



## RN Bargaining Update

### What did the City propose on Feb. 15? More cuts...and a modest proposal on floating holidays.

- **ADD NEW DISCIPLINARY WEAPON:** In addition to suspension, they'd like to keep a suspended RN working (solves their staffing problem) but with a temporary **PAY CUT**.
- **REDUCE parental leave time for parent-teacher conferences from 6 hours per school year to 4.**
- "Modernize" archaic or confusing language in the contract. Um, okay...but WHICH language? No specifics. Devil is in details.
- Three holiday-related proposals that allow new hires to use their floating holidays without waiting 6 months – good; and that allow RNs to carry over unused floating holidays to the succeeding fiscal year – good.
- Allow RNs who get promoted to bump back down into their previous classification within one year and keep their seniority in the previous class; we're analyzing to see if it helps more RNs than it hurts. Stay tuned...


## Let's keep the pressure on!

We were over 500 members strong Friday, February 16, at SFGH -- and DPH heard us loud and clear.

We were united and our message was powerful: To provide the quality public services SF residents and visitors need, the City **MUST** fill its vacant positions and **STOP** wasteful contracting out.

Takeaways are still on the table. That means we have to keep the pressure on.


Join us **Tuesday, February 27, at 12 p.m. at 49 S. Van Ness.** Wear your union gear or purple.


www.FixSFNow.org  #FixOurCity


## **TAKE ACTION!**


**Protect Public Services Not Private Greed!**  
**Tuesday, February 27 at 12:00pm**

The City has thousands of vacant positions they can fill, but instead are prioritizing funding for private contractors. Join us in calling for "Public services, not private greed!"

 **Location: 49 South Van Ness**  
Gather in front on the Van Ness Ave side

 **Lunch will be provided with RSVP**  
[tinyurl.com/FixOurCity49SVN](http://tinyurl.com/FixOurCity49SVN)

Scan the QR code to RSVP! 





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### What did we propose? RN rights & union rights:

The current grievance system is not solving RN workplace problems quickly, efficiently, or fairly, because the City uses every part of it to frustrate those goals. And they play games to keep your union reps out of the workplace. So, on Feb. 15, we made 9 separate proposals to reform these rules:

- Force City to **remove** from all RN personnel files the illegal and unenforceable letter they made you all sign “agreeing” that you don’t have the right to strike. **Local 1021 beat them** on this last summer at the state labor board.
- When City fails to respond on a grievance within the contract time limits, **automatically move it up** to the next step.
- Delete step 2 – the department head level – from the grievance procedure, since they always just rubber-stamp the line manager’s denial. Why waste time on a foregone conclusion?
- Give the union the right to call a **grievance strike** during the contract for serious grievances affecting multiple RNs where the grievance process is just not working: **direct worker action** to enforce RN rights.
- Give arbitrators **more power to impose penalties** – interest on backpay, punitive damages, continuing audits -- when the City fails to pay up as ordered by arbitrator. Raise the cost of contract violations to change the incentive structure.
- **Due process:** Bring P103 RNs under the protection of the “just cause” rules in the disciplinary system.
- Give 1021 RN union reps **working badges** that allow them into the buildings and into all departments so they can enforce your contract, inspect your working conditions, hear your concerns, and represent YOU better.
- Get a few hours paid release time for RN stewards each month to allow them to **enforce your contract**.
- Increase release time for **RN steward training** so your RN stewards can learn how to represent you better.

**Purple up every Wednesday until we win!**