



**Fighting for the Schools
Our Students Deserve**

May 1 Bargaining Report

Overview

Success! We have reached TWO tentative agreements! You can see the final proposals below. This level of collaboration is necessary to finish bargaining before the school year ends.

UESF and the District have agreed on our Quarantine Leave and Life Transitions proposals. On Monday, May 1, we came to the agreement that employees should be allowed paid leave if they miss work due to required isolation or quarantine based on a government order. We also agreed that members have the right to change their name to reflect their true selves, except where legally mandated, and that any training discussing harassment or discrimination must also discuss gender identity.

UESF shared a counter proposal on Emergency Class Coverage ensuring that those members who perform coverage are compensated. Our proposal also states that the site plan for Emergency Class Coverage will look different for elementary compared to secondary sites.

This is our sixth week of bargaining, and we have had seven bargaining sessions. We are chipping away at our end goal, and UESF is closely monitoring every response by the District to ensure they are taking our demands seriously. Hearing that the District plans to return eight counter proposals to us next week is a positive development. The District is expecting to counter our Economic Package on May 15. We need to set aside more time to reach an agreement by the end of the school year. The District has proposed one additional possible date, and we are working on ways to make it happen.

UESF continues to show, not only through words but through action, that we are committed to this critical process. We have over 50 schools hosting a picket from May 1-5. We encourage you to join the one nearest you to show the District that we are united for the schools our students deserve!

Proposals

<p>Links to Proposals Agreed to by Both UESF and SFUSD</p>	<p>Proposal Summary</p> <p><i>Please note:</i> All agreements would have to be voted on by the membership prior to implementation.</p>
<p>Life Transitions Proposal</p>	<p>Both parties agreed to a life transitions proposal that would guide SFUSD in supporting Transgender and Non-Binary staff in their transitions. This includes the ability of any staff, regardless of gender identity, to change their name with payroll, benefits, and the department of technology without a legal name change, except where legally prohibited. It would additionally enshrine the right for Transgender and other Gender-Nonconforming individuals to be free from harassment in their workplace.</p>
<p>Quarantine Leave</p>	<p>We proposed language that allows for UESF members to be able to take the sick leave required by the County Health Department mandates around quarantine or isolation without drawing from their own sick leave bank or reduction in salary.</p>

Timeline

May 1-5	Monday, May 8th	Tuesday, May 9th
<p>School Site Pickets Click here to find a picket near you!</p>	<p>Bargaining Session 5-8pm</p>	<p>Board of Education Meeting 6pm</p>

Next Steps

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 bargaining session is scheduled for Tuesday, May 8, from 5-8 pm.

Over 50 schools have committed to holding informational pickets this week. Not only will this help to demonstrate our collective commitment to organizing and standing together, but it will help educate our community about our demands.

As we escalate our actions more and more, we will need your support and theirs. If we are going to win a contract that meets the needs of our entire school community, we need to show the District we are united to win the school our students deserve! [You can use this link to see if your school is already signed up to host a picket.](#)

For More Information

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

Or email Organizing@uesf.org or ask-uesf@uesf.org

Together We Win!