

Municipal Attorney's Association

May 5, 2014

To All MAA Members:

The MAA Board is happy to announce that the MAA and the City have reached a tentative agreement on a contract through June 30, 2017. This was a mediated agreement.

A summary of the terms of the agreement are as follows:

1. Wages: 3% wage increase in October 2014, 3.25% wage increase in October of 2015, and a wage increase indexed to the CPI-U (with a floor of 2% and ceiling of 3%) plus .25% (*i.e.*, 2.25% to 3.25%) on July 1, 2016.
2. Professional Services Stipend: Will increase from \$1250 to \$1500 per year, as of July 1, 2014, paid quarterly.
3. Longevity Premium: Our 2% longevity premium, previously available only to 8177 and 8182 classifications, will be extended to 8181, 8183, and 8190 classifications. (Members in those classifications will receive credit for time already served at the top step of their classifications.)
4. On-Call Premium: Certain eligible attorneys who are assigned to "on-call" assignments will be entitled to 8 hours of administrative leave for each week they serve on call, with a 40 hour cap. This would be considered a "pilot project" expiring at the end of the contract, unless otherwise renewed.
5. Severance: Would clarify language in the severance provisions to require proof of gross misconduct by clear and convincing evidence, and change the 30-day notice period for separation from "calendar" days to "business" days.
6. Previously acquired furlough days: Use of previously accrued furlough holidays extended through June 30, 2017, but this is the last extension. (If you haven't used accrued furlough holidays that were awarded through 2012, please do so by 2017, or risk losing them.)
7. Work Schedule Flexibility: The City and the MAA agree on the formation of a joint committee to draft language for the contract that addresses work schedule flexibility, including an interim letter from the Director of DHR to the appointing officers requesting flexibility.
8. Wellness Program: The City and MAA agree to participate in the recommendations of the City/Public Employees Joint Committee on wellness.

9. Agreement that City will seek an opinion letter (by Sept. 30, 2014) from San Francisco Employee Retirement System regarding the feasibility of use of accrued vacation to payoff retirement shortfall, and an opinion letter regarding increased employee flexibility for use of funds accumulated in 457 plan (e.g., taking loans against those funds).

10. MAA agrees to accept "control point" at step five of the deep class (8177) for new hires (hired after July 1, 2014) based on satisfactory performance. The process, standards, definitions, and implementation of which will be subject to a meet and confer process of a joint City/MAA working group, and subject to interest arbitration in case of impasse.

11. Airport Transit Subsidy- Volunteer program for employees who wish transit subsidy for use of public transportation to Airport.

There were many competing proposals made by both the Union and the City. The remaining proposals were withdrawn by the parties based on the agreement.

Sincerely,

The MAA Board of Directors