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## Panel: We Need More Chairs! Expanding Seats at Higher Education Bargaining Tables and For Our Broader Communities: Bargaining for the Common Good in Higher Education

Marilyn Sneiderman  
*Rutgers University*

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# CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

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**RACIAL JUSTICE ● CLIMATE JUSTICE ● EDUCATION**

**FINANCE ● IMMIGRATION ● PUBLIC SERVICES**

**PRIVATE SECTOR ● PRIVATIZATION**

**RUTGERS**

School of Management  
and Labor Relations

Center for Innovation in Worker  
Organization



**GEORGETOWN UNIVERSITY**  
*Kalmanovitz Initiative  
for Labor and the Working Poor*

### What is Bargaining for the Common Good?

The Bargaining for the Common Good Network is made up of unions, community groups, racial justice organizations and student organizations that work together as partners to win bigger and broader demands at the bargaining table and in our communities. Unions that have the right to bargain use contract fights as an opportunity to organize with community partners around a set of demands that benefit not just the bargaining unit, but also the wider community as a whole. In these campaigns, labor and community groups work with a broad group of stakeholders acting in their own interest to demand that corporations and the wealthy pay their fair share so that our communities have what they need to prosper.

### Key Principles of BCG Campaigns:

- Expand the scope of bargaining beyond wages and benefits
- Go on offense in your campaign by identifying, exposing and challenging the real bad actors
- Engage community allies as partners in issue development and the bargaining campaign
- Center racial justice in your demands
- Strengthen internal organizing, membership and member engagement
- Leverage capital in our campaigns
- The campaign doesn't end once the union settles its contract

### Contents

This packet includes concrete examples of common good demands that unions and community groups have bargained for across the country. Some of these demands have been won in bargaining or outside the negotiations table, and some have only been introduced.

The following sectors and issues are covered in this packet, but others are being developed as this movement grows:

- Racial Justice
- Education
- Immigration
- Private Sector
- Climate Justice
- Finance
- Public Services
- Privatization



## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## INTRODUCTION

### Education

**Community Schools.** The school district and the union will work together to establish community schools, which will feature expanded services for the community and community input in school governing decisions.

- Chicago Teachers Union, AFT Local 1

**Education the Whole Child.** We demand a well-rounded pre-K through 2 curricula which includes physical activity, appreciating or creating art and music, learning new languages, learning how things work by creating science experiments, solving mathematics problems with multiple approaches, reading fiction and non-fiction books, and more.

- Manchester Education Association, MEA/NEANH/NEA

### Racial Justice

**Black Lives Matter.** We demand an end to zero-tolerance discipline measures that disproportionately affect minority children, implementation of restorative justice in schools, hire and support more black teachers, and mandate black history/ethnic studies in K-12.

- New Jersey Education Association, NJEA/NEA

**No ICE Collaboration.** We demand that the university not collaborate with ICE, insist that ICE produce a valid warrant before entering university premises, not impose additional requirements for work authorization, and not participate with any federal worker registry.

- University of California Service Employees, AFSCME Local 3299

### Climate Justice

**End Fossil Fuel Subsidies.** We demand that the city and state stop providing subsidies to companies that rely on fossil fuels as a core component of their business model.

- Florida Public Services Union, SEIU Local 8

### Finance

**End Predatory Banking.** The Committee for Better Banks is organizing bank workers to demand fairer sales goals and end predatory practices.

- Committee for Better Banks, CWA Union

### Immigration

**Provide Immigration Resources.** We demand that the school district provide immigration-related trainings and other resources for students and staff, as well as establish a \$1 million immigration legal defense fund.

- United Teachers Los Angeles, NEA/CTA/AFT



**Public Services**

**Ensure Enrollment in State Programs.** We demand that the county provide resources to ensure that all qualifying county residents are enrolled in the state's CalFresh, CalWorks, and MediCal programs.

- San Diego County Employees, SEIU 221, Invest in San Diego Families

**Private Sector**

**Ban the Box.** We demand that the company remove any questions pertaining to a potential employee's criminal record from employment applications.

