



Citywide Bargaining Update #3

What's all this talk about striking?

You may have been hearing a lot of talk about a San Francisco city worker strike and wondering: What would make us decide to strike? Who decides? How long would the strike last? What do we stand to win or lose if we decide to strike? If we don't?

City administration has been committing numerous unfair labor practices -- violations of state labor law. As workers, we have the right to take legal and collective workplace action when our employer breaks the law. And there's no tool in the toolbox more powerful than withholding our labor -- striking.

It's a big decision to make, and you should have all the facts before making that decision. Join us for Strike School Wed., March 13, to get all your questions answered.

RSVP now!

Scan the QR code or go to
tinyurl.com/FixOurCityStrikeSchool



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

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. Dinner served with RSVP.



Citywide Bargaining Update #3

What's happening at the bargaining table?

We met for bargaining again on Wednesday, March 6. Through your bargaining surveys, worksite meetings, and elected bargaining team, our proposals seek to solve problems with chronic understaffing and contracting out, improve recruitment and retention, and limit favoritism and abuse by managers.

What we're fighting for:

- A **fair pay increase** that reduces wealth inequality in one of the richest cities in the world
- Expanded access to **remote work**.
- Fair access to acting pay assignments, lead pay, and DSW deployments.
- **Expanded health and safety training** appropriate to the hazards we face.
- **Limits on contracting out** city work to for-profit and non-profit entities, as well as using outside temp and registry personnel instead of filling vacant positions.
- Due process for discipline for TEX employees who are currently at-will.
- **Workforce housing**: Only 42% of City workers still live in SF. We proposed that the City work with us to buy existing buildings to be rented to City workers at rates we can afford.
- For the City to make a long-term investment in **education, workforce development** and **career ladders** for our members.
- **Full-time hours for library workers** who are stuck in involuntary part-time positions and are prevented from earning enough to survive.
- We proposed that the City work with the union on **addressing climate impacts** that affect our members. The City is already being affected by climate change: wildfires and related air quality issues, flooding, storm surges -- affecting our jobs. And it's getting worse by the year.
- **Closing loopholes** managers have found to avoid paying overtime, and improving differentials and premium pay.

The City responded by rejecting most of our proposals.

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!