

TENTATIVE AGREEMENT
BETWEEN SFHA and SEIU Local 1021 Administrative and
Maintenance Generalist Units
Distributed at the Table on October 25, 2021

Term:

Contract term shall be October 1, 2021, through December 31, 2022 for both the SEIU 1021 Administrative and Maintenance Generalist Bargaining Agreements (CBAs)

Accelerated Conversion One Time Lump Sum Payment:

In recognition of the Accelerated Conversion, the parties agree to the following:

Effective the first full pay period after Union ratification and approval of this agreement by the Housing Authority of the City and County of San Francisco's Board of Commissioners, all bargaining unit members in SEIU 1021 will receive a onetime accelerated conversion lump sum payment of \$1,500 who are in paid status at the time of ratification and payment, minus applicable taxes. This one-time lump sum shall not be considered pensionable wages. Such payment shall not create a precedent in future negotiations.

Early Layoff:

Up to a maximum of five SEIU employees who are scheduled to be laid off as a result of the Accelerated Conversion may request to be laid off effective April 1, 2022. As a condition precedent, the Union agrees that any back filling of those positions, until the conversion is completed, shall not be subject to the Accelerated Conversion severance agreement, the layoff provisions of the MOU or any new negotiations pertaining to the Accelerated Conversion. Any employee that requests the Early Layoff shall submit their request in writing by close of business January 31, 2022. Eligible employees under this section must meet the following criteria:

- a. Employees must occupy a position that is scheduled to be eliminated as part of the Accelerated Conversion in one of the future phases, and
- b. Employee must submit a signed separation and release agreement as previously agreed to waiving all claims within 14 (fourteen) calendar days of notice by SFHA management of the layoff, and
- c. Must be the only employee in the employee's classification requesting the early layoff, and
- d. In the event there is more than one employee, in the same classification that request an early layoff as a result of the Accelerated Conversion, the affected employee with the greatest Agency seniority shall be selected as verified by SEIU 1021 as a condition of the above.

Additional COVID19 Leave:

Additional COVID Floating Holiday Leave: Additional Floating Holidays shall be conferred to employees in SEIU bargaining unit as follows: For every 8 (eight) hours worked onsite between April 1, 2020, through October 31, 2020, 1 (one) hour towards floating holiday will be provided up to a maximum of 80 (eighty hours). These 80 (eighty) floating holidays hours have no cash value and may not be cashed out. Such COVID leave must be used by August 30, 2022.

All Other Terms and Conditions:

All terms and conditions in the current MOU between SFHA and SEIU 1021 remain the same except as modified by this agreement.

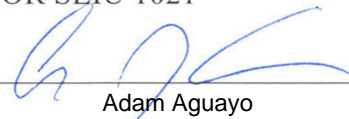
Date: November 19, 2021

Date: November 19, 2021

FOR SFHA:

FOR SEIU 1021

Dania Wong



Dania Wong

Adam Aguayo

Linda Mason

Janet Gray

Linda Mason

Janet Gray

Tonia Lediju

Keith Churchill

Tonia Lediju

Keith Churchill

XiuMin Li

XiuMin Li

Daniela Gonzalez

Daniela Gonzalez

Signature Certificate

Envelope Ref: 05be24c7e523ebfb8d3af9e574a8d4deaf3224f8



Author: Theodore Parini Creation Date: 02 Dec 2021, 14:57:57, PST Completion Date: 02 Dec 2021, 17:45:09, PST

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Document Signed By:

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Daniela Gonzalez

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Keith Churchill

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Janet Gray



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Dania Wong

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XiuMin Li

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Linda Mason

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Invitation Accepted

Signed By Tonia Lediju,
PhD

Executed

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