

- 14) City proposed allowing Management to impose new hours, schedules, and shift bids on employees, but was forced to withdraw.
- 15) City proposed forcing Emergency Dispatchers to work 12-hour shifts, but had to withdraw and meet and confer with Union over proposed changes.

human resources, not more than once every two years.

- 4) Lead Premium Pay: While the daily lead premium pay went from \$5 to \$10, employees now must lead three or more people in a team. The current rule says a person must lead two or more people in a team to qualify for lead premium pay.
- 5) Grievances Procedure: Grievances will need more details in the description.
- 6) Training: \$2500 was deleted from each: Office of Citizen Complaints Investigator (8124), Rent Board Citizens Complaint Officer (2975), Victim/Witness Investigators I - III (8129, 8131, 8133). However, the funds went to the 20/20 Work Study Program to allow an employee to work half-time while going to school and get paid full time. The fund is now \$200,000 per year for the work study program.

WHAT THE CITY GAINED

- 1) A reasonable accommodation decision can be appealed to the HR Director or through the grievance procedure. Employee must elect one remedy.
- 2) Reassignment grievances may be initiated on the second step, currently it's the third step.
- 3) Bilingual Pay: Employees who interpret and/or translate as part of their work shall have their positions designated as bilingual, and will receive a \$60 bilingual premium pay. Employees must be certified by passing a language proficiency exam administered by

2019 SF CITYWIDE RATIFICATION PLAN AND TIME LINE

CITYWIDE RATIFICATION NOTICE OF VOTING PERIOD:

Friday, May 10 - Friday, May 17 (After May 10 at 5PM, your chapter voting schedule will be available at www.SFFIGHT.org, and will be posted at the union bulletin board at your work site.)

RATIFICATION VOTE PERIOD:

- Voting to begin on Monday, May 20 to and including Friday, May 31
- No voting on Memorial Day, Monday, May 27, voting begins again on Tuesday May 28
- Last day of voting is on Friday, May 31 at 5PM

RATIFICATION VOTE COUNT:

Friday, May 31 – 5:30 PM at SF Union Hall, 350 RHODE ISLAND #100, SOUTH.

FOR MORE INFORMATION CONTACT YOUR BARGAINING TEAM MEMBER, FIELD REPRESENTATIVE, OR CALL THE MRC: 1-877-687-1021.

**ONLY MEMBERS CAN VOTE. NOT A MEMBER?
YOU CAN JOIN THE UNION, AND VOTE AT ANY VOTING LOCATION.**

Any disputes will be handled by the Election Committee – Theresa Rutherford, Sara Conrad and Nicol Cuda.



THE NEWS SOURCE FOR THE SEIU 1021 SAN FRANCISCO CITYWIDE CONTRACT CAMPAIGN

The SF Citywide Bargaining Team Has Reached A Tentative Agreement (TA) With The City & County of SF
The bargaining team recommends a YES vote on this Tentative Agreement.
Attend a TA contract informational meeting near you and vote.

We have reached a Tentative Agreement with the City and County of San Francisco. Our campaign for a fair contract resulted in the highest raises in the last 15 years. **The bargaining team recommends a YES vote on this Tentative Agreement.**

During negotiations, we pressured The City to invest in its employees, and the services we provide for our communities. We were clear that our wages must keep up with the cost of living in the SF Bay Area, and we won!

Our bargaining power was amplified when we united with workers from other city unions to make this tentative agreement a reality. We fought for a fair contract for our members at the negotiations table and we remained united in the streets. We risked arrest together in front of City Hall to spotlight inequality in tax policies that are benefiting SF's billion dollar companies, while hurting San Francisco Public Services.

In the end, we won on our bargaining priorities:

- Win A Fair Wage Increase
- Health and Safety Improvements
- Address Pay Inequity
- Address the Legacy of Deskillling of PCAs/ CNAs
- Better Pathway to Career Advancement
- Improve Work Rules
- Workload and Caseload Issues
- Staffing
- Addressing Racism Across Hiring, Promotions and Disciplines



WHAT WE WON DURING NEGOTIATIONS

- 1) 11% wage increase over three years. This is the highest wage increase in the last 15 years. The City started at 7.5%, and remained there until the final deadline to submit LBFOs was at 8.5%.

WAGES: The largest gain in wages in over a decade: 4%, 3.5%, 3.5%:

- **YEAR 1:** 3.0% effective July 1, 2019, 1.0% effective December 28, 2019
- **YEAR 2*:** 3.0% effective July 1, 2020, 0.5% effective December 26, 2020
- **YEAR 3*:** 3.0% effective July 1, 2021, 0.5% effective January 8, 2022

*Years 2 and 3 have timing triggers, which state that if the City faces a \$200 million or more deficit, our base wage adjustments would be delayed by approximately six months.