- Minnesota Property Services Union, SEIU Local 26



## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## RACIAL JUSTICE

**1. Divest from Private Prisons and Detention.** We demand that employees be allowed to reduce their share of pension fund contributions until the university no longer invests in private prisons or detention centers.

- University of California Service Employees, AFSCME Local 3299

**2. Linguistic and Cultural Competency.** We demand that teachers may, as part of their professional development, attend community-based trainings based on the specific linguistic and cultural needs of the community.

- Lake County Federation of Teachers, AFT Local 504

**3. Diverse Staffing.** We demand that the District recruit, hire and assign staff proportionately in terms of racial minorities to total employees in every department, school and at every level of operation within Seattle Public Schools.

- Seattle Education Association, SEA/WEA/NEA

**4. Racial Justice Equity Teams.** We demand that educational assistants be given paid time to attend racial equity trainings and the opportunity to join their building's Equity Team.

- Saint Paul Minnesota Federation of Teachers, AFT Local 28/NEA

**5. Ban the Box.** We demand that the company remove any questions pertaining to a potential employee's criminal record from employment applications.

- Minnesota Property Services Union, SEIU Local 26

**6. Diversity Training.** We demand that teacher orientation include components on diversity, and that all teachers be required to attend a diversity training during the school year.

- Wichita Federation of Teachers, AFT Local 725

**7. Restorative Practices.** We demand that the District and the Association, with the involvement of community stakeholders, work together to develop and implement restorative practices. Participating school sites shall be provided all necessary supports, training, professional development, staffing, release time, materials, and all other resources necessary.

- San Diego Education Association, SDEA/CTA/NEA

**8. Limited Police Intervention.** We demand that the university limit the offenses which can lead to an arrest by campus police, and the circumstances that cause members of the U.C. system to be turned over to outside police.

- University of California Service Employees, AFSCME Local 3299

**9. Restorative Practices.** We demand that the discipline plan include restorative practices with meaningful training and support as well as social-emotional training and equity support practices.

- Denver Classroom Teachers Association, DCTA/CEA/NEA



**10. Pay for Work on Diversity.** We demand that that university hire unionized graduate students, with benefits, to work on Diversity, Equity, and Inclusion initiatives, rather than do the work as a volunteer.

- University of Michigan Graduate Employees Organization, AFT Local 3550

**11. Expand In-State Tuition Options.** We demand that the university grant in-state tuition of all graduates of state high schools, regardless of immigration status.

- Oregon State Employees Union, SEIU Local 503

**12. No Militarized Police at Protests.** We demand that the university prohibit the use of riot police, SWAT, or excessive police forces during non-violent student and worker actions.

- University of California Service Employees, AFSCME Local 3299

**13. Implement Affirmative Action.** The school district will work with the union to develop plans to recruit, employ, and promote individuals who are inadequately represented among the school district's workforce.

- Oakland Education Association, NEA

**14. Stem the School to Prison Pipeline.** We demand that the school system work with teachers to pilot disciplinary practices that serve as alternatives to strictly punitive measures, including restorative justice methods.

- Saint Paul Federation of Teachers, AFT Local 28/NEA

**15. End Unwarranted Searches.** We demand that the school district stop subjugating students to metal detector screenings and locker checks without cause.

- United Teachers Los Angeles, NEA/CTA/AFT

**16. Black Lives Matter.** We demand an end to zero-tolerance discipline measures that disproportionately affect minority children, implementation of restorative justice in schools, hire and support more black teachers, and mandate black history/ethnic studies in K-12.

- New Jersey Education Association, NJEA/NEA

**17. Invest in Community Jobs Pipelines.** We demand that the city work with the union to create apprenticeship and job training opportunities, partner with local educational institutions, and form hiring programs designed to bring low-income, minority, and disadvantaged community members into the workforce.

- Southern California Public Service Workers, SEIU Local 721

**18. Reform Municipal Justice System.** We demand that the county reform its criminal justice system to prioritize education, early intervention, treatment, and rehabilitation instead of strictly punitive measures.

