



Teamsters L856 Multi Bargaining Summary

Issue	MOU Section	Summary
		<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>
Wages	III.A	
2453 Supervising Pharmacists	III.A.137	Increases 2453 Supervising Pharmacist wages 1% each year for 2019, 2020, 2021.
ACC (1434 3370/3372)	III.A.138	One time 1% wage increase for employees in classifications 1434, 3370, and 3372.
		<p>Increases bilingual pay from \$35 to \$40 per pay period and eliminates 10 hour minimum.</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>
Bilingual Premium	III.B.164	
Union Security	I.H	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.



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Non-Discrimination	II.A	Updates list of Title IX protected classes. Requires election of internal remedies for discrimination or harassment (i.e., grievance or EEO complaint)
Gender Pronouns	Multiple Sections	In conformance with Mayor's Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
Recognition	I.A	Updates to reflect changes in classifications covered by this Agreement.
Union City Relations Committee	I.D	Updated dates the Union City Relations Committee shall occur.
Grievance Procedure	I.E	Requires grievance includes specific details at each step. Changes timelines working days to calendar days. City can object to new facts brought in arbitration. Amend arbitrator selection procedures.
Stewards	I.F	Prohibits a witness who is also a steward from representing an employee.
Bulletin Boards	I.K	Delineates guidelines for use of space on bulletin boards in City buildings.
Probationary Period	II.B	Inserts language clarifying that probationary hours include legal holiday pay and must be regularly scheduled hours.
Labor-Management Committee	II.N.	Request for release time shall not be reasonably denied.
Jury Duty	II.Q	Inserts standard language regarding employee rights to leave and pay during jury duty.
Lead Person Premium	III.B	Increases the number of employees one must lead from 3 to 4 and strikes some specific duty requirements for receiving premium.



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8322 Officer of the Day Premium	III.B.144	Increased 8322 Officer of the Day Premium from \$18 to \$25.
Field Training Officer Pay	III.B.145	Created Field Training Officer Pay for 3372 who train new 3372s.
Acting Assignment Pay	III.B.151	Acting Assignments exceeding 6 months should have written report to DHR.
Night Duty	III.B.165	2496 Radiologic Technologist Supervisors will get 10% and 15% for night shift differential for parity with employees they supervise that are part of SEIU 1021.
Microbiologist Step Progression	III.C	Clarify step progression for deep class 2463 Microbiologists I/II.
Tuition Reimbursement	IV.C	Revised Tuition Reimbursement language on eligible expenses eligible employees, approval and timing process, and reporting.
Substance Abuse Prevention Policy	VI.	Updates drug screening levels for controlled substances to allow City to test non-Department of Transportation covered employees.
Savings Clause	VII.B	Update savings clause to be consistent with other contracts.
Duration of Agreement	VII.C	MOU will be in effect July 1, 2019 through and inclusive of June 30, 2022.
Side Letter	Amnesty	Amnesty for 2017-2019 CalPERS under deduction of \$21,947.64.