



Teamsters, Local 856 Supervising RNs Bargaining Summary

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>
EEO Investigations	II.A.	<p>Inserts language providing that if another bargaining unit negotiates a deadline or time limit for the investigation and conclusion of claims sent to the City’s Equal Employment Opportunity office, the same shall apply for Teamsters, Local 856 Supervising RNs.</p> <p>Strikes election of internal remedies for discrimination or harassment (i.e., grievance or EEO complaint).</p>
Rest Between Shifts	III.C.	<p>Adds new language that City will make best efforts to provide unbroken rest period between shifts for 2324 Nursing Supervisor and 2326 Nursing Supervisor, Psychiatric.</p>
On-Call Pay	III.C.	<p>Updates language to include carrying a device besides a pager and increases on-call pay for employees responsible for 24-hour clinical operations from 9% to 10%.</p> <p>Updates language to include carrying a device besides a pager and increases on-call pay for employees responsible for extended hours for clinical unit/operations from 4% to 5%.</p>
Overtime	III.D.	<p>Adds new language providing straight-time overtime for 2324 Nursing Supervisors in lieu of compensatory time when they work an additional non-regularly scheduled shift.</p>
Holidays	III.E.	<p>Adds Juneteenth (June 19) holiday.</p> <p>Replaces Columbus Day with Indigenous Peoples Day, Italian American Heritage Day.</p>
Holidays In Lieu	III.E.	<p>Allows employees to use holidays in lieu earned when a legal holiday falls on a Saturday and is observed on a Friday in the current or next fiscal year.</p>



Employee Relations

City and County of San Francisco
Department of Human Resources

CCSF NEGOTIATIONS 2022

Teamsters, Local 856 (Supervising
Registered Nurses)

Issue	MOU Section	Summary
Holiday Eligibility	III.E.	Changes the calculation of legal holiday pay for part-time employees from hours worked in the pay period to hours scheduled.
New Employee Orientation	Appendix A	Adds language “or employees new to the bargaining unit” to capture existing City employees who promote into the bargaining unit. Increases meeting length between Union representative and employees unable to attend the New Employee Orientation from 15 minutes to 30 minutes.