



# SEIU 521 CITY OF SANTA CRUZ BARGAINING PRINCIPLES

City of Santa Cruz workers are the backbone of our city, protecting the safety and integrity of our community and our infrastructure, which suffer from neglect, tragedy, and disrepair. Turnover and lack of investment impede our ability to serve the public. From the erosion of West Cliff Drive to the collapse at the Wharf, it's clear: **The City of Santa Cruz must prioritize and invest in the workforce that keeps Santa Cruz running.**

Our community is proud of its public services: community centers support our families, libraries are hubs for learning and disaster aid, Wastewater/water plants protect the health and safety of our watershed. **These public services are indispensable to our community and MUST be protected against neglect and disaster.**

In 2022, our union went on strike, fighting countless unfair labor practices to ensure the City invested in its public services. Today, we build on our progress, despite being severely undercompensated compared to similar public agencies.

Santa Cruz will face worsening weather and natural disasters threatening our vital infrastructure. We must be preemptive and invest in the people who protect the infrastructure of our City. We must **REBUILD** what we've lost and **RESTORE** Santa Cruz's public sector.

## OUR 2025 BARGAINING PRINCIPLES

**ADDRESS** turnover in **ALL DEPARTMENTS** through market rate pay.

**PROVIDE** cost-of-living adjustments so workers **CAN AFFORD** to live where they work.

**NO TAKEAWAYS** to healthcare or other benefits **TO PROTECT** workers' quality of life.

**COMPETE** with agencies over the hill by paying a **LIVING WAGE**, allowing more workers **TIME** to engage in our City of Santa Cruz community.

**INVEST** in the long-serving staff whose expertise and skills **FUEL** City services.

**ENSURE** a starting wage new workers to **SURVIVE** the area's high cost-of-living.

**EXPAND** retirement protections to **RETAIN** workers in Santa Cruz.

**REIN IN** the use of cheap labor to **ENSURE** work is performed by trained City staff.



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