

AMENDMENT No. 3
TO THE 2006-2010 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND
MUNICIPAL ATTORNEYS ASSOCIATION

III.A. WAGES

90. For Fiscal Year 2008-2009, “new plan” employees (i.e., employees who became members in SFERS on or after November 2, 1976) shall be required to contribute the value of five (5) unpaid furlough days, the implementation of which will occur through uniform payroll smoothing over the fiscal year. For purposes of Charter Section A8.409-8, the provisions of this paragraph shall expire at the close of business on June 29, 2009.

90.a. Effective June 30, 2009, through the end of Fiscal Year 2009-2010, “new plan” employees (i.e., employees who became members in SFERS on or after November 2, 1976) shall be required to contribute the value of five (5) unpaid furlough days each fiscal year, the implementation of which will occur through uniform payroll smoothing over the fiscal year. The furlough program described herein shall sunset at close-of-business June 30, 2010.

90.b. The furlough program described in paragraph 90.a., above, shall be suspended with respect to covered employees who are affected in the event that the City takes action either on a City-wide basis or within an individual department or departments that causes a decrease in pay equaling or exceeding the contributed value of the furlough concession (five (5) furlough days) during FY 2009-10. Likewise, should the City take action either on a City-wide basis or within an individual department or departments that causes a decrease in pay of less than the contributed value of the furlough concession, the contribution required under the furlough program shall be reduced proportionately from the date of the action until such time as no further reduction in the furlough program is necessary as a result of the City’s action, but no later than the expiration of the furlough program. The City agrees to meet and consult with MAA in the event that City-wide or department-wide action occurs. By agreeing to this provision, the Association is not waiving any rights it may have regarding such action.

III.F. HOLIDAYS

118. For Fiscal Year 2008-2009, “new plan” employees (i.e., employees who became members in SFERS on or after November 2, 1976) shall receive an additional five (5) floating holidays for a total of ten (10) floating holidays for that fiscal year. Notwithstanding the paragraph above, for Fiscal Years 2008-2009 and 2009-2010, any unused floating holidays for “new plan” employees may be carried over to the next succeeding year, but at no time shall an employee accumulate more than twenty (20) floating holidays (including floating holidays awarded in a particular year) during this period.

italics = moved existing language

~~struck out~~, *italics* = existing language prior section

bold, double underline = new language

~~struck out~~ = removed language

