

From: [Nato Green](#)
To: [Gordon, Mika \(CSC\)](#); [Williams, Troy \(DPH\)](#); [Nehme, Claudia \(DPH\)](#); [Lyens, Jonathan \(DPH\)](#); [Wright, Jonathan \(HRD\)](#); [Chu, Amanda \(HRD\)](#); [Delorio, Carol \(HRD\)](#); [Kim, Luenna \(DPH\)](#); [Pickens, Roland \(DPH\)](#); [Brigham, Tangerine \(DPH\)](#); [Williams, Ramon \(DPH\)](#); [Otway, Gillian \(DPH\)](#); [Nguyen, My Lan Do \(DPH\)](#); [Albert, Reanna \(DPH\)](#); [Ferreira, Letania \(DPH\)](#); [Stalfa, Gregory \(HRD\)](#); [Oumar Fall](#); [Naiuwanda Daniels](#); [Derek Arthur](#); [Daniel Becker](#); [Elizabeth Travelslight](#); Rszykowny@unioncounsel.net
Cc: [Holmes, Lavena \(CSC\)](#); [Eng, Sandra \(CSC\)](#); [Aldana, Elizabeth \(CSC\)](#)
Subject: RE: Civil Service Commission Notice of Meeting - June 15, 2026
Date: Friday, June 12, 2026 4:42:16 PM
Attachments: [image001.png](#)
[PSC 6205 Report.pdf](#)

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President Kate Favetti
Civil Service Commission
Employee Relations Ordinance
Administrator
25 Van Ness Avenue
Suite 720
San Francisco, CA 94102

Dear President Favetti:

I am writing on behalf of SEIU Local 1021 to express our support of Arbitrator Andrea Dooley's recommended modifications to the Department of Public Health's PSC #6205 request. The Union opposed this request because we believed the initial request did not comply with the Commission's PSC policy (at Part III. A.) which allows work to be contracted out only if the "Services [are] required on an as-needed, intermittent, or periodic basis (e.g., peaks in workload)." Nothing in the initial PSC request from DPH would have prevented the department from utilizing registry to perform core, regular bargaining unit work.

Our Union appealed the request to factfinding, under our MOU, which concluded with the report from Arbitrator Dooley under consideration by the Commission one June 15, 2026. Though we continue to have concerns about DPH relying on registry to perform regular bargaining unit work, particularly in a context where DPH is laying off employees, we would withdraw our opposition to PSC #6205 if the Commission approved the modifications proposed in Arbitrator Dooley's report, which is attached.

Arbitrator Dooley recommends that DPH not be permitted to use registry staff to perform work for which there is a vacant, budgeted position that is not in active hiring. She also recommended that, at the regular registry monitoring meetings between the Union and DPH, the department must provide the specific reason for each instance of registry use. In tandem, these proposed modifications would significantly ameliorate the Union's concerns. If the Commission adopts those modifications for PSC 6205 and 6206, the Union would, on a non-

precedent setting basis, withdraw our opposition to those PSCs.

We maintain that where there is an existing civil service classification capable of performing work in DPH, it is best for the public, City workers, and the City that the work stay within the civil service system. Any usage of registry should be limited to ensuring public safety in situations that are extraordinary or not foreseeable. Arbitrator Dooley's recommendations are well calculated to achieve those goals.

Sincerely,

Nato Green
Collective Bargaining Coordinator
SEIU Local 1021
Pronouns: he/him
Mobile: (415) 412-1982

From: Gordon, Mika (CSC) <shamika.gordon@sfgov.org>

Sent: Thursday, June 4, 2026 4:18 PM

To: Williams, Troy (DPH) <troy.williams@sfdph.org>; Nehme, Claudia (DPH) <claudia.nehme@sfdph.org>; Lyens, Jonathan (DPH) <jonathan.lyens@sfdph.org>; Wright, Jonathan (HRD) <jonathan.wright@sfgov.org>; Chu, Amanda (HRD) <amanda.l.chu@sfgov.org>; Delorio, Carol (HRD) <carol.delorio@sfgov.org>; Kim, Luenna (DPH) <luenna.kim@sfdph.org>; Pickens, Roland (DPH) <roland.pickens@sfdph.org>; Brigham, Tangerine (DPH) <tangerine.brigham@sfdph.org>; Williams, Ramon (DPH) <ramon.williams@sfdph.org>; Otway, Gillian (DPH) <gillian.otway@sfdph.org>; Nguyen, My Lan Do (DPH) <mylando.nguyen@sfdph.org>; Albert, Reanna (DPH) <reanna.albert@sfdph.org>; Ferreira, Letania (DPH) <letania.ferreira@sfdph.org>; Stalfa, Gregory (HRD) <gregory.stalfa@sfgov.org>; Oumar Fall <Oumar.Fall@SEIU1021.ORG>; Najuawanda Daniels <Najuawanda.Daniels@seiu1021.org>; Nato Green <nato.green@seiu1021.org>; Derek Arthur <Derek.Arthur@seiu1021.org>; Daniel Becker <Daniel.Becker@seiu1021.org>; Elizabeth Travelslight <Elizabeth.Travelslight@seiu1021.org>; Rzykowny@unioncounsel.net

Cc: Holmes, Lavena (CSC) <lavena.holmes@sfgov.org>; Eng, Sandra (CSC) <sandra.eng@sfgov.org>; Aldana, Elizabeth (CSC) <elizabeth.aldana@sfgov.org>

Subject: Civil Service Commission Notice of Meeting - June 15, 2026

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Dear Colleagues,

Please see the attached **Civil Service Commission Notice of Meeting** regarding Personal Services Contract DHRPSC0006206, which is scheduled before the Civil Service Commission for review during its meeting of **June 15, 2026**. This shall serve as formal notification.

The Civil Service Commissioners highly encourages to have in person attendance. Please join

the meeting in person in Room 400, City Hall, 1 Dr. Goodlett Place, San Francisco, California 94102. If unable to attend in person you may contact Elizabeth Aldana at Elizabeth.Aldana@sfgov.org to request a Webex invitation. Please **Do Not Forward** your personalized invite as with Cisco Webex you cannot forward your invite, Webex attendees have to be invited directly from the Civil Service Commission. If you do request a Webex invite, please do so no later than the Wednesday before the Civil Services Commission meeting day. Your prompt response is greatly appreciated. If you have any questions do not hesitate to contact us. Thank you

Sincerely,



Shamika (Mika) Gordon (She/Her)

Civil Service Commission

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San Francisco, CA 94102

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