



Citywide Bargaining Update #4

Negotiations drag on; SEIU files unfair labor practice charges against City

Bargaining with the City continues to inch forward with very little progress on our members' top priorities to improve jobs, recruit and retain workers, and improve services to our community. Here is some of what we are fighting for:

- **Limits on contracting out.** The amount of money the City spends on outside contractors is growing twice as fast as its spending on its own workforce. While they've left almost 4,000 permanent positions vacant, they can quickly approve new money for staffing agencies and nonprofit contractors, who pay half as much as the City to do the same work. For instance, while the mayor is talking about cutting the budget, the Department of Public Health just got approval for almost \$60 million more in temps and registry.
- **Market adjustments** for certain hard-to-fill classifications and **additional premium pay** for some important duties that are not adequately recognized.
- We have non-economic proposals to improve **fairness and access to opportunities** in our work in the areas of:
 - Expanded access to telecommuting.
 - Fairer access to acting/out-of-class assignments.
 - Greater rights to reassignments to other jobs in the same department and classification.
 - More access to alternative work schedules.
 - Fairer assignment of overtime.
- **City land for city workers:** A recent DHR report found that only 42% of city workers actually live in the city. Working people having to move further and further away because they can't afford to live in the city is making it harder for the City to recruit and retain workers. The cost of housing is rising faster than our wages can keep up. We made a proposal for the City to work with the union to identify interest among city workers in living in City-sponsored affordable housing -- which the school district has done -- to acquire existing multiunit buildings to rent to city workers at rents we can afford and to build housing affordable to city workers on City-owned land.
- **Health and safety trainings:** Because of what's happening across the City with mental health and addiction, many of our members are dealing with residents in crisis in ways we are not trained and equipped to handle. We proposed expanded safety trainings appropriate to the hazards we face.
- **Limits on the use of artificial intelligence (AI)** to replace our work.

SEIU 1021 has filed unfair practice charges with the CA Public Employment Relations Board (PERB) for making unilateral changes to working conditions through the mayor's Proposition F, which passed in the March 5 primary election, as well as other violations of labor law.

SEIU / 1021
SAN FRANCISCO



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SEIU 1021 members at HSA protested vacancies, Prop F on March 20



Members at San Francisco's Human Services Agency (HSA) protested short staffing in their department, which makes it impossible to implement a new law that requires them to screen welfare applicants for drug use before signing them up for county public assistance. Prop F, approved by San Francisco voters in March, requires HSA workers to screen applicants for County Adult Assistance Program (CAAP) benefits but provides no additional funding or staffing to an already overburdened workforce with staff vacancy rates as high as 40%.



Saturday, 4/6, 10am-12pm
IBEW Local 6 Union Hall
55 Fillmore St., SF

Ready to strike to
#FixOurCity!

Scan the QR code to sign the strike pledge to let the bargaining team know that if they ask you to vote to authorize a strike to get the best contract to fix our city, *you are ready.*



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!