



LOCAL 1021

SEIU

Stronger Together

Citywide Ratification Vote Meeting – Sept. 2026

Welcome Citywide!

Meeting Agenda

1. Overview of the Proposed 4-Year contract extension
2. Considerations made in supporting the proposed extension
3. Next Steps: Vote



San Francisco Labor Council Public Employee Committee (PEC) coalition

Note: Please save questions until the end so that everyone can hear the presentation and then proceed to vote if they're ready to vote.



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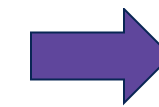
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Overview of the Proposed Citywide Contract Extension

The Proposed 4-Year Contract Extension

Included Changes	
Extend contract for 4 years	From 7/1/2027 to 6/30/2031
Wage increases	• 12% total wage increases over 4 years. • No wage deferrals (“offramps”)*
Protections for PCS workers from Layoffs for roughly three (3) fiscal years	For the remainder of the mayor’s first term, from now through June 30, 2029, “the City will not issue any layoff notices or lay off any Permanent Civil Service employees.”
No “takeaways” of what we’ve already gained.	1. Everything in our MOU remains protected—including healthcare rates 2. Anything that would expire at the end of our current MOU is also extended for 4 years



Wage Increase Schedule	
Date	Wage Increase
1/1/2028	1.00%
7/1/2028	2.00%
12/30/2028	1.00%
7/1/2029	2.00%
12/29/2029	1.00%
7/1/2030	2.00%
12/28/2030	1.00%
4/5/2031	2.00%

*No wage deferrals (“offramps”): this extension keeps the standard we set in our last MOU: raises cannot be cancelled due to a projected deficit.

How the Extension affects PCS, Cat. 18, TPV

Extension Change	Significance																																																
Protections from Layoffs for roughly three (3) fiscal years (now - June 30, 2029).	- Layoffs are considered “management rights”—normally cannot be bargained to be included in an MOU. This is an unprecedented offer. This would protect PCS employees from further layoffs, including mid-year layoffs, that we have experienced and fought against in the last two years.																																																
CAT 18 EMPLOYEE CONVERSION TO PERMANENT CIVIL SERVICE WILL CONTINUE. Extension of existing MOU Language would apply to our on-going Category 18 & Provisional employee process to review and convert to PCS positions	- This will provide expedited pathways for Cat. 18 employees to transition to permanent civil service (PCS) appointments. - Since 2022, CAT 18 converted 30 % to PCS. The process will continue with contract extension <table><tr><th colspan="8">SEIU Cat. 18 Employees Over Time</th></tr><tr><td colspan="8">Last updated 7/30/26</td></tr><tr><td></td><td>7/1/2022</td><td>7/1/2023</td><td>7/1/2024</td><td>7/1/2025</td><td>7/1/2026</td><td>Change #</td><td>Change %</td></tr><tr><td>SEIU Citywide Workforce</td><td>11,892</td><td>12,118</td><td>12,607</td><td>12,605</td><td>12,331</td><td>439</td><td>4%</td></tr><tr><td>Count of Cat 18s</td><td>1,267</td><td>1,273</td><td>1,280</td><td>1,124</td><td>889</td><td>-378</td><td>-30%</td></tr><tr><td>Percent of Cat 18s</td><td>10.7%</td><td>10.5%</td><td>10.2%</td><td>8.9%</td><td>7.2%</td><td></td><td></td></tr></table>	SEIU Cat. 18 Employees Over Time								Last updated 7/30/26									7/1/2022	7/1/2023	7/1/2024	7/1/2025	7/1/2026	Change #	Change %	SEIU Citywide Workforce	11,892	12,118	12,607	12,605	12,331	439	4%	Count of Cat 18s	1,267	1,273	1,280	1,124	889	-378	-30%	Percent of Cat 18s	10.7%	10.5%	10.2%	8.9%	7.2%		
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Comparison of the Proposed Wage Increases

