



# Fighting for the Schools Our Students Deserve

## March 13 Bargaining Update

### Overview

Our 70-member big bargaining team finished our first negotiation session with SFUSD late last night! During our session first session, a few really important things happened.

We intentionally did not agree to any ground rules limiting what information we could share with our members and the public during the bargaining process. UESF leadership and our entire bargaining team are committed to a transparent process. A process that allows our membership, students, families, and the public to participate in winning a contract that meets the needs of our entire school community.

We are still negotiating what ground rules will be agreed to, but we are committed to not bargaining in secret. We intend to release a summary and the full text of the proposals discussed in each bargaining session. We will not agree to rules prohibiting us from having an open process where everyone can follow along and participate.

### Key Message

This cycle our bargaining approach focuses on issues instead of contract articles. We are doing this because our lives are impacted by issues *not* articles. The District's discomfort with this approach shows that they are out of touch with our lived experience. Our proposals are SOLUTIONS to the district's ongoing problems and should be received as such.

### Timeline

Opening Bargaining Meeting	<a href="#">General Assembly</a>	Next Bargaining Meeting
March 13 from 5-8 pm	March 15 from 5-7:30 pm	March 20 from 5-8 pm

# Proposals

Introduced By UESF	
Remuneration for EmpowerSF mismanagement	The <a href="#">first proposal</a> we shared addresses the ongoing EMPower fiasco. We proposed that all members impacted by pay, benefit, and leave mistakes receive paid release time to remedy errors. Educators should not have to continue using unpaid sick leave or personal days to correct employer-created payroll errors.
Site Nurses and Social Workers	The <a href="#">second proposal</a> we shared addresses role protections for School Nurses and Social Workers. SFUSD misuses School District Nurses and School Social Workers for duties unrelated to their credentials and skills. This proposal will help remedy these issues while leading to a higher standard of student care, better student health outcomes, and retention of nurses and social workers.

## Next Steps

You can expect a video report from us posted on our socials after every bargaining session. We also intend to share a written report with links to the summaries and proposals the day after each session.

As bargaining continues, we will also have action steps to take together when movement stalls at the table. If you are not signed up to receive our email newsletter, [you can use this link to sign up!](#) All updates will be shared on social media, emailed, and posted [under our website's "bargaining updates" section](#). Our next session is scheduled for Monday, March 20, from 5-8 pm. So stay tuned for updates, and let's all work together to win the schools our students deserve!

During the week of March 20-24, [20 different sites across the district will host informational pickets](#) to connect with parents and community members about why this contract fight is important and how we can take action together to win the schools our students deserve. Even if your school isn't hosting an informational picket, we encourage you to join any of the 20 pickets happening across all five regions!

## For More Information

Talk to your union building representative or to your site's bargaining team member.

Or email [Organizing@uesf.org](mailto:Organizing@uesf.org) or [ask-uesf@uesf.org](mailto:ask-uesf@uesf.org)





## Fighting for the Schools Our Students Deserve UESF 2023 Platform

We are ready to fight for the RESPECT all students & educators deserve.  
We are ready to fight to ensure that our students and educators are learning and working in the conditions we all deserve.

### Raises

Well-compensated educators can focus on the education our students deserve. We need raises—one job should be enough! Paraeducators deserve a livable wage that reflects their critical contribution to student learning.

### Improved Working Conditions

Student learning conditions are best achieved through sustainable educator working conditions. We need increased preparation time, paraeducator collaboration time, lower class sizes and manageable caseloads for special education educators.

### Student Supports

Our students and communities deserve schools that provide for their health and well being—and that of educators too! We need funding and staffing for the programs that provide necessary supports for all students.

### Fully Staffed Schools

Our students deserve fully-staffed, community schools. We need to win measures that attract and retain educators.

### Protections

The EMPOWER disaster revealed the dangers of poor SFUSD management decisions. We need contract language that protects us from the impacts of poor management decisions and provides ways to resolve the issues.



# Together We Win!