



## **Teamsters, Local 856 Supervising RNs Bargaining Summary**

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Wages</b>	III.A.	<p>Effective 07/01/2019: 3%</p> <p>Effective 12/28/2019: 1%</p> <p>Effective 07/01/2020: 3% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2020 will be delayed by 6 months.</p> <p>Effective 12/26/2020: 0.5% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on December 26, 2020 will be delayed by 6 months.</p> <p>Effective 07/01/ 2021: 3% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2021 will be delayed by 6 months.</p> <p>Effective 01/08/2022: 0.5% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on January 8, 2022 will be delayed by 6 months.</p>
<b>Bilingual Premium</b>	III.C.	<p>Increases bilingual pay from \$35 to \$60 per pay period.</p> <p>In order to be eligible for bilingual pay, employees must be assigned to perform bilingual services and be certified as bilingual.</p> <p>The City may require an employee to recertify not more than once annually.</p> <p>Removes 10-hour minimum requirement.</p>
<b>Union Security</b>	I.F.	<p>Strikes current language regarding agency fees. Provides new language in conformance with Janus decision and SB 866 requirements regarding the collection of union membership dues.</p>
<b>Non-Discrimination</b>	II.A.	<p>Update list of Title IX protected classes.</p> <p>Provide for discrimination protection under MMBA.</p>
<b>Union Access</b>	I.G.	<p>Adds new language on Union Access to work sites that is more clear about expectations and process.</p>
<b>Grievance Procedure</b>	I.H.	<p>Only permanent, non-probationary employees may grieve suspensions or discharges.</p>



## Employee Relations

City and County of San Francisco  
Department of Human Resources

CCSF NEGOTIATIONS 2019

Teamsters, Local 856 (Supervising  
Registered Nurses)

Issue	MOU Section	Summary
		Requires grievance includes specific details at each step.
		Provides for process to advance grievance to arbitration with City Attorney's Office.
<b>Bulletin Boards</b>	I.K.	Delineates guidelines for use of space on bulletin boards in City buildings.
<b>Paperless Pay</b>	II.J.	Incorporate Citywide Paperless Pay Policy, including that all employees have a right to access to a paper statement upon request.
<b>Salary Step Plan &amp; Salary Adjustments</b>	III.B.	Employees advance to each successive salary step upon satisfactory completion of one year of service.
<b>Pager Pay</b>	III.C.	Provides that "pager pay" is an assignment based premium, which is paid on all regularly scheduled paid hours.  Pager pay is available to employees who are assigned to be responsible for 24-hour or extended hour (greater than 45 hours per week) clinical unit operations and are required to carry a pager as part of the assignment.
<b>Jury Duty</b>	III.C.	Inserts standard language regarding employee rights to leave and pay during jury duty.
<b>Employee Development Fund</b>	IV.D.	Added language on eligible expenses, eligible employees, approval and timing process, reporting,
<b>Workload Meeting</b>	IV.O.	Establish quarterly meeting to discuss workload of the employees in the bargaining unit.
<b>Savings Clause</b>	V.C.	Update savings clause to be consistent with other contracts.
<b>Gender Pronouns</b>	Multiple Sections	In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
<b>Duration</b>	V.D.	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.