- San Diego County Employees, SEIU Local 221, Invest in San Diego Families



CONCRETE EXAMPLES OF  
BARGAINING FOR THE COMMON GOOD

RACIAL JUSTICE

**19. Remittances to Somalia.** We demand that US Bank restart remittances to Somalia, allowing its many Somali immigrant workers to send money to their families.

- Minnesota Property Services Union, SEIU Local 26

**20. Black Lives Matter.** We demand that the Board endorse and encourage teachers and students to participate in the Black Lives Matter Week of Action in Schools. The thirteen guiding principles of the Black Lives Matter movement highlighted during this week are a means of challenging the insidious legacy of institutionalized racism and oppression that has plagued the United States since its founding.

- Prince George's County Educators' Association, PGCEA/MSEA/NEA

**21. No ICE Collaboration.** We demand that the university not collaborate with ICE, insist that ICE produce a valid warrant before entering university premises, not impose additional requirements for work authorization, and not participate with any federal worker registry.

- University of California Service Employees, AFSCME Local 3299

**22. Provide Immigration Resources.** We demand that the school district provide immigration-related trainings and other resources for students and staff, as well as establish a \$1 million immigration legal defense fund.

- United Teachers Los Angeles, NEA/CTA/AFT

**23. Community Schools.** The school district and the union will work together to establish community schools, which will feature expanded services for the community and community input in school governing decisions.

- Chicago Teachers Union, AFT Local 1





## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## CLIMATE JUSTICE

- 1. End Fossil Fuel Subsidies.** We demand that the city and state stop providing subsidies to companies that rely on fossil fuels as a core component of their business model.
  - Florida Public Services Union, SEIU Local 8
- 2. Free School Transportation.** We demand that the District provide free bus passes to low-income students.
  - Chicago Teachers Union, AFT Local 1
- 3. Green Spaces on Campus.** We demand that the District create a plan to provide adequate green space for student physical activity.
  - United Teachers of Los Angeles, NEA/CTA/AFT
- 4. Environmental Impact.** We demand that the city issue a report on the impact a contract will have on the local economy and the environment prior to entering into the contract.
  - Southern California Public Service Workers, SEIU Local 721
- 5. Eco-Friendly Commuting.** We demand that the city increase the amount of available time off to employees who bike, carpool, or use public transit to get to work.
  - Florida Public Services Union, SEIU Local 8
- 6. Vehicle Emission Standards.** United Auto Workers could bargain over the emission standards for the vehicles that they build.
  - Saqib Bhatti and Stephen Lerner, “Labor Must Take on Capital” in Jacobin
- 7. Incentivize Mass Transit.** We demand that the state make mass transit passes available for purchase at pre-tax rates for employees and residents.
  - Oregon State Employees Union, SEIU Local 503
- 8. Green Public Infrastructure.** Municipal unions could bargain for cities to green their infrastructure through renewable energy and higher efficiency standards.
  - Saqib Bhatti and Stephen Lerner, “Labor Must Take on Capital” in Jacobin
- 9. Vacancies to Community Gardens.** We demand that the city transform vacant publicly owned land to community gardens.
  - Florida Public Services Union, SEIU Local 8
- 10. Tax Fossil Fuels.** We demand that the state institute a higher tax on oil production, gas production, and motor fuels to fund public education.
  - Oklahoma Education Association, statewide initiative



## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## EDUCATION

- 1. Community Schools.** We demand that by June 30, 2018, the District, in collaboration with the Community Schools Implementation Team (CSIT) and school communities, shall designate 20 schools in high-need areas to engage a Community Schools transformation process. The District shall allocate \$10 million each year and any school that is designated as a Community School is to be protected from reconstitution, new charter co-location, or renewed charter co-location.
  - United Teachers Los Angeles, NEA/CTA /AFT
- 2. No Foreclosures During School Year.** We demand that the District cease all business with banks that foreclose on families with school-aged children during the school year.
  - Saint Paul Minnesota Federation of Teachers, AFT Local 28/NEA
- 3. Living Wage for All.** We demand that the University set a \$15/hour wage floor in our state's public universities for classified employees and employees of university contractors.
  - Oregon University System, SEIU Local 503
- 4. Proper Training.** We demand that the university properly train campus police on the university's sanctuary policies, reporting of incidents involving undocumented community members, de-escalation intervention techniques, and restorative justice.
  - University of California Service Employees, AFSCME Local 3299
- 5. Healthy Food.** We demand the creation of healthier lunch and breakfast options for Howard County students and equity in county-wide access to healthy food in schools.
  - Howard County Education Association, HCEA/MSEA/NEA
- 6. A Better School Day.** We demand art, music, world languages, and physical education for all students. We also propose increasing the number of counselors, librarians, nurses, social workers, playground instructors, restorative justice coordinators, and school psychologists.
  - Chicago Teachers Union, AFT Local 1
- 7. Tuition Equity.** We demand that all in-state high school students, regardless of their citizenship status, be granted an exemption from non-resident tuition and fees.
  - Oregon University System, SEIU Local 503
- 8. Divest from Private Prisons and Detention.** We demand that employees be allowed to reduce their share of pension fund contributions until the university no longer invests in private prisons or detention centers.
  - University of California Service Employees, AFSCME Local 3299
- 9. Educate the Whole Child.** We demand a well-rounded pre-K through grade 12 curricula which includes physical activity, appreciating or creating art and music, learning new languages, learning how things work by creating science experiments, solving mathematics problems with multiple approaches, reading fiction and non-fiction books, and more.
  - Manchester Education Association, MEA/NEANH/NEA



## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## EDUCATION

**10. Universal Pre-Kindergarten.** We demand that the district maintain and expand the Pre-K program for 4 year-olds by committing to spend at least \$6 million per school year to ensure that waiting lists for the program are reduced.

- Saint Paul Minnesota Federation of Teachers, AFT Local 28/NEA

**11. Child and Parent Safety.** We demand that the district provide adequate crossing guard staffing for every elementary and middle school in the city.

- Fix LA Coalition in Los Angeles, California

**12. Free School Transportation.** We demand that the district provide free bus cards to low-income students.

- Chicago Teachers Union, AFT Local 1

**13. Smaller Class Sizes.** We demand that the district allocate funding for smaller K-12 class sizes, with extra class-size reductions for high poverty schools and for K-3 in all schools.

- Washington Education Association, statewide initiative, NEA

**14. Limit Standardized Testing.** We demand that the district significantly reduce the number and duration of standardized tests and ban tests entirely for students prior to the 3rd grade.

- Chicago Teachers Union, AFT Local 1

**15. Linguistic and Cultural Competency.** We demand that teachers may, as part of their professional development, attend community-based trainings based on the specific linguistic and cultural needs of the community.

- Lake County Federation of Teachers, AFL Local 504

**16. No Militarized Police at Protests.** We demand that the university prohibit the use of riot police, SWAT, or excessive police forces during non-violent student and worker actions.

- University of California Service Employees, AFSCME Local 3299

**17. Equity.** We demand equitable funding and a school budget that does not negatively impact our students or MTEA members and an end of the privatization of Milwaukee Public Schools.

- Milwaukee Teachers' Education Association, MTEA/WEAC/NEA

**18. Racial Justice Equity Teams.** We demand that educational assistants be given paid time to attend racial equity trainings and the opportunity to join their building's Equity Team.

- Saint Paul Minnesota Federation of Teachers, AFT Local 28/NEA



## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## EDUCATION

**20. Diversity Training.** We demand that teacher orientation include components on diversity, and that all teachers be required to attend a diversity training during the school year.

- Wichita Federation of Teachers, AFT Local 725

**21. Improve Police Oversight.** We demand that the university include more students and campus worker representatives on the campus police review board and broaden the board's investigatory scope.

