

2019 SFMTA SERVICE CRITICAL RATIFICATION PLAN AND TIME LINE

SFMTA RATIFICATION NOTICE OF VOTING PERIOD:

Tuesday, May 28 - Friday, June 7

(After May 28 at 5 PM, 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, June 10 to and including Friday, June 14
- Last day of voting is on Friday, June 14 from 6 am - 10 am at Flynn Division

RATIFICATION VOTE COUNT:

Friday, June 14 – 12:00 PM at the San Francisco Union Hall, 350 RHODE ISLAND #100, SOUTH.

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



**ONLY MEMBERS CAN VOTE. NOT A MEMBER?
COMPLETE THE MEMBERSHIP AT
WWW.SEIU1021.ORG/MEMBERSHIPFORM
YOU CAN ALSO COMPLETE THE FORM AT ANY
VOTING LOCATION.**



May 2: We rallied and spoke out about the alarming rate of assaults against SFMTA workers and the need for SFMTA management to address problems that put rider and worker safety at risk.

STANDUP FIGHTBACK

THE NEWS SOURCE FOR SEIU 1021'S SFMTA SERVICE CRITICAL MEMBERS

The SFMTA Service Critical Bargaining Team Has Reached a Tentative Agreement (TA) With SFMTA

The bargaining team recommends a YES vote on this Tentative Agreement.

We have reached a Tentative Agreement with the SFMTA. 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 SFMTA to invest in its employees, and the services we provide for our communities.

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 achieved our bargaining priorities:

- Wage Increases
- Health and Safety Improvements
- Address pay inequity
- Improve Work Rules such as shift bids, etc.
- Addressing Racism Across Hiring, Promotions and Disciplines
- Transit pass for dependents
- Improvements on premiums
- Establishment of an Assault and Harm Reduction Committee

WHAT WE WON DURING NEGOTIATIONS

- 1) 11% wage increase over three years. This is the highest wage increase in the last 15 years, despite SFMTA's starting offer of 7.5%

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.

More info inside >>>

- 2) 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.
- 3) Increased uniform allowance and more frequent replacements for many classifications.
- 4) Shift bidding procedures memorialized in the MOU for Enforcement and Citations and Permits Divisions.
- 5) Increase in fixed post premium from 5% to 7.5%.
- 6) Longevity pay increased from .30 cents per hour to .40 cents per hour, effective July 1, 2020.
- 7) 9131 Station Agents to receive transit passes for spouses and legally dependent children under nineteen years of age who live with the station agent.
- 8) Memorialization of language into the MOU for bargaining team membership to include 10 members representing each unit/division.
- 9) Additional clarification to guide membership on Jury Duty Summons process and jury duty pay procedure.

- 10) Additional class series 9117 Principal fare collections receiver added to Uniform and equipment language as well as added provisions to clarify uniform ordering procedures for 8214's and 8216's.
- 11) Renewed supplemental agreements for Revenue Division covering 9110 & 9116 on various division specific subjects of terms and conditions of employment.
- 12) Parking Control Officer and Station Agent trainer premium pay doubled from \$3 to \$6.
- 13) New expert PCO premium pay of 50 cents per hour for PCOs that meet conditions in the MOU and have at least 10 years of experience in the class series.
- 14) Establishment of assault & harm reduction committee setting a minimum for the number of meetings per year to be guaranteed for the purposes of addressing SFMTA Service Critical worker's assault prevention and harm reduction on the job.
- 15) Agreement to replace gender specific language with gender neutral language.

- 16) Improved anti-discrimination language that tracks relevant California and Federal law.
- 17) Implementation of Mayor's Executive Directive 18-02, establishing a Committee on Diversity, Fairness and Inclusion as well as set standards for supervisor training on the subjects such as implicit bias, fairness in hiring and sexual harassment prevention. This also establishes the availability of viewing reports from DHR on subjects of discipline, probationary releases and performance improvement plans.

- 5) SFMTA proposed forcing workers on medical leaves to use accruals, but they lost this in arbitration.
- 6) SFMTA was forced to withdraw its proposal that employees pay more for dental insurance.
- 7) SFMTA proposed allowing management to impose new hours, schedules, and shift bids on employees, but they were forced to withdraw this proposal.

CONCESSIONS WE FOUGHT OFF

- 1) SFMTA withdrew their proposal depriving workers of their right to honor picket lines
- 2) SFMTA proposed placing caps on comp time, which they withdrew.
- 3) SFMTA proposed deleting all language on Reasonable Accommodation from the contract, which they were forced to withdraw.
- 4) SFMTA proposed cutting severance pay in half, which the arbitrator ruled against.

WHAT SFMTA GAINED

- 1) A reasonable accommodation decision can be appealed to the HR Director or through the grievance procedure. Employee must elect remedy.
- 2) 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 human resources, not more than once every two years.

Thousands of SEIU 1021 Members stood up to fight for a fair contract and to disrupt inequality. Below are highlights from actions we had throughout the city to show that we wouldn't settle for anything less than a fair contract.

WHAT IT TOOK TO WIN



Feb. 21: We Flooded City Hall to Disrupt Inequality & Kick Off Bargaining



March 7: We Spoke Out Against Discrimination & Harassment at DHR



April 11: We Marched to Uber HQ to demand they pay their fair share in taxes & participated in civil disobedience in front of City Hall to spotlight growing inequality in our city



April 17: We Attended Strike School to Learn About Our Right to Strike if Necessary