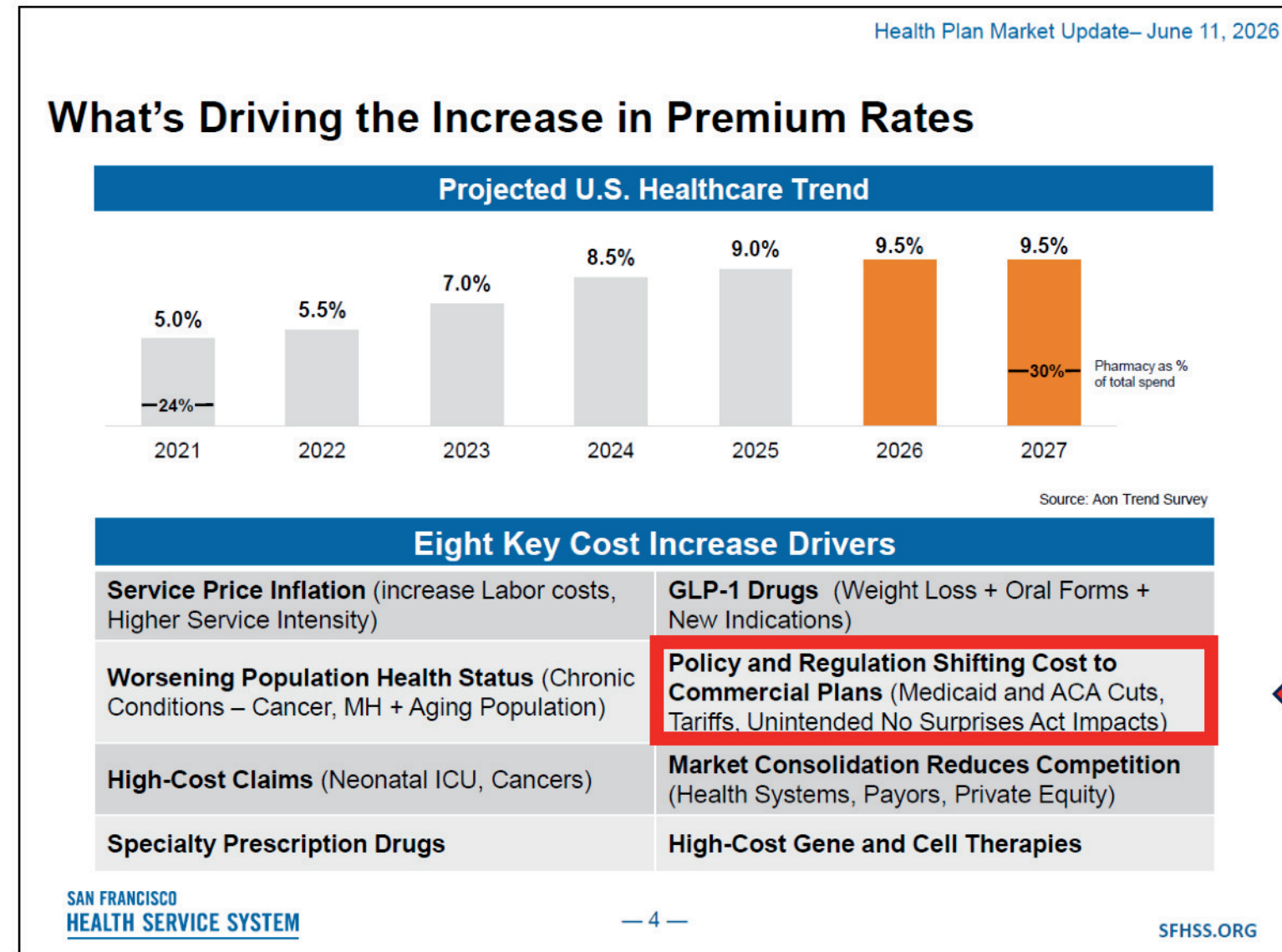
SEIU 1021 CITY WIDE WAGE SCHEDULE

SF POLICE/FIRE WAGE SCHEDULE

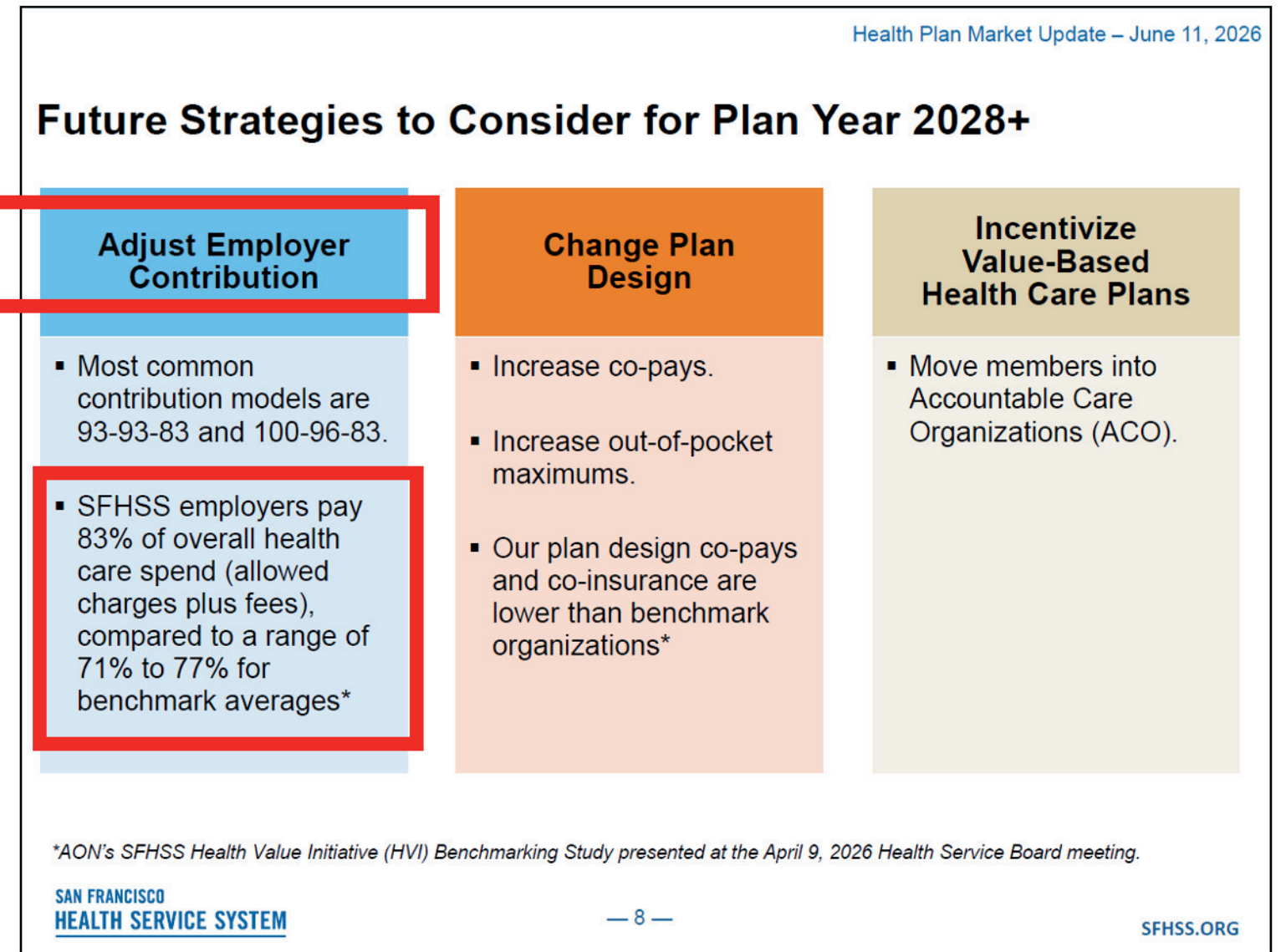
MOU Term	Date	Increase	Total		Term	Date	Increase	Total	Police/Fire
7/1/19 - 6/30/2022	7/1/2019	3.00%	3.00%		7/1/18 - 6/30/23	7/1/2019	3.00%	3.00%	0.00%
	12/28/2019	1.00%	4.00%			12/28/2019	-	3.00%	1.00%
	12/26/2020	3.00%	7.00%			12/26/2020	-	3.00%	4.00%
	6/30/2021	0.50%	7.50%			6/30/2021	-	3.00%	4.50%
	7/1/2021	3.00%	10.50%			7/1/2021	3.00%	6.00%	4.50%
	1/8/2022	0.50%	11.00%			1/8/2022	-	6.00%	5.00%