- University of California Service Employees, AFSCME Local 3299

**22. Pay for Work on Diversity.** We demand that that university hire unionized graduate students, with benefits, to work on Diversity, Equity, and Inclusion initiatives, rather than do the work as a volunteer.

- University of Michigan Graduate Employees Organization, AFT Local 3550

**23. Privatization: Charter Schools.** We demand increased oversight, transparency, and accountability for charter schools in relation to fiscal, educational, and socio-emotional impacts on SFUSD students.

- United Educators of San Francisco, AFT/CFT #61, NEA/CTA

**24. Stem the School to Prison Pipeline.** We demand that the school system work with teachers to pilot disciplinary practices that serve as alternatives to strictly punitive measures, including restorative justice methods.

- Saint Paul Federation of Teachers, AFT Local 28/NEA

**25. End Unwarranted Searches.** We demand that the school district stop subjugating students to metal detector screenings and locker checks without cause.

- United Teachers Los Angeles, NEA/CTA /AFT

**26. No ICE Collaboration.** We demand that the university not collaborate with ICE, insist that ICE produce a valid warrant before entering university premises, not impose additional requirements for work authorization, and not participate with any federal worker registry.

- University of California Service Employees, AFSCME Local 3299

**27. Include Community Input.** We demand that the district include parents in curriculum and testing decisions and incorporate bilingual education into all curriculums.

- Pasco Association of Educators, NEA

**28. Provide Immigration Resources.** We demand that the school district provide immigration-related trainings and other resources for students and staff, as well as establish a \$1 million immigration legal defense fund.

- United Teachers Los Angeles, NEA/CTA /AFT



## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## EDUCATION

**29. Implement Affirmative Action.** The school district will work with the union to develop plans to recruit, employ, and promote individuals who are inadequately represented among the school district's workforce.

- Oakland Education Association, NEA

**30. Community Schools.** The school district and the union will work together to establish community schools, which will feature expanded social services for the community and community input in school governing decisions.

- Chicago Teachers Union, AFT Local 1

**31. Ban the Box.** We demand that the company remove any questions pertaining to a potential employee's criminal record from employment applications.

- University of California Service Employees, AFSCME Local 3299

**32. Expand Green Spaces.** We demand that the district expand green spaces on district campuses.

--United Teachers Los Angeles, NEA/CTA/AFT

**33. Establish Targeted Hiring Programs.** We demand that the university create a targeted hiring program designed to hire disadvantaged citizens and adopt fair chance hiring and background check policies.

- University of California Service Employees, AFSCME Local 3299

**34. Fight District Homelessness.** We demand that the district offer services for homeless and extremely rent burdened students and families, develop unused district land into affordable housing, and lobby for better housing legislation.

- United Teachers Los Angeles, NEA/CTA/AFT

**35. In-Source University Employment.** We demand that the university stop contracting out work that would otherwise be performed by the bargaining unit and begin in-sourcing all work that is currently contracted out.

- University of California Service Employees, AFSCME Local 3299

**36. Divest from Koch Industries.** We demand that the district no longer purchase products made by companies owned by Koch Industries.

- Minneapolis Federation of Teachers, AFT Local 59

**37. Hold Charter Schools Accountable.** We demand that the district require more transparency and accountability from charter schools in the district and discuss with the union when determining a charter authorization, re-authorization, or school co-location.

- United Teachers Los Angeles, NEA/CTA/AFT

**38. More time for Lunch and Recess.** We demand that Elementary and Middle School students have an appropriate and healthy amount of time for lunch and recess.

