



**Teamsters Local 856, Multi-Unit Bargaining Summary**

Issue	MOU Section	Summary
<b>Wages</b>	III.A.	All employees will receive the following base wage increase: July 1, 2024: 1.5% January 4, 2025: 1.5% June 30, 2025, <i>at close of business</i> : 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026: <i>at close of business</i> : 2% January 2, 2027: 2% June 30, 2027: <i>at close of business</i> : 2.5%
<b>Duration of Agreement</b>	VII.C.	<i>Duration of the contract</i> : July 1, 2024 to June 30, 2027.
<b>Grievance Procedure</b>	I.E.	Union shall make best efforts to include copies of <i>all</i> earlier correspondence, <i>materials, and evidence submitted at earlier Steps, and any supporting evidence</i> , when submitting grievance to ERD.
<b>Skelly Rights</b>	I.E.	Outlines Skelly rights for employees facing discipline.
<b>Representatives and Stewards</b>	I.F.	Union to provide updated Officer and Steward lists annually and amend as needed.
<b>Reassignment</b>	I.I.	Allow either physical posting or electronic posting of reassignment opportunities. <i>If provided electronically, the vacancy notice shall be provided to all employees and employees shall have at least five working days to apply.</i>
<b>Probation</b>	II.B.	The probationary period <del>for an employee on all other</del> job changes <i>other than a promotive appointment</i> , including but not limited to bumping and transfer, reduced from 680 to 520 hours.
<b>Equity Adjustment</b>	III.B.	Wage adjustment of 0.75% for 7444 Parking Meter Repairer <i>effective July 1, 2024.</i>
<b>Officer Pay</b>	III.B.	Employees assigned to the graveyard shift shall be entitled to a \$30 per day premium.
<b>Acting Assignment</b>	III.B.	Acting assignments longer than 6 months to be approved by DHR with a notice to Union. Eligibility reduced from 10 consecutive working days to 5.
<b>Step Progression</b>	III.C.	Additional step added to top of the 2463 pay scale for Microbiologist II.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

CCSF NEGOTIATIONS 2024

Teamsters Local 856, Multi-Unit

Issue	MOU Section	Summary
<b>Work Schedule</b>	III.F.	When management initiates a change in an employee's regular work schedule, use best efforts to provide 2 weeks' advance notice. <i>At least seventy-two hours' notice will be given whenever practicable.</i>
<b>Alternate Work Schedule</b>	III.F.	Provides examples of 4/10 or 9/80 schedules.
<b>Shift Bidding</b>	III.F.	Shift bidding and shift selection shall continue by current practice. Any shift bidding procedure shall be negotiated and mutually agreed upon.
<b>Floating Holidays</b>	III.J.	Eligibility established upon appointment. <i>Floating holidays received in one fiscal year but not used shall be carried forward to the next fiscal year.</i>
<b>Holidays</b>	III.J.	In lieu holiday can be used in current or next fiscal year.
<b>Parental Leave</b>	III.S.	Standardize: 1) 4 hours/year for paid time; and, 2) 40 hours per year for unpaid time.
<b>Work Clothing</b>	V.A.	<i>The City shall provide and maintain uniforms for the 2463 Microbiologist I/II classification.</i> Armored Vest Program: City to provide armored vests to 3372 Animal Control Officers and program will transition to LMC.
<b>Z Designation</b>	Side Letter	The City and Union shall establish a committee to review the duties and responsibilities of the 2463 Microbiologist I/II classification.