



**NOTICE TO EMPLOYEES  
POSTED BY ORDER OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD  
An Agency of the State of California**

After a hearing in Unfair Practice Case No. SF-CE-1154-M, *Service Employees International Union, Local 1021 v. City & County of San Francisco*, in which the parties had the right to participate, it has been found that the City and County of San Francisco (City) violated the Meyers-Milias-Brown Act (MMBA), Government Code sections 3503, 3506, 3506.5, subdivisions (a) and (b), and 3507, subdivisions (a) and (d), as well as PERB Regulation 32603, subdivisions (a), (b), (f) and (g), in the manner in which the City, as well as its San Francisco Municipal Transportation Agency, interpreted City Charter sections A8.409-4(k) and 8A.104(n).

We have been ordered to post this Notice and we will, in future negotiations, mediation, or interest arbitration involving Service Employees International Union, Local 1021:

A. CEASE AND DESIST from failing or refusing to devote reasonable and adequate time to good faith negotiations, mediation, and interest arbitration; and


B. TAKE THE FOLLOWING AFFIRMATIVE ACTIONS DESIGNED TO EFFECTUATE THE POLICIES OF THE MMBA:

1. Interpret the City Charter to require good faith negotiations by parties in contract bargaining and impasse resolution procedures; and

2. Interpret the City Charter to allow the parties to agree, or a mediation/arbitration board to order: (a) that the parties' agreement or contract should include reopener language providing for mid-contract negotiations and mid-contract interest arbitration concerning certain specified unresolved economic or non-economic issues; and (b) that any economic or non-economic adjustments resulting from such mid-contract negotiations and/or mid-contract interest arbitration proceedings may commence mid-year or retroactive to any date.

Dated: 12/15/2021

CITY AND COUNTY OF SAN FRANCISCO

By:   
Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.