

Union news for  
**PROFESSIONAL,  
TECHNICAL &  
ADMINISTRATIVE  
EMPLOYEES,**  
LOCAL 21, IFPTE | AFL-CIO  
San Francisco

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Furloughs, Complete  
Agreement Continue**

**Vote for Willie Lim,  
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### **Budget Related Talks Continue, Progress Slow But Steady**

With some pressure relieved since Mayor GAVIN NEWSOM and the Public Employees Committee (PEC) reached agreement on the 12 day furlough framework, talks continue as we work to reach a comprehensive city-wide tentative agreement.

Talks went late into the night last Friday, April 2, and continued through the weekend and Monday. Negotiators hashed out language to fill in the framework, which centers on taking 12 unpaid furlough days per year for the next two years (equaling a temporary 4.62% reduction in pay), as an alternative to the Mayor's permanent 37.5 hour workweek proposal.

Two weeks ago the Mayor agreed to put his plan on hold while we complete negotiations on the agreement. Recognizing that progress is being made, the City also pushed back pending layoff dates to June 11, 2010. Local 21 and other Unions maintain our position that the Mayor's original 37.5 hour workweek plan is illegal.

### **TA's Reached on Many Key Issues**

Though a full tentative agreement has not been reached, we have come to agreement on a number of issues Local 21 members and leaders identified as priorities. These include the schedule of partial closures, or Minimum Staff Days (MSD's) between Christmas and New Years, as well as the Wednesday before Thanksgiving.

Another key agreement reached has been on identifying the triggers for reducing city employees' 12 day contribution in FY 2011-2012, in the event the City's financial outlook improves. Next year's deficit is currently expected to exceed \$700 million, in which case the triggers would not be met. However, if the FY 2011-2012 deficit grows even more than expected, furlough days

will be capped at 12 days.

An understanding was also reached on a review of the City's procurement procedures and changes to Personal Services Contracts. The City agreed to reduce General Fund outsourcing by another \$30 million, for a total of \$60 million over two fiscal years, and eliminate COLAs for vendors and contractors.

Finally, like last year's agreement, there will be no negative impact on retirement.

### **Layoff Cap Remains a Sticking Point**

By far the most challenging issue is the PEC's proposal to identify a cap on the number of layoffs that will occur, and determine how many jobs will be saved by agreeing to 12 furlough days a year for two years. The City is concerned about limiting its ability to meet unexpected losses of state and federal funding.

LOCAL 21 EXECUTIVE DIRECTOR BOB MUSCAT responded on Friday, "If City employees are being asked to make a multi-million dollar concession to save jobs, we need to know how many jobs will be saved and how many layoffs will still occur despite our contribution."

Early on we knew one of the most difficult issues would be reaching agreement on the number of layoffs allowed. The City's latest proposal is to set a cap of 500 layoffs between now and July 1, 2010, and institute a 6 month freeze on additional layoffs through December 31, 2010. The PEC has not agreed to this figure, and is in discussions about a formula for the first six months of 2011, which would further limit layoffs to the relative size of any mid-year deficit beyond the \$25 million reserve.

Another key issue is the potential to incur greater job losses through Prop. J contracting out loopholes, which could total as many as 600 additional layoffs, primarily SEIU members. In past years, the Board

**SAVE THE DATE****April & May**

Citywide membership meetings will be held at worksite across San Francisco after a full tentative agreement is reached. The meetings will serve as a forum to get information about the full agreement and ask questions. Voting will take place by mail. Visit our website for a schedule of meetings in the coming week.

**April 28**

Learn how to reduce stress at this free class; Noon at the SF Public Library, 100 Larkin St., Paley Rm, 3rd flr (no food allowed). No RSVP is required. For more info about this event and free other Work Life Support Services, call the Union office at 415.864.2100.

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of Supervisors has halted efforts by the Mayor's office to layoff city employees and rehire contractors in their place, via Prop. J. **HEALTH CARE SOLUTION BEING FINALIZED**

The City is refusing to extend union contracts for a second year without added assistance from employees on health insurance. Health care costs increased by \$4 million this year, and a larger increase is expected next year. Although a complete agreement has not been reached on healthcare, an understanding was arrived that there will be no increases in employee costs this year. Next year a joint Labor-Management Committee will convene to address changes that will save the City \$3 million of its estimated \$15 million cost increase.

**Economist Validates City's Deficit**

Last month, Local 21 and the PEC hired **ECONOMIST TIM GAGE** to perform a comprehensive analysis of the City's budget projections. Gage recently issued a report validating the City's budget projections and the myriad challenges it faces. In this case, the independent analysis acted as a safeguard and provided valuable information as we go forward. All Local 21 members are encouraged to read Gage's summary of the report at [www.ifpte21.org/sfbudgetinfo/](http://www.ifpte21.org/sfbudgetinfo/).

No agreement will be finalized without a ratification vote of the membership. Once the City and PEC reach a comprehensive tentative agreement, Local 21 members and other city employees will be asked to vote on and ratify the agreement. Ballots will be mailed to all Local 21 members within days after a full tentative agreement is reached. Membership meetings are being scheduled to take place across San Francisco, so members have every opportunity to ask questions and get information before they cast their vote. Check our website for updates and a schedule of meetings.

**Union Leader Willie Lim Runs for CCSF Health Board**

Longtime Local 21 leader **WILFREDO "WILLIE" LIM** is running for the CCSF Health Service

System Board. Vote for him May 5-28!

Willie is dedicated to protecting and improving health benefits for all members, keeping premiums low and out-of-pocket costs reasonable, adding alternative health plans for members to choose, and increasing HSS staffing to meet member needs.

He is an exemplary candidate and employee advocate who epitomizes integrity, knowledge, and experience. As Financial Systems Supervisor, Willie is managing SF General Hospital and Clinics accounting operations' \$800+ million annual operating budget. He's knowledgeable about health-care budgets and financing, has been a HSS member for 29 years, and an active Union member for 28 years. Willie was the Pension Trustee and former Treasurer & Executive