




AGREEMENT RESOLVING MEET AND CONFER ON
MAYOR DANIEL LURIE'S FEBRUARY 25, 2025, MEMO RE: IN PERSON WORK

This Agreement (Agreement) memorializes the understanding between the City and County of San Francisco (City) and **LOCAL 21** (Union) regarding Mayor Daniel Lurie's February 25, 2025, memo to Department Heads announced his intention for City employees with hybrid work schedules to increase in-office work to four (4) days per week, effective a target date of April 28, 2025 (RTO Memo). On February 25, 2025, the Department of Human Resources (DHR) Employee Relations Division (ERD) sent a notice to all unions providing a copy of the RTO Memo as well as inviting all affected unions to attend an informational meeting on March 4, 2025, on that memo.


The City has met with Union, responded to Union's requests for information (RFIs), and received proposals to mitigate the foreseeable effects of the RTO Memo. As a result of those good faith discussions, the City and Union have agreed as follows:

- The April 28, 2025, target implementation date in the RTO Memo is extended to August 18, 2025, to allow flexibility and preparation time for employees.
- Effective no later than August 18, 2025, employees represented by Union shall enter an updated telecommuting agreement into the ServiceNow system with no more than one (1) day of regular and reoccurring remote work per week, with all other workdays performed in-person at City locations.
- Departments with workspace limitations that prevent the implementation of the RTO Memo on August 18, 2025, as determined by the City, may make alternative onsite schedule arrangements with the approval of the Human Resources Director.
- This Agreement does not prevent employees from additional remote work under an approved reasonable accommodation request or approved request under the Family Friendly Workplace Ordinance (FFWO). Approved accommodations or FFWO schedules with additional remote work shall be reflected in employees' telecommute agreements.
- A represented employee whose FFWO request was denied by the employee's department may file a request for review with the City's Human Resources Director. The Human Resources Director has discretion to review these requests and may provide guidance to departments regarding their determinations.
- Union agrees to withdraw any pending RFIs related to the RTO Memo.
- The Parties agree to utilize the Health and Safety provisions of their Memoranda of Understanding (MOU) to address workplace safety concerns related to onsite.
- This Agreement resolves all outstanding issues related to the RTO Memo, including the parties' meet and confer obligations.

FOR THE CITY




Carol Isen April 21, 2025
Human Resources Director Date



Ardis Graham April 21, 2025
Employee Relations Director Date

FOR IFPTE Local 21

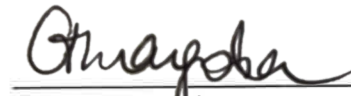


Debra Grabelle 4/21/2025
IFPTE Local 21 Executive Director Date



Mark Weirick 4/18/25
IFPTE Local 21 Regional Director Date

APPROVED AS TO FORM



Cecilia Mangoba 4/21/2025
Interim Chief Labor Attorney Date