



## Teamsters, Local 856 Supervising Nurses 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, 2024: 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%
<b>Wage Adjustment</b>	III.A.	Wage adjustment for classification.
<b>Duration of Agreement</b>	V.D.	Changing the duration of agreement.
<b>Recognition</b>	Front Cover & Article I Introduction	MOU language change: Freight Checkers, Clerical Employees and Helpers to Teamsters, Local 856.
<b>Representatives and Stewards</b>	I.G.	City to receive from the union updated officer and steward lists annually (July 1 of each year) and amended as needed.
<b>Grievance Procedure</b>	I.I	Striking language that allows skipping steps and standardizing timelines.
<b>Rights of Individuals</b>	I.J.	An employee may not be disciplined or discharged without just cause and without written notice of the intended action. The City agrees to follow the principles of progressive discipline.
<b>Probation</b>	II.F.	Outlines probationary period.
<b>Floating Holiday</b>	III.E.	Floating holiday access at appointment; shall carryover.
<b>Holiday Carryover</b>	III.E.	In lieu holiday carryover.
<b>Commuter</b>	III.K.	Monthly rate for employee parking shall not exceed price of Muni "M" pass + \$10 for all employees.



## Employee Relations

City and County of San Francisco  
Department of Human Resources

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CCSF NEGOTIATIONS 2022

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No Bargaining Unit

<b>Issue</b>	<b>MOU Section</b>	<b>Summary</b>
<b>Retention Payment Amendments</b>	III.M.	Striking out language for Covid-19 Worker Retention Pay.
<b>Education</b>	IV.C.	The department shall grant every employee covered by this MOU educational leave with pay and may carry over up to 20 hours to the following fiscal year.
<b>License</b>	IV.F.	The City will provide PSC Nurses annual license payment.
<b>Step</b>	Side Letter	Employees appointed to the 2322 Nurse Manager classification shall be appointed no lower than Step 4.
<b>Pager Pay</b>	Side Letter	At the Union's request, the parties will meet to discuss the possible addition of Standby Pay to this MOU and an amendment to Pager Pay.
<b>Managerial Nursing Staff Experience</b>	Side Letter	At the Union's request, the parties will discuss these measures at the Professional Performance Committee.