7/1/22 - 6/30/2024	7/1/2022	5.25%	16.25%		7/1/23 - 6/30/2026	7/1/2022	6.09%	12.09%	4.16%
	7/1/2023	2.50%	18.75%			7/1/2023	2.50%	14.59%	4.16%
	1/6/2024	2.25%	21.00%			1/6/2024	2.25%	16.84%	4.16%
Current MOU: 7/1/24 - 6/30/2026	7/1/2024	1.50%	22.50%			7/1/2024	-	16.84%	5.66%
	1/4/2025	1.50%	24.00%			1/4/2025	3.00%	19.84%	4.16%
	7/1/2025	2.01%	26.01%			7/1/2025	3.00%	22.84%	3.17%
	1/3/2026	1.50%	27.51%			1/3/2026	-	22.84%	4.67%
	6/30/2026	2.00%	29.51%			7/1/2026	2.00%	24.84%	4.67%
	1/2/2027	2.00%	31.51%			1/2/2027	1.00%	25.84%	5.67%
	6/30/2027	2.50%	34.01%			7/1/2027	2.00%	27.84%	6.17%
Proposed 4 Year Extension: 7/1/26 - 6/30/2031 12% Total over 4 Years	1/1/2028	1.00%	35.01%	←Higher	7/1/26 - 6/30/2030	1/1/2028	1.00%	28.84%	6.17%
	7/1/2028	2.00%	37.01%	←Higher		7/1/2028	2.00%	30.84%	6.17%
	12/30/2028	1.00%	38.01%	←Same→		12/30/2028	1.00%	31.84%	6.17%
	7/1/2029	2.00%	40.01%	←Same→		7/1/2029	2.00%	33.84%	6.17%
	12/29/2029	1.00%	41.01%	←Same→		12/29/2029	1.00%	34.84%	6.17%
	7/1/2030	2.00%	43.01%	←Same→		6/30/2030	2.00%	36.84%	6.17%
	12/28/2030	1.00%	44.01%						
	4/5/2031	2.00%	46.01%						

