



Teamsters 856 Bargaining Summary 2022-2024

Issue	MOU Section	Summary
Wages	III.A.	<p>Effective 07/01/2022: 5.25%</p> <p>Effective 07/01/2023: 2.50% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on July 1, 2023, will be delayed by 6 months.</p> <p>Effective 01/06/2024: 2.25% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on January 6, 2024, will be delayed by 6 months.</p>
Nondiscrimination	II.A.	Eliminates election of remedies language.
UP 4 New Employee Orientation	Appendix B	Includes employees new to the unit in NEO provisions (2019 language specified “newly-hired”).
UP 5 Compensatory Time	III.H.	Non-"Z" designated employees shall be allowed to take any accrued compensatory time upon request to his/her supervisor. Requests for use of accrued compensatory time off shall not be unreasonably denied. At the employee's option, any accrued compensatory time off shall be paid at the end of the fiscal year. If the employee does not exercise such option, accrued compensatory time will be carried over to the next fiscal year.
Prescription Eyewear	V.A.	City agrees to provide prescription safety glasses at a cost not to exceed \$200.00 per employee every two years.
Multi Unit Premium Pay	III.B.	<p>Lead person pay increased to \$15/day (from \$5.00).</p> <p>“In Charge” Assignment Pay increased to \$12.00/day (from \$9.00).</p> <p>Field Training Officer Pay increase to \$12.50/day (from \$10).</p>
Accessibility Pay	III.B.	When employees in class 2496 Radiologic Technologist Supervisor who are required to be available to respond to departmental needs outside their regular working hours are contacted by phone, text message or other electronic device, they shall be paid their usual rate of pay for either a quarter hour or the actual time worked, whichever is greater. When such employees are required to return to the worksite under this provision, they shall be paid a minimum of four (4) hours at the appropriate rate. An employee may not receive



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2022

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		compensation under this provision and standby pay for the same hours worked.
Standby Pay	III.B.	Classes 2453 Supervising Pharmacist and 2496 Radiologic Technologist Supervisor receive 10% of regular pay for standby. <ul style="list-style-type: none">- When called for remote work, classes receive usual rate of pay for quarter hour, or time worked – whichever is greater.- When called back to the worksite, paid a minimum of 4 hours.
DPH Labor Management Committee	II.N.	Establishes LMC at DPH per arbitration award.
Floating Holidays	III.J.	5 floating holidays/40 hours each fiscal year. Floating holidays may be taken incrementally. Cap on floating holiday time accrual at 80 hours.
Juneteenth	III.E.	Adds Juneteenth (June 19) to holiday calendar.
Tuition Reimbursement	IV.C.	Eligibility established after 1 year of continuous service in any class immediately before the application is eligible for Tuition and Training reimbursement.
Holidays	III.J.	In-lieu holidays may be taken within the current or next fiscal year.