



Teamsters Local 856, Multi-Unit Bargaining Summary

Issue	MOU Section	Summary
Wages	III.A.	All employees will receive the following base wage increase: July 1, 2024: 1.5% January 4, 2025: 1.5% June 30, 2025: 1% July 1, 2025: 1% January 3, 2026: 1.5% June 30, 2026: 2% January 2, 2027: 2% June 30, 2027: 2.5%
Duration of Agreement	VII.C.	Duration of the contract: July 1, 2024 to June 30, 2027.
Grievance Procedure	I.E.	Union shall make best efforts to include copies of earlier correspondence when submitting grievance to ERD.
Skelly Rights	I.E.	Outlines Skelly rights for employees facing discipline.
Representatives and Stewards	I.F.	Union to provide updated Officer and Steward lists annually and amend as needed.
Reassignment	I.I.	Allow either physical posting or electronic posting of reassignment opportunities.
Probation	II.B.	The probationary period for an employee on all other job changes including but not limited to bumping and transfer reduced from 680 to 520 hours.
Equity Adjustment	III.B.	Wage adjustment of 0.75% for 7444 Parking Meter Repairer.
Officer Pay	III.B.	Employees assigned to the graveyard shift shall be entitled to a \$30 per day premium.
Acting Assignment	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.
Step Progression	III.C.	Additional step added to top of the 2463 pay scale for Microbiologist II.
Work Schedule	III.F.	When management initiates a change in an employee's regular work



Employee Relations

City and County of San Francisco
Department of Human Resources

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		schedule, use best efforts to provide 2 weeks' advance notice.
Alternate Work Schedule	III.F.	Provides examples of 4/10 or 9/80 schedules.
Shift Bidding	III.F.	Shift bidding and shift selection shall continue by current practice. Any shift bidding procedure shall be negotiated and mutually agreed upon.
Floating Holidays	III.J.	Eligibility established upon appointment.
Holidays	III.J.	In lieu holiday can be used in current or next fiscal year.
Parental Leave	III.S.	Standardize: 1) 4 hours/year for paid time; and, 2) 40 hours per year for unpaid time.
Work Clothing	V.A.	Armored Vest Program: City to provide armored vests to 3372 Animal Control Officers and program will transition to LMC.
Z Designation	Side Letter	The City and Union shall establish a committee to review the duties and responsibilities of the 2463 Microbiologist I/II classification.