No Take-Aways: Healthcare Contribution Rates are Protected

From the Health Service System's June 2026 Report on Healthcare Plans:



HR1 Medicaid and ACA Cuts will be driving an increase in healthcare premium rates



They're considering copying others and paying less for healthcare (i.e. employees would pay more).

A 4-Year MOU Extension protects us from the City using bargaining to demand increases in employee healthcare contributions.



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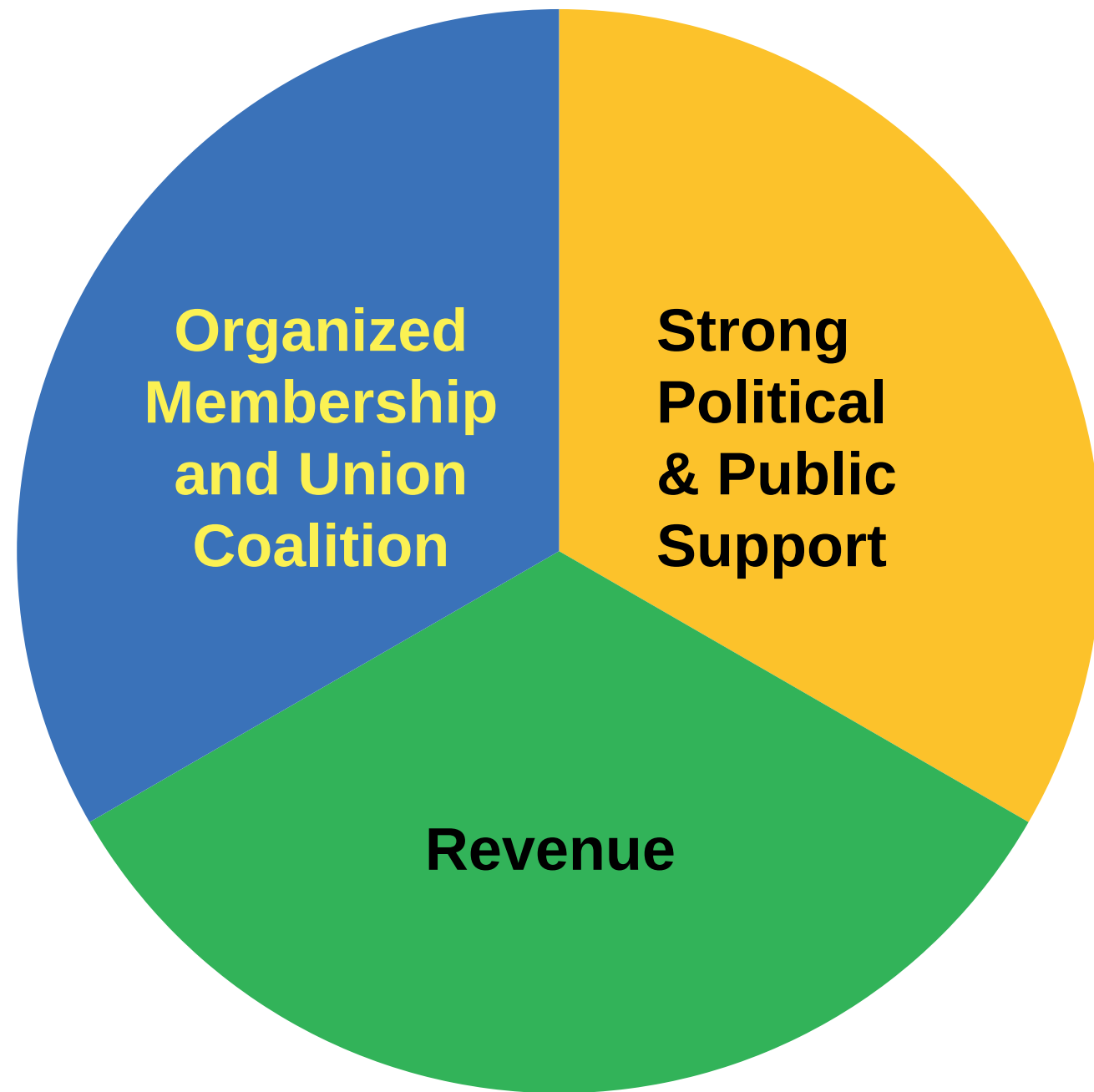
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Considerations Made in
Supporting the Proposed Extension

Bargaining Basics

Elements needed for a strong union contract:



The goal in every contract negotiation is achieve the best possible gains under whatever the circumstances may be, and to lose as little as possible.

- In bargaining, our union makes proposals to address the greatest good for our members, but what we propose does not mean it is achievable without taking into consideration: how strong our membership and union coalition is, how much political and public support we have, and how healthy the City's budget revenue is.
- **The City can also propose anything:** including to renegotiate sections of the contract where we've made gains, and push for takeaways/concessions such as increasing what employees pay for rising healthcare & pensions costs.
- Tentative agreements are made when there's a determination that a strong majority of members would likely vote to accept the agreement than carry out a prolonged strike.



