



# CCSF TENTATIVE EXTENSION AGREEMENT



*Every Vote Counts!*

In January, Local 21 and 32 other city unions reached historic Tentative Extension Agreements (TEA) with the City of San Francisco. Local 21's TEA came after multiple discussions with the Local 21 San Francisco Council, the member leadership body for San Francisco members.

In this era of uncertainty about the impact the new administration will have on local budgets and public services, Local 21 member leaders are joining with other union members across the city in recommending a **YES** vote on a smart and fair contract extension.

## **HERE ARE THE TERMS OF THE 2 YEAR CCSF TENTATIVE EXTENSION AGREEMENT:**

- ✓ 3% salary increase effective 7/1/17
- ✓ 3% salary increase effective 7/1/18 unless the City's 2018 March Joint Report shows a projected budget deficit of more than \$200 million, in which case the 3% increase will take place 6 months later, on 1/1/19 instead.
- ✓ The City has also agreed to eliminate pay increase rounding (the City has been rounding pay increases to the nearest salary grade, resulting in some employees losing money). Now, employees will get the full amount of the raise without rounding. The City also made a commitment to address other contract issues at our Union/City Relations Committee (UCRC).

## **What is a Tentative Extension Agreement?**

A Tentative Extension Agreement extends the current contract between CCSF and Local 21. It retains all of its protections while making only a few changes, the most important of which is securing wage increases.

It needs to be voted on by the members (and approved by the SF Board of Supervisors) before it can take effect.

In exchange for not going to full bargaining over a list of issues and avoiding the normally complex and exhaustive bargaining process, CCSF agrees to lock in wage increases without union members having to fight off their concessionary proposals in bargaining.

## Your Bargaining Committee Recommends a YES Vote.

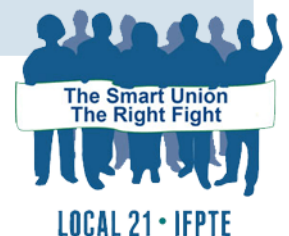
Your Bargaining Committee Recommends a YES Vote. Before the vote on whether to recommend the deal, member leaders from all over the city were assigned to talk with members in their chapters. Council members reported back that member support for the terms of the Agreement was overwhelmingly favorable. The SF Council had multiple discussions about the pros and cons of a potential deal, and the biggest reasons they voted to support a TEA are below.

### What are the biggest reasons to support the Tentative Extension Agreement?

- ✓ **It's smart to lock in some salary stability in these uncertain times.** The current political forecast and the potential cuts to federal and state funding were a major consideration for members. Budget cuts that are expected to flow from denial of federal funds based on San Francisco's commitment to being a sanctuary city, as well as the looming threat to the ACA, will hit the city heavily. Having a 2 year deal locked in for this uncertain period of time is a smart move that will allow Local 21 to focus on working with the City to defend public services instead of being locked on opposite sides across a bargaining table.
- ✓ **Members think it is fair.** Member data from the bargaining survey indicated a majority support for salary increases in this range.
- ✓ **The increases keep up with the cost of living.** Keeping pace with the cost of living is a priority, and the CPI shows a cost of living increase of 3% for 2016, exactly the same as the increase scheduled in the TEA.

### What would happen if the members vote down the Tentative Extension Agreement?

32 other unions have the same TEA, so we'd likely be out on a limb by ourselves. Local 21 would enter full bargaining with the City, and if we were unable to come to an agreement, an Arbitrator would step in and choose between the final offer from the City and the final offer from Local 21. Given the climate of economic uncertainty, this would be a very risky situation and could well result in an arbitrator picking an offer that has lower raises than the Tentative Extension Agreement has.



## Reaching an Extension Agreement with the City isn't just smart, it frees us up to engage in a bigger fight.

Agreeing to a fair contract extension instead of being locked into a contentious battle with management means more than short-term security. It means that we can work on issues that could have disastrous long-term effects on our jobs, our public services, and our communities.

L21 has a mandate to advocate for member's jobs. But public services and labor rights do not exist in a vacuum, unrelated to other issues. Rather, public services and worker's rights are woven into the very fabric of our communities. Attacks on healthcare, immigrants, women, people of color, LGBTQIA folks, religious and ethnic minorities, etc. are intimately tied to the current debate over what public services should be offered and who they should be offered to.

In the coming weeks and months Local 21 will be developing programs to coordinate union members' activism on these issues. If you want to be a part of this initiative, send us an email at [resist@ifpte21.org](mailto:resist@ifpte21.org).

## What about other issues I wanted to see addressed in bargaining?

In exchange for a 2-year deal with guaranteed raises, there are no other issues that will be bargained over. There are some top issues that CCSF has agreed to work with Local 21 on at our Union/City Relations Committee (UCRC), but there are no guarantees.

Member action is always the best way to address problems in the workplace, and that isn't limited to when we are bargaining. If there are issues that members want to work on, organizing support and a strategy for how to apply pressure through unity is the key. Members can start by attending chapter meetings and speaking about issues that they want to organize around.



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