- 2) **Pay equity restored to PCAs.** PCAs now have steps added to the top of their wage scale, making it 10 steps, which will bring them to the level with CNAs. On July 1, 2019, PCAs with two or more years of service automatically move up two steps.
- 3) 10.8% equity adjustment for Crossing Guards

effective July 1, 2019. City failed to respond until the last day prior to mediation, and started by offering only half the final amount agreed.

- 4) New Step 6 to salary schedule for Graphic Artists (5322) doing forensic work effective July 1, 2019.
- 5) 5% equity adjustments effective July 1, 2020 for Park Rangers (8208), Head Park Rangers (8210), and Sheriff Cadets (8300).
- 6) 5% premium for pressure washers certified by DPH, effective July 1 2019
- 7) 3% equity adjustment for Supervising Building Control Officers (8211). Increase for all steps effective July 1, 2019
- 8) Additional steps added to top of salary schedule for Radiology Technicians.
- 9) Lead Pay doubled to \$10.00 per day, provided at least three employees are working together.
- 10) Bilingual Pay raised to \$60.00 per pay period for all, a 50% increase for those using another language less than 40 hours per pay period.
- 11) \$200,000 per year added to 20/20 Work Study Program to allow workers to attend school half-time while working, and to receive full pay.

12) Tuition reimbursement raised to \$1,000 per person, and expanded to include professional memberships, licensure, journal subscriptions, and more.

- 13) Increased uniform allowance and more frequent replacements for many classifications.
- 14) Regular and known start times for variable shift employees in the Department of Public Health, as ordered by Interest Arbitration Panel.
- 15) New training on interacting with persons with mental health issues and developmental disabilities for all workers who interact with public. Also, newly guaranteed trainings for supervisory classifications.
- 16) New joint labor-management committee to investigate and eliminate discrimination and racism in the workplace, as well as additional training to eliminate hiring bias and harassment.
- 17) New joint-labor management committee to monitor use of Category 18 workers and ensure compliance with Civil Service Rules.
- 18) Increased eligibility for Paid OT for Protective Services Workers and Comprehensive Crisis Services Clinicians.
- 19) More fairness in discipline, now Skelly

Officers must be from a different department.

- 20) New right to functioning HVAC, heating, and cooling systems indoors. Right to access City's counseling services during work time for victims of on-the-job assault.
- 21) Museum Guards and Admission Attendants restored to 40 hour workweek schedule.
- 22) Guaranteed Union participation in implementing EPIC and LEAN in Department of Public Health.
- 23) Guaranteed minimum staffing for Licensed Vocation Nurses working in the jails.

CONCESSIONS WE FOUGHT OFF

- 1) City proposed eliminating guarantee of no furloughs, but was forced to withdraw during interest arbitration.
- 2) City proposed depriving workers of right to honor picket lines, but Arbitration Panel rejected.
- 3) City proposed placing caps on Comp Time, but was forced to withdraw during interest arbitration.
- 4) City proposed deleting all language on Reasonable Accommodation from the Contract, but was forced to withdraw.

- 5) City proposed taking away the right to file grievances over written warnings, but was forced to withdraw in mediation.
- 6) City proposed measuring probationary periods in hours, rather than months, but was forced to withdraw.
- 7) City proposed cutting notice of layoffs to 30 days from 60 days, and cutting severance pay in half. City was forced to withdraw both proposals.
- 8) City proposed cutting On-Call Pay from 25% to 10%. City was forced to withdraw.
- 9) City proposed cutting premium pay for Child Protective Services worker, but was forced to withdraw proposal.
- 10) City proposed reducing reassignment rights, but was forced to withdraw and agree to post reassignment opportunities electronically.
- 11) City proposed forcing workers on medical leaves to use accruals, but was forced to withdraw.
- 12) City proposed cutting required rest periods after mandatory overtime, but was forced to withdraw.
- 13) City proposed that employees pay more for dental insurance.

WHAT IT TOOK TO WIN:

Thousands of SEIU 1021 Members stood up to fight for a fair contract and to disrupt inequality. Below is the time line of our marches, rallies and events publicized around SF.



Feb. 21: We Flooded City Hall to Disrupt Inequality



March 7: We Fought Discrimination & Harassment at DHR



April 11: We Marched to Uber HQ & City Hall to Spotlight Inequality



April 17: We Attended Strike School to Learn Our Striking Rights



April 25: We Fought for Patient Care at SF's Public Hospitals & Clinics