Revenue: The City's 5-Year Financial Forecast

- Five-Year financial forecast predicts a 2-year GF deficit of \$643 million
- The deficit is projected to grow to almost \$1.1 billion by FY 29-30

DPH, HSA Projections for HR 1(Medicaid Cuts)

SFDPH

- SFDPH reimbursement cut est. \$315M in FY2027-28 increasing to \$400M when fully implemented by 2038
- Medi-Cal enrollment decrease due to expanded eligibility restrictions with corresponding Healthy San Francisco enrollment increase

SFHSA

- SFHSA projects revenue losses and workload impacts totaling as much as \$81M annually
- Between 25,000 and 50,000 San Franciscans are projected to lose Medi-Cal coverage and almost 21,000 could lose CalFresh benefits by end of 2027

MTA Deficit

MTA plans to ease its deficit with two ballot measures:

- Prop H: Parcel Tax to Fund Public Muni Operations
- Regional Measure: Connect Bay Area Transit Initiative

If these don't pass: MTA is proposing up to **2100** layoffs if both measures fail, **800** layoffs if one fails.

What happens if a majority votes “No” on this proposed extension?

What the Extension Included	What’s at risk by rejecting the extension and bargaining instead
12% Wage increases	We will be bargaining from scratch, with the City likely proposing 0% and refusing to agree to raises anywhere close to what Police and Fire got.
Protections from Layoffs for roughly three (3) fiscal years	Layoffs legally fall under “management’s rights” and not even a strike can legally compel the City to agree to give up this right. Any new MOU achieved, even with a strike, would not be able to secure these protections. The mayor would be free to issue layoffs at any time.
No “takeaways” of what we’ve already gained.	Just as we can reopen any part of our MOU to improve it, the City can propose to re-open any part of our MOU to take away what we have, including demanding employees pay more into their healthcare & pensions.

Voting Process: Election Buddy

Update your info with the MRC at 1- 877-687-1021!



Election Buddy **BALLOT**

Ratification Vote – September 2026

YES, I vote to ratify the contract extension.

NO, I vote to reject the contract extension.

Voting Process:

Voting Announcement Period:
Thursday, 9/10 through Wednesday, 9/16

Voting Opens: Thursday, 9/17 at 8:00 AM
Voting Closes: Wednesday, 9/23 at 5:00 PM

We'll be conducting our vote via ElectionBuddy.

ElectionBuddy uses our list of eligible voters to issue ballots by email and text message so that members can vote from their computer or phone. In order to guarantee that you receive your electronic ballot, it's important to make sure that your contact information is up to date. To update your contact information, contact the Member Resource Center Monday through Friday from 8 a.m. to 6 p.m. at 1- 877-687-1021.



Your Citywide Bargaining Team Recommends A YES vote!

“



H.R. 1 has enacted the largest spending cuts in U.S. history. To weather the storm and be real at the same time we have this TA that guarantees layoff protections and wage increases. There is nothing here that stops us from fighting the bosses, rallying, or marching. But it ensures that our members will not be laid off for at least three fiscal years.

SEIU 1021 President Theresa Rutherford

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“

Everyone was thinking of the bigger picture. This gives us stability knowing we will have guaranteed raises without any off ramps and we'll get a supercharged LMC to still be able to address issues at an expedited and escalated level with the mayor.

SEIU 1021 Region D Vice President Kristin Hardy



“



The highest priority was to make sure people can keep their jobs after a stressful situation of others who were released, so we have to make sure people keep their jobs.”

SF Public Library circulation supervisor Nzugu Kitenge

”

Your Citywide Bargaining Team Recommends A YES vote!

“

We need to lock in the layoff protections and I feel like the wage number is a good number we wouldn't have been able to get that in bargaining and I feel like the layoff protection is something we wouldn't be able to get under other circumstances.

HSA Eligibility Worker Jesse Stanton



“



I voted yes and most did because we are concerned about our coworkers though some of us are in classifications that are not being laid off, we have to stand up for everyone.

SFGH Chief Clerk Brenda Barros

“

The majority voted yes because I think the number one reason is the more people who continue to work and serve our city the better our city is represented. This gives the union time to plan and prepare and make sure we continue staffing our city.

911 dispatch supervisor Valerie Tucker



Your Citywide Bargaining Team Recommends A YES vote!

A closed contract has never stopped us from fighting for our members and our community!



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