreement to conduct classification studies on listed classifications and meet and discuss results no later than August 1, 2023, including compensation adjustments and amendments to class specs.</p>



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Workforce Development and Career Ladders Side Letter	Side Letter	<p>City will make best efforts to highlight promotional pathways, career ladders to promote upward mobility in City workforce.</p> <p>By January 1, 2023, the City will post on DHR website lists of all classification groupings.</p> <p>Establish committee that meets quarterly. No later than December 31, 2022, the Union and City agree to discuss feasibility of Labor-Management Education Coordination Working Group.</p>
Eligibility Worker Working Conditions Side Letter	Side Letter	Update department name and added taskloads.
Radiologic Tech Pay Discrepancy	III.D.	Update on Radiologic Tech Pay Steps
Dept of Homelessness and Supportive Housing	HSH Supplemental Agreement	City will provide training in 5150 certifications in accordance with industry mandates to employees who conduct 5150s.
SEIU 1021 Officers Release and Reimbursement Side Letter	Side Letter	Memorialize 2021 agreement regarding the City's release of employees to serve as officers of the Union and the reimbursement due to the City for this release.
Acting Assignment Reform	III.D.	Acting assignment shall not last longer than 6 months without DHR approval and notice to union. Upon request, provide list of members currently in acting assignments.
20/20 Program Funding	V.E.	<p>Increase funding to \$400,000.</p> <p>No later than January 1, 2023, the City and the Union shall meet to discuss potential avenues of career advancement and if mutually agreed, expand the Work Training Program.</p>
Holidays	III.F.	Add Juneteenth (June 19) holiday.
Appointment Above Entrance	III.G.	Clarification on appointment above entrance conditions.
3378 Animal Control Assistant Supervisor	III.D.	One-time wage adjustment of 11.50%