



SFMTA Service Critical Bargaining Update

Negotiations open with management demands for cuts.

Your elected bargaining team met with SFMTA management for contract negotiations on February 5, 13, and 27. Bargaining opened with management demands for cuts:

- Doubling the probationary period
- Cuts to standby pay
- Extending the time they can initiate discipline
- Increasing requirements for leads
- More procedural requirements to grievance and arbitration procedure
- Forced cash-out of comp time upon promotion/transfer
- Taking away your right to participate in a "sympathy strike," i.e., honoring another union's picket line (when an MOU is in effect)

As for wage proposals? They want to offer you **ZERO RAISE until 2025.**

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

Scan the QR code to RSVP!



www.FixSFNow.org



#FixOurCity

Yes, we DO have the right to strike!

Calling ALL City and SFMTA 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.

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 at
tinyurl.com/FixOurCityStrikeSchool



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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:

- Requiring a secondary station agent at stations with multiple booths
- Stronger language for the station agent shift bid
- Paid time off for traumatic events
- Get jury duty to count as time worked
- Add telecommuting rights
- Just cause protections for temporary exempt employees
- Limits on contracting out
- Delete the no-strike clause
- Updated station agent booths
- Clearer payroll statements
- Increased longevity premium
- Increase to comp time cap

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!

