



PEC001.001 – Contract Extension, Letter of Agreement – Tentative Agreement

Service Employees International Union, Local 1021 - Citywide

The parties mutually agree to extend the 2024-2027 Memorandum of Understanding (MOU) through June 30, 2031, with the below additional terms. Except as provided below, all other terms and conditions of the MOU shall remain unchanged during the term of the extension.

This Letter of Agreement shall be attached to the MOU.

WAGES

Effective the pay period beginning January 1, 2028, employees will receive a 1% wage increase.

Effective the pay period beginning July 1, 2028, employees will receive an [additional](#) 2% wage increase.

Effective the pay period beginning December 30, 2028, employees will receive an [additional](#) 1% wage increase.

Effective the pay period beginning July 1, 2029, employees will receive an [additional](#) 2% wage increase.

Effective the pay period beginning December 29, 2029, employees will receive an [additional](#) 1% wage increase.

Effective the pay period beginning July 1, 2030, employees will receive an [additional](#) 2% wage increase.

Effective the pay period beginning December 28, 2030, employees will receive an [additional](#) 1% wage increase.

Effective the pay period beginning April 5, 2031, employees will receive an [additional](#) 2% wage increase.

Because of the wage structure of this proposal, no wage deferrals/offramps will be utilized.

NO LAY OFFS THROUGH JUNE 30, 2029

Upon final approval by the Board of Supervisors of this Letter of Agreement and extended contract through June 30, 2029, the City will not issue any layoff notices or lay off any Permanent Civil Service employees.

2024 – 2027 MOUs PROVISIONS SET TO SUNSET



Employee Relations
City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2027

Existing MOU provisions scheduled to sunset June 30, 2027 [or on any other date occurring during the term of the 2024-2027 MOU](#), shall extend through June 30, 2031.



CCSF NEGOTIATIONS 2027

CITY WIDE LABOR MANAGEMENT COMMITTEE LETTER OF AGREEMENT

The parties also agree that they may establish a City Wide Labor Management Committee (see attached) to operate during the term of this agreement. To establish the LMC, the Union must submit a request to the Department of Human Resources thirty days prior to the implementation of the Committee.

TERM

This Agreement shall remain in full force and effect from July 1, 2024, through June 30, 2031.

Tentative Agreement:

FOR THE CITY

FOR THE UNION

Carol Isen _____ Date _____
Human Resources Director

President, SEIU Local 1021	Date
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Ardis Graham
Employee Relations Director

SF Regional Vice President	Date
SEIU Local 1021	

APPROVED AS TO FORM

Executive Director, SEIU Local 1021 Date

Cecilia Mangoba
Chief Labor Attorney

Date

SF Regional Director, SEIU Local 1021 Date

Deleted: 

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