- Seattle Education Association, NEA



## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## FINANCE

- 1. Hold Wall Street Accountable.** We demand that the state investigate banks that have engaged in fraudulent practices and boycott them until the money lost is paid back.
  - Oregon State Employees Union, SEIU Local 503
- 2. Shield Students from Foreclosures.** We demand that the school district divest from banks that foreclose on students and their families during the school year.
  - Saint Paul Federation of Teachers, AFT Local 28/NEA
- 3. Ensure Property Maintenance.** We demand that the city enforce existing ordinances that ensure banks maintain the properties they foreclose on and penalize banks that do not.
  - Southern California Public Service Workers, SEIU Local 721
- 4. Divest from Private Prisons.** We demand lower pension fund contributions from workers until the employer fully divests from banks that fund private prisons or detention centers.
  - University of California Service Employees, AFSCME 3299
- 5. End Predatory Banking.** The Committee for Better Banks is organizing bank workers to demand fairer sales goals and end predatory practices.
  - Committee for Better Banks, CWA Union
- 6. Remittances to Somalia.** We demand that US Bank restart remittances to Somalia, allowing its many Somali immigrant workers to send money to their families.
  - Minnesota Property Services Union, SEIU Local 26
- 7. Disclose Wall Street Fees.** We demand that the city disclose the fees it pays Wall Street and use every tool at its disposal to negotiate better terms on its financial transactions.
  - Southern California Public Service Workers, SEIU Local 721
- 8. Establish Public Banks.** Public sector employees can push for the creation of public banks that perform the same functions that private banks perform at a lower cost.
  - Saqib Bhatti and Stephen Lerner, "Labor Must Take on Capital" in Jacobin
- 9. Local Micro-Currencies.** We demand that the municipality creates its own micro-currency, which can only be spent at local businesses. This currency would comprise a small portion on of every public employee's paycheck.
  - Florida Public Services Union, SEIU Local 8





## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## IMMIGRATION

- 1. No ICE Collaboration.** We demand that the university not collaborate with ICE, insist that ICE produce a valid warrant before entering university premises, not impose additional requirements for work authorization, and not participate with any federal worker registry.
  - University of California Service Employees, AFSCME Local 3299
- 2. Immigration Resources.** We demand that the district provide immigration-related trainings and resources for students and staff, and create a \$1 million legal defense fund.
  - United Teachers Los Angeles, NEA/CTA/AFT
- 3. Job Retention.** We demand that the hotel allow DACA and TPS employees to retain their jobs and seniority if they return within five years after being forced to leave their job.
  - Las Vegas Culinary Employees, UNITE HERE Local 226
- 4. Remittances to Somalia.** We demand that US Bank restart remittances to Somalia, allowing its many Somali immigrant workers to send money to their families.
  - Minnesota Property Services Union, SEIU Local 26
- 5. Proper Training.** We demand that the university properly train campus police on the university's sanctuary policies, reporting of incidents involving undocumented community members, de-escalation intervention techniques, and restorative justice.
  - University of California Service Employees, AFSCME Local 3299
- 6. Expand In-State Tuition.** We demand that the university grant in-state tuition for all graduates of state high schools, regardless of immigration status.
  - Oregon State Employees Union, SEIU Local 503
- 7. Protect Immigrant Families.** We demand that the county create an Office of Refugee and Immigrant Services, expand county medical services to immigrant families, and implement a legal protection fund for immigrants facing deportation.
  - San Diego County Employees, SEIU 221, Invest in San Diego Families
- 8. Divest from ICE Collaborators.** We demand that the university system sever all ties with companies doing business with ICE.
  - University of California Service Employees, AFSCME Local 3299
- 9. No ICE on Campus.** We demand that the university disinvite ICE from campus career fairs.
  - Rutgers United Students Against Sweatshops, Rutgers One Coalition
- 10. Education Resources.** The employer will provide funding for English as a Second Language classes, and allow employees to attend classes during work hours.
  - Georgetown University Cafeteria and Parking Lot Workers, Unite Here Local 23



## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## PUBLIC SERVICES

**1. Employee Input.** We demand that the state establish pilot improvement teams for three selected public services. Employees critical to those services will be able to provide input on the design and implementation of any proposed improvements, and employees will receive a portion of any cost-savings that occur because of those improvements.

- California Service Employees, SEIU Local 1000

**2. Professional Development.** We demand that the city establish career academies that train civil service employees, so they may better serve their community and grow professionally.

- Southern California Public Service Workers, SEIU Local 721

**3. Boost Staffing.** We demand that the state hire enough civil servants to meet the state's needs. All departments below 90% staffing levels will increase staff by 10% each year, and all departments will be at 95% staffing levels within two years of the contract's signing.

- Oregon Service Employees, SEIU Local 503

**4. Restore Public Services.** We demand that the city restore all public services to pre-recession levels within three years of the contract's signing.

- Southern California Public Service Workers, SEIU Local 721

**5. Expand Mental Health Services.** We demand that the county expand mental health services and fully fund Psychiatric Emergency Response Teams.

- San Diego County Employees, SEIU 221, Invest in San Diego Families

**6. Improve Public Parks.** We demand that the city double its spending on parks and form a committee with the union and its partners to address revenue solutions, including increased taxation and distribution flexibility on high-end developments.

- Southern California Public Service Workers, SEIU Local 721

**7. Ensure Enrollment in State Programs.** We demand that the county provide resources to ensure that all qualifying county residents are enrolled in the state's CalFresh, CalWorks, and MediCal programs.

- San Diego County Employees, SEIU 221, Invest in San Diego Families

**8. Increase Hiring.** We demand that the city restore at least 5,000 positions that have been lost because of postrecession austerity measures.

- Southern California Public Service Workers, SEIU Local 721

**9. Criminal Justice Reform.** We demand that the county use existing state funding to support restorative justice and recidivism-reduction trainings for justice system employees, and job access programs for individuals with a criminal record.

- San Diego County Employees, SEIU 221, Invest in San Diego Families

**10. Stop Unauthorized Incarcerations.** We demand that the county eliminate unauthorized incarcerations and releases that occur because of short-staffing in county jails.

- San Diego County Employees, SEIU 221, Invest in San Diego Families





## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## PUBLIC SERVICES

**11. Invest in Community Jobs Pipelines.** We demand that the city work with the union to create apprenticeship and job training opportunities, partner with local educational institutions, and form hiring programs designed to bring low-income minority, and disadvantaged community members into the workforce.

- Southern California Public Service Workers, SEIU Local 721

**12. Expand Pre-Trial Services.** We demand that the county expand pre-trial services so that every individual booked and jailed in San Diego county can have an evaluation and assessment within 24 hours of their booking.

- San Diego County Employees, SEIU 221, Invest in San Diego Families

**13. Reduce Traffic Injuries.** We demand that the city provide adequate crossing guard staffing at elementary and middle schools to prevent injuries that could have been prevented by the presence of a crossing guard.

- Southern California Public Service Workers, SEIU Local 721

**14. Protect Immigrant Families.** We demand that the county create an Office of Refugee and Immigrant Services, expand county medical services to immigrant families, and implement a legal protection fund for immigrants facing deportation.

- San Diego County Employees, SEIU 221, Invest in San Diego Families

**15. Reasonable Scheduling.** We demand that the city withdraw its bargaining proposal for mandatory night shifts and arbitrary scheduling for service workers.

- Southern California Public Service Workers, SEIU Local 721

**16. Improve Child Development.** We demand the state improve the lives of children by increasing funding for foster care, childcare, after-school programs, in-state tuition subsidies, and visitation centers. We demand the state reduce caseloads for childcare workers, allowing them to focus on the children that need the most attention.

- Massachusetts Human Service Workers and Educators, SEIU 509

**17. Fund Child Safety.** We demand that the city hire more child safety workers and give them more manageable caseloads, less paperwork, and more job flexibility.

