



## MAA Bargaining Summary

Issue	MOU Section	Summary
<b>Wages</b>	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>
<b>Union Security</b>	I.D.	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.
<b>Non-Discrimination</b>	II.A.	<p>Updates list of Title IX protected classes.</p> <p>Provides for discrimination protection under MMBA.</p>
<b>Grievance Procedure</b>	I.H.	<p>Requires grievance includes specific details at each step.</p> <p>Changes timelines working days to calendar days.</p> <p>City can object to new facts brought in arbitration.</p>
<b>Severance Pay</b>	II.I.	Requires a signed general release of claims against the City in exchange for severance pay.
<b>Standby Duty</b>	III.E.	<p>Extends Pilot Program and includes the Department of Police Accountability and Public Defender’s Office.</p> <p>For DAT or DPA, \$500/week of Standby Duty for eligible employees.</p>



## Employee Relations

City and County of San Francisco  
Department of Human Resources

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CCSF NEGOTIATIONS 2019

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MUNICIPAL ATTORNEYS'  
ASSOCIATION

Issue	MOU Section	Summary
		For Public Defenders assigned to juvenile interrogations, \$200/week of Standby Duty for eligible employees.
<b>Administrative Leave</b>	III.I.	Full-time employees shall have access to 5 Admin Leave days, subject to approval of Appointing Officer.
<b>Life Insurance</b>	III.Q.	Moves member participation edibility from City's 125 Cafeteria Plan to HSS under San Francisco Admin Code Section 16.700.
<b>Professional Services Reimbursement</b>	III.S.	Each member's state bar dues and one subcommittee paid in full by City, and not included in \$1,500 reimbursement.  All reimbursements for professional trainings must comply with Admin Code Chapter 12X.
<b>Jury Duty</b>	III.V.	Inserts standard language regarding employee rights to leave and pay during jury duty.
<b>Gender Pronouns</b>		In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
<b>Duration</b>	V.C.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.