



## **Citywide Bargaining Update**

### **What did the union propose on Feb. 28?**

The union made a series of proposals to improve recruitment and retention, address chronic understaffing, and our working conditions:

- Increase night shift differential, preceptor pay, bilingual pay, lead person pay, field training officer pay, and other premiums.
- Protect our jobs against AI.
- Improve and expand the union's right to ensure adequate mandatory and paid safety trainings to keep our members safe in light of the increased hazards of our jobs.
- Protect employees' right to use vacation time and improve cash out of accrued unused time.
- Fix internal inequities between similar job classifications like 2302 and 2303, between 2903 and 2908, between 2907 and 2909.
- Require the City not wait until the last second to extend a probationary period.
- Increase uniform allowances.
- Improve standby pay.
- Clean up overtime language to protect access to overtime pay for employees who work extra to meet staffing needs.
- End Z-class, so all employees can be paid overtime.
- Ensure that newly-hired employees get appropriate salary step placement based on their prior relevant experience without management favoritism and discrimination.
- Create a union seat on the Civil Service Commission.

### **Purple up every Wednesday!**



*Don't forget!* **Rock your union gear and/or purple every Wednesday** to show unity and strength until we win the contract we need and deserve!

**SEIU / 1021**  
SAN FRANCISCO



## Citywide Bargaining Update

### City management proposes ZERO RAISES until 2025.

We met with the City again on Wednesday, February 28. Both sides finished making proposals.

The City's wage proposal: ZERO RAISES UNTIL 2025.

## Yes, we DO have the right to strike!

Calling ALL City workers! The CA Public Employment Relations Board (PERB) ruled last summer that the SF City Charter's section prohibiting public sector strikes violates state law.

# STRIKE SCHOOL

What are our rights? How do we win? In case we have to strike, this event will be a deep dive into strike planning and an opportunity for you to get all of your questions answered. All City and County of San Francisco union members are welcome!



**Wednesday, March 13, 5:30pm**



**Location: Sydney Goldstein Theater**  
275 Hayes Street, San Francisco



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

Scan the QR code to RSVP!



[www.FixSFNow.org](http://www.FixSFNow.org)



#FixOurCity

**Join us Wed., March 13,**  
**at 5:30 p.m. at Sydney**  
**Goldstein Theater, 275**  
**Hayes St.,** for a deep dive  
into what it would mean  
for city workers to strike;  
who and how a strike  
would get decided; how  
we can prepare; and  
more.

### RSVP now!

Scan the QR code or go to  
[tinyurl.com/FixOurCityStrikeSchool](http://tinyurl.com/FixOurCityStrikeSchool)