



Local 200 SEAM - Bargaining Summary

Issue	MOU	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>
Bilingual Pay	III.C.	<p>Increases bilingual pay from \$40 to \$60 per pay period.</p> <p>In order to be eligible for bilingual pay, employees must be assigned to perform bilingual services, and be certified as bilingual.</p> <p>The City may require an employee to recertify not more than once annually.</p>
Union Security	I.H.	<p>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.</p>
Grievance Procedure	I.G.	<p>Requires grievance includes specific details at each step.</p> <p>Changes timelines from working days to calendar days.</p> <p>Provides that written reprimands are not subject to the grievance procedures. Employee may submit a timely rebuttal to reprimand.</p>



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		An arbitrator shall not award monetary relief beyond 30 calendar days prior to filing of a grievance.
Probationary Period	II.H.	Clarifies that probationary period is based on hours worked, not months employed pursuant to Civil Service Rules. Inserts language clarifying that probationary hours include legal holiday pay and must be regularly scheduled hours.
Standby Pay	III.C.	Standby pay rate set at 10%, except that 9155 and 9156 claims investigators continue to receive 25%. 8126 Senior Investigators in DPA who used to receive compensatory time for officer-involved-shooting (OIS) standby duty week will instead receive 20% standby pay for OIS duty week.
Tuition Reimbursement	III.Q.	Increases per employee allocation from \$750 to \$1000. No rollover of unused funds going forward.
Airport Eco Program	III.S.	Adding the Airport Employee Commute Options Program, which provides a monthly allowance to employees who relinquish their Airport provided free parking privileges.
Jury Duty	III.T.	Inserts standard language regarding employee rights to leave and pay during jury duty.
Savings Clause	V.A.	Update savings clause to be consistent with other contracts. Incorporates “Administrative Agency” to account for PERB.
SAPP	App. B	Updates drug screening levels for controlled substances to allow City to test non-Department of Transportation covered employees.
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 of Agreement	V.B.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.