

# NEWS RELEASE

## SUPERIOR COURT OF CALIFORNIA

### COUNTY OF SAN FRANCISCO



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## **AFTER 30 BARGAINING SESSIONS, THE COURT AND SEIU, LOCAL 1021, HAVE REACHED AN IMPASSE IN CONTRACT NEGOTIATIONS**

### **Bargaining Sessions Resumed After Union Members Rejected Tentative Agreement Reached October 28**

The Court and SEIU, Local 1021, have reached an impasse in contract negotiations after SEIU, Local 1021, rejected the Court's last, best and final offer to the union earlier this week, Court Executive Officer Brandon E. Riley announced today. The Court has called for mediation and remains committed to continue bargaining in good faith to reach a fair agreement consistent with the Court's existing fiscal challenges.

Despite reaching a tentative agreement on October 28, the union members rejected the contract on November 5, which has resulted in additional bargaining sessions. The union has asked for a more costly package since reaching the tentative agreement on October 28 that does not recognize the Court's fiscal challenges. This week, the Legislative Analyst's Office released a report projecting that California's 2026-27 budget problem has grown to \$18 billion – which is about \$5 billion larger than projected in June 2025.

"The Court has bargained in good faith in 30 sessions with SEIU, Local 1021 – and we remain committed to continuing to do so to resolve this impasse fairly given the fiscal

constraints that dictate the limits of our proposal,” Riley said. “By Judicial Council of California rules, the Court must operate within its allocated budget, which is primarily comprised of state funding. We are hopeful that the union will agree to engage in mediation and resolve this contract to allow us to provide fair and equal access to justice to San Franciscans.”

The Court is managing its share of the state’s funding reduction in FY 2024-25, which resulted in an \$841,510 ongoing base cut in San Francisco (not covered by the Court’s FY 2025-26 budget) compounded this year by a \$663,374 ongoing equity cut under the judicial branch’s funding formula. The specter of further cuts was made entirely clear this week with the state forecast – which if it holds, could result in more reductions if the FY 2026-27 state budget produces no new court funding.

The tentative 3-year agreement reached by the Court and SEIU, Local 1021, would have provided a 6 percent wage increase; increases in healthcare/dental benefits; and additional floating holidays.

Since resuming contract negotiations after the union membership rejected the tentative agreement, the Court offered a second contract option: a 2-year agreement that offered a 3.75 percent wage increase and no additional floating holidays. Union leadership may opt for either agreement, but has instead rejected both, leading to the impasse. Both options include provisions addressing union concerns about working conditions.

The Court will continue to provide updates as necessary and is eager to get back to the table with a mediator to reach a fair contract with its valued employees that reflects the current fiscal outlook imposed by state budget cuts.

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