

Anderson v. City and County of San Francisco

Pre-Settlement Survey of City and County of San Francisco Employees' Military Leave

Plaintiffs Devon Anderson and Beverly Sweeney have sued the City and County of San Francisco ("the City") on behalf of a class of similarly situated employees alleging violations of federal, state, and local laws related to military leave. The parties have agreed to mediate Plaintiffs' claims to explore potential settlement and send this Pre-Settlement Survey to gather information to help the parties understand the claims and its scope and decide whether to reach a settlement.

You are receiving this Pre-Settlement Survey because you are or were employed by the City on one or more occasions between October 20, 2004 and the present, and may have taken a leave of absence from your City employment because of your military service.

Completing this form does not entitle you to any monetary compensation at this time. If the Court approves any settlement, you will receive a separate notice.

INSTRUCTIONS

- This Survey must be submitted to the Administrator either online at www.SFUSERRALawsuit.com using your CPT ID and Passcod, by email at SFUSERRALawsuit@cptgroup.com, by fax at 1-(949) 419-3446, or by mail at the address:

Anderson, et al. v. The City and County of San Francisco, et al.
c/o CPT Group, Inc.
50 Corporate Park
Irvine, CA 92606

- Please submit your responses to the survey by no later than March 1, 2021. It may not be possible to fully consider responses submitted after that date.
- If you have any questions, please visit www.SFUSERRALawsuit.com, or email or call the Administrator at SFUSERRALawsuit@cptgroup.com or 1-(888) 373-2581.
- If you need additional space to answer the Survey, please attach additional sheets.

PART 1: PERSONAL INFORMATION

First and Middle Names	
Last Name	
Email Address	
Cell Phone #	
Other Phone #(s)	
Mailing Address	
City	
State	
Zip Code	
SF Employee ID #	

PART 2: MILITARY LEAVE HISTORY (PAID and UNPAID)

Type of Military Duty	Leave Start Date	Leave End Date	Paid or Unpaid? (Identify # of Days of Each)	Civil Service Classification	City Department

1. Please identify any of your periods of military leave during which you exhausted your accrued paid sick leave before or during your military leave.

2. Were you ever placed on AWOL status (or some other status indicating that your leave was unauthorized) by the City while you were on military leave?

Yes No Don't Know

If your answer is "Yes," please explain the circumstances.

PART 3: REEMPLOYMENT, PAY RATES, AND POSITIONS (or CLASSIFICATIONS)

1. Did you experience any delay in being returned to work after any of your periods of military leave?

Yes No **If your answer is "Yes," please skip Question 2.**

2. If your answer to Question 1 is "No," please identify the periods of military leave after which you were experienced a delay in returning to work after military leave, and briefly explain the length and cause of the delay.

3. After each of your periods of military leave, did you receive the "step increase" or pay raise that you would have received if you had not taken military leave?

Yes No Don't Know

If your answer is “Yes,” please skip Question 4.

4. If your answer to Question 3 is “No,” please identify the periods of military leave after which you did not receive the “step increase” or pay raise.

5. For any of the military leaves, do you believe that when you returned to work, the City did not place you in a position (or classification) you would have been employed in if you had been continuously employed and not taken military leave?

Yes No Don't Know

If your answer is “No,” please skip Question 6.

6. If your answer to Question 5 is “Yes,” please identify the period(s) of military leave and the position(s) or classification(s) in which you believe you should have placed you on your return and explain why you believe you should have been placed in that position or classification. For each position or classification please include information regarding your qualifications and any efforts the City did or did not make to help you qualify for it.

PART 6: RETIREMENT BENEFITS WHILE ON MILITARY LEAVE

1. For any of your unpaid or paid military leaves, did you apply to purchase service pension credit through the San Francisco Employees Retirement System (“SFERS”)?

Yes No **If your answer is “No,” please skip Question 3.**

2. If your answer to Question 1 is “Yes,” please identify the military service period dates that you applied to purchase service credit for.

3. For any of your unpaid or paid military leaves, were you ever discouraged from applying to or encountered obstacles that made it difficult to apply to purchase service pension credit through SFERS?

Yes No

If your answer is “Yes” please explain the circumstances.

PART 6: YOUR SIGNATURE (Required)

Dated: _____ Signature: _____