

RESPECT US - PROTECT US - PAY US!

SEIU 521 **PROTECT ALL WORKERS**

Lets Stand Together for a Better City of Palo Alto

MARK YOUR CALENDARS. Our first scheduled Bargaining Date with the City of Palo Alto Management is **Tuesday, September 3, 2024.** Before we head into negotiations, we want to be sure we are prioritizing what the majority of our co-workers will stand united and mobilize around. And your voice is important in this process.

Sign On to Our 2024 Bargaining Principles Today!

Your voice matters! As we prepare for our upcoming negotiations with Management, it's crucial that we stand united. By signing onto our Bargaining Principles, you are committing to a stronger contract for all of us.

What are Bargaining Principles?

Bargaining Principles are our core values and priorities for this round of negotiations. They reflect what you and your co-workers set as the priorities and makes sure our demands are clear and focused on improving the lives of workers, their families, and the communities we serve.

OUR CORE BARGAINING PRINCIPLES

1. RESPECT, DIGNITY & LIVABLE WAGES

- All workers are entitled to a wage that ensures a dignified standard of living, and that reflects the true cost of living in the City of Palo Alto.
- Many workers cannot afford to live in the city where they work. We are calling on the City of Palo Alto to provide additional benefits for those who have long commute times to address the wage inequity that exists.
- All workers should be able to afford housing, healthcare, food, and other basic needs for themselves and their families; We are calling on the City of Palo Alto to not just meet the minimum needs of workers but invest and promote economic security so that all workers can afford to live where they work.
- Creating a more just and equitable remote work policy to improve workplace productivity, efficiency, and morale where possible without impacting quality access to services.

2. INVESTMENT IN ADEQUATE STAFFING TO RECRUIT AND RETAIN A HIGHLY QUALIFIED WORKFORCE

- The City of Palo Alto should prioritize the retention of highly qualified employees by fostering a supported and growth minded work environment, where employees have opportunities for professional growth throughout their career.
- We are calling on the City of Palo Alto to be an employer of choice and not just a training ground for employees who leave for higher paying jobs with better benefits.
- Respecting the experience of workers that have been with the city for years is of value to our community. The City of Palo Alto should recognize this experience by providing certification and differential pays that acknowledge the skills workers are obtaining to improve services our community relies on.

3. ADDRESS CRITICAL VACANCIES THAT LIMIT OUR ABILITY TO PROVIDE QUALITY PUBLIC SERVICES

- Short Staffing has led to increased workloads and missed project deadlines that workers are being penalized for.
- While demand for services has increased over the past two years, new positions have not been added, and existing vacancies are not filled in departments across the city putting additional duties and responsibilities on existing staff.
- Workers are being asked to do more with less and salaries need to be realigned in certain classifications to address the increased workload.
- The City needs to develop equitable hiring practices that recognize experience, streamline the testing and interview process, and provide more promotional opportunities from within.

4. QUALITY AFFORDABLE HEALTHCARE

- Every worker deserves access to comprehensive, high-quality healthcare that is affordable and sustainable for themselves and their families.
- The City should work with the union to address the rising cost of healthcare in a way that does not just pass the premium costs onto the employees; By working together we can be innovative and bring forward cost savings solutions that work for both sides.



Sign On Today! Add your name to the list of hundreds of Palo Alto Workers who support these bargaining principles and are ready to unite and fight for a fair contract.

Remember, Our Strength is in Our Unity!

Together we can achieve a contract that reflects our values and meets our needs. Don't wait-sign onto our Bargaining Principles Today and Take a Stand for a Better Future!

Not a member? Sign up here:
www.seiu521.org/membership



