





## San Francisco Juvenile Probation Department

### Juvenile Hall Policy and Procedures Manual

#### Chapter 2 - Personnel

Policy Number:	2.14
Policy Name:	Employee Grievance
Authority:	Collective Bargaining Agreement(s): SEIU 250, 535 and 1021 Teamsters local 856
Replaces:	Employee Grievance (03/05/2000)
Effective Date:	January 1, 2019
Revision Date:	April 16, 2018
Related Policies and Procedures:	
Related Forms:	
Director of Juvenile Hall:	Bobby Uppal 
Chief Probation Officer:	Katherine Weinstein Miller 

## I. POLICY

The grievance procedures established in agreement between the City and Union are promulgated in order to improve employer employee relations and designed to permit employees and/or their representatives a procedural method by which any grievance, as defined below, may be resolved in an expeditious and orderly manner.

Juvenile Hall administration strongly encourages that relationships between Supervisors and Staff be mutually respectful and when differences occur, that resolution be as informal as possible. If differences cannot be resolved informally, the grievance shall be concluded at the earliest possible step of the procedures outlined in the attached document.

## II. GENERAL PROCEDURES

- A. Counseling, kitchen, laundry, and clerical staff please refer to the current Collective Bargaining Agreement between SEIU Locals 250, 535, and 1021 and City and County of San Francisco.
- B. Supervisory staff please refer to the current Memorandum of Understanding between and for Teamsters Local 856 and City and County of San Francisco.