

TENTATIVE AGREEMENT

Superior Court of California, County of San Francisco (the Court) and
Service Employees International Union, Local 1021 (the Union)

The parties hereto have executed this Side Letter Agreement this 13th day of
September 2018.

The Court presents the following last, best, and final offer:

I. TERM

The Court and the Union agree that it is in our mutual interest to extend our current Memorandum of Understanding (MOU) and the applicable Side Letter Agreement, which is in effect through August 31, 2018, as revised by the terms set forth below in this Side Letter Agreement. Therefore, both sides agree to extend that date through **August 31, 2019**.

II. HEALTH BENEFITS

On January 1, 2019, the Court will increase its maximum biweekly contribution amount to \$1,137 for employee and dependent health benefits.

III. "CASH OUT" FIVE DAYS OF VA, FH, or COMP TIME

Covered employees will be eligible to "cash out" up to five days of accrued Vacation, Floating Holiday, or Compensatory Time leave credits. Within 10 working days of ratification, the Court will inform employees what process they should follow for cashing out the five days under this section.

IV. THREE, ONE-TIME-ONLY FLOATING HOLIDAYS

Covered employees will receive three, one-time-only Floating Holidays (i.e., 24 FH hours) to be used by June 30, 2019. If these Floating Holiday hours are not used by then (or cashed out per paragraph III above), they will not be carried over to FY19/20 and will not be compensable in FY19/20. Within 10 working days of ratification, the Court will submit a request to the CCSF Controller to upload these 24 Floating Holiday hours into the payroll system.

V. HOLIDAYS

The parties agree to modify Article XIII. HOLIDAYS as follows:


In addition to those days designated as Court holidays and listed below, employees shall receive ~~four (4)~~ six (6) additional holidays to be taken on days selected by the employee subject to the approval and sole discretion of the court. Employees must complete six (6) months continuous service before receiving the additional days, provided that all part-time employees who are not regularly scheduled, but are employed on an as needed, irregular intermittent or other irregular basis are ineligible for the additional days.

~~In addition to those days authorized in the preceding paragraph, covered employees who are eligible to receive the days described above, shall also receive two (2) additional floating holidays, on a "one time only basis" upon ratification, to be used prior to June 30, 2016; and two (2) one time only floating holidays on July 1, 2016, to be used prior to June 30, 2017.~~

VI. ECONOMIC COMMITMENT

For the duration of this Side Letter Agreement the Court commits to refrain from:
1) conducting layoffs of employees in the Union's represented classifications; and/or 2) seeking financial concessions from these employees in the form of unpaid, mandatory furloughs.

For the Court:



For the Union:

