



Citywide Bargaining Update

Negotiations open with management demands for cuts.

Your elected bargaining team met with City management for contract negotiations on Wed., February 14. Their Valentine's Day proposals were anything but sweet:

- Extend probation to a year (longer for part-time workers)
- Cuts to standby pay
- Would make it harder to get holiday pay (ineligible if on unpaid status the day before OR after rather than both)
- Takeaways on comp time cash-out
- Takeaways on "acting"/out-of-class pay
- Include no-strike language to take away your right to participate in a "sympathy strike," i.e., honoring another union's picket line

As for wage proposals? They want to offer you just **1-3% per year** based on the Consumer Price Index (CPI) AND **push back the effective date of raises to January** rather than July.

The time to fight is NOW!



Tues., Feb. 27, 12 p.m.

**Rally to Protect Public Services
49 S. Van Ness (gather in front on
Van Ness Ave. side)**

Calling ALL City and County workers! Years of contracting out and mismanagement have led to the budget deficit they project. **We have to join together to FIGHT BACK NOW**, before tech venture capitalist billionaires decimate the public services we provide.

Please join us! Even if it's your day off...we need to show **STRENGTH & SOLIDARITY!**

**Muni ads featuring SEIU 1021 members launching Feb. 19!
Keep an eye out!**



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This negotiation is different. Why?

1. **Bigger demands.** Our staffing has fallen dangerously below safe levels, in no small part because our compensation has fallen dangerously behind the labor market.
2. **Bigger fight.** The City is coming for us, locked and loaded. The 10% budget cuts across all departments is just the opener. We must fight for big improvements, and the employer will fight to impose big cuts. Will you be a spectator or fighter?
3. **Get ready to STRIKE.** *We must be prepared to strike to fight off cuts & make real gains.*

What are we fighting for?

We're asking for a lot because we need a lot. Here are some of the proposals we have put on the table:

- Improve telecommuting rights so more people have access
- Limits on contracting out
- City sponsorship or support for affordable housing for City workers
- Delete the no-strike clause
- Improve access to union reps
- Require timelines for investigations of discrimination complaints
- Improve access to out-of-class pay
- Just cause protections for temporary exempt employees
- Bring the City into compliance with new state meal break law for DPH
- Expand access to education leave
- Increase number of full-time employees at SF Public Library
- Work with us on improvements to fight climate change

Purple up every Wednesday!

Don't forget!

Wear your union gear and/or purple every Wednesday to show unity and strength until we win the contract we need and deserve!