- Southern California Public Service Workers, SEIU Local 721



## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## PRIVATE SECTOR

- 1. Ban the Box.** We demand that the company remove any questions pertaining to a potential employee's criminal record from employment applications.
  - Minnesota Property Services Union, SEIU Local 26
- 2. End Predatory Banking.** The Committee for Better Banks is organizing bank workers to demand fairer sales goals and end predatory practices.
  - Committee for Better Banks, CWA Union
- 3. Stop Privatization.** We demand that the dialysis and pediatric units remain in our hospitals and are not outsourced to for-profit institutions.
  - Christ Hospital and Bayonne Medical Center Employees, HPAE Locals 5186 & 5185
- 4. No Metro for Supremacists.** We demand that WMATA withdraw its plans to provide private train cars for attendees of the "Unite the Right" rally in Washington, DC.
  - Washington DC Area Transit Workers, ATU Local 689
- 5. Safe Staffing Levels.** We demand that the hospital employ enough nurses to ensure patient safety, quality patient care, and manageable nurse caseloads.
  - Hackensack Meridian Health Workers, HPAE Local 5030
- 6. Immigration Protections.** We demand that the hotel deny ICE access to the building without a judicial warrant and allow DACA and TPS employees to retain their jobs and seniority if they return within five years.
  - Las Vegas Culinary Employees, UNITE HERE Local 226
- 7. Remittances to Somalia.** We demand that US Bank restart remittances to Somalia, allowing its many Somali immigrant workers to send money to their families.
  - Minnesota Property Services Union, SEIU Local 26
- 8. Blocking Medical Debt Collectors.** We demand that the hospital not sell any of its patients' medical debt to third-party debt-collection agencies.
  - Health Professionals and Allied Employees
- 9. Sexual Harassment Protections.** We demand that the hotel provide panic buttons to housekeepers and ban guests who have displayed abusive behavior from finishing their stay or returning to the hotel.
  - Las Vegas Culinary Employees, UNITE HERE Local 226
- 10. Prayer Time.** We demand that the employer allow Muslim employees to attend daily prayers during breaks without clocking out, and reinstate workers fired for this reason.
  - Hertz Employees Union, Teamsters Local 117



## CONCRETE EXAMPLES OF BARGAINING FOR THE COMMON GOOD

## PRIVATIZATION

- 1. Public Contractor Database.** We demand that the city require contractors to make their records pertaining to city services publicly available, and that the city create an online database of all contracted services and their associated costs.
  - Southern California Public Service Workers, SEIU Local 721
- 2. In-Source University Employment.** We demand that the university stop contracting out work that would otherwise be performed by the bargaining unit and begin in-sourcing all work that is currently contracted out.
  - University of California Service Employees, AFSCME Local 3299
- 3. Environmental Impact.** We demand that the city issue a report on the impact a contract will have on the local economy and the environment prior to entering into the contract.
  - Southern California Public Service Workers, SEIU Local 721
- 4. Reduce Childcare Cost.** We demand that the university stop contracting out the university's childcare centers, reduce waiting lists at its childcare centers, and bring the costs of university childcare to no more than 10% of the state's median costs.
  - Washington Education Employees, SEIU Local 925
- 5. No Employee Displacement.** We demand that no employee be laid-off, demoted, or displaced because of contracting and that the union have the right to review all proposed contracts that affect bargaining unit work.
  - Southern California Public Service Workers, SEIU Local 721
- 6. Hold Charter Schools Accountable.** We demand that the district require more transparency and accountability from charter schools in the district and discuss with the union when determining a charter authorization, re-authorization, or school co-location.
  - United Teachers Los Angeles, NEA/CTA/AFT
- 7. Improve Oversight and Accountability.** We demand that the city increase oversight of its contractors, ensuring that contractors are providing the full services agreed to, at the quality agreed to, at the price agreed to, and are not violating any applicable laws.
  - Southern California Public Service Workers, SEIU Local 721
- 8. Charter Neutrality.** We demand that the district require all charter schools it authorizes to remain neutral if their employees attempt to unionize.
  - Chicago Teachers Union, AFT Local 1
- 9. Contracting Transparency.** We demand that the state be more transparent when contracting out services, and never contract out any service that could be provided by state employees at equal or lesser cost.
  - Oregon Service Employees, SEIU Local 503
- 10. Strong Labor Standards for Contractors.** We demand that the county ensure that all contracted employees are paid a livable wage with access to essential benefits.
  - San Diego County Employees, SEIU Local 221, Invest in San Diego Families



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GEORGETOWN UNIVERSITY  
*Kalmanovitz Initiative  
for Labor and the Working Poor*