



MAA Bargaining Summary

Issue	MOU Section	Summary
Duration	V.C.	July 1, 2022 – June 30, 2024.
Wages	III.A.	<p>Effective 07/01/2022: 5.25%</p> <p>Effective 07/01/2023: 2.50% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on July 1, 2023, will be delayed by 6 months.</p> <p>Effective 01/06/2024: 2.25% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on January 6, 2024, will be delayed by 6 months.</p>
Lead Attorney Assignment Pay Pilot Program	III.D.	Creates pilot program where department-designated Lead Attorneys will receive a 5% premium for duration of an assignment. Assignments shall be limited to those assignments that requires additional skill, coordination, and oversight of other attorneys. Maximum of 10 Lead Attorneys each in the Offices of District Attorney, Public Defender, and City Attorney.
Standby Duty	III.E.	Standby Duty increases from \$200 to \$500 per week; pilot program extended to June 30, 2024.
Professional Services Reimbursement	III.R.	Increases from \$375 to \$475 per year; eligible reimbursement extended to include membership in professional legal organizations up to \$200 per year plus CA State Bar dues.
Severance	II.I.	Maintain current structure with a minimum of four (4) weeks severance: 1-4 years completed: 4 weeks' pay severance.
Holidays	III.F.	Establishes June 19 th (Juneteenth) as paid holiday. Replaces Columbus Day with Indigenous Peoples Day and Italian American Heritage Day
Holidays	III.F.	Adds that holidays can be taken in the current or next fiscal year; accrued but unused in-lieu holidays automatically carry over into next FY but must be used in that FY.
Telecommuting	III.E.	The Citywide Telecommuting Policy and Program (TPP) establishes specific conditions under which employees may perform their job-related duties remotely. TPP can be found on www.sfdhr.org and is incorporated into MOU for reference only. Pursuant to TPP, telework permissible under agreement between employee and Appointing Officer or designee, subject to approval by Appointing Officer. Eligible employee may telecommute for a



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		maximum of two (2) days per week, coming to work in person three (3) days per week. Employees may telecommute more than two (2) days per week subject to approval by Appointing Officer and HR Director. If represented employee has good faith belief telecommute request denied for arbitrary or capricious reason, may appeal to City’s Director of HR. Unless approved in writing by Director of HR, employees are prohibited from working outside CA, with few exceptions.
Recognition	I.A.	Parties agree to meet no later than September of 2022 to evaluate the potential to split the Attorney classifications into Criminal and Civil classifications.
Administrative Leave	III.I.	Approval for administrative leave shall not be unreasonably denied so long as the employee has met the requirements.
Appointment Above Entrance	III.B.	Revised provision so that appointments may be made by Appointing Officer at any step in the salary grade under one or more of the following conditions: experience, education/training, skill, and/or performance.
Floating Holidays	III.F.	Removes language that floating holidays cannot be carried forward to next FY. Adds: Floating holidays received in one fiscal year but not used will be carried forward to the succeeding fiscal year. The number of floating holidays carried forward to a succeeding fiscal year may not exceed the total number of floating holidays received in the previous fiscal year, and at no time shall employees be able to accumulate more than 80 hours of floating holidays.
Sick Leave	III.G.	Removes language which states that MAA members can be advanced 40 hours of paid sick leave during their first 6-months of employment.
Non-Discrimination	II.A.	Eliminates the prohibition of dual remedies for discrimination complaints.
Holidays That Fall on Saturday	III.F.	Adds that holidays can be taken in current or next fiscal year.
City Holiday Pay Eligibility	III.F.	Employees must be on paid status both before and after the legal holiday to receive legal holiday pay.
Voluntary Reduced Workweek	III.E.	Requires written approval for a Voluntary Reduced Workweek. Eliminates the provision that specifically states that employees may utilize Voluntary Reduced Workweek for parenting or other childcare reasons.



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2022

Municipal Attorneys' Association

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Seniority Increments	III.C.	Conforms to model Citywide language regarding step advancement and the 1/6th rule, and also eliminates outdated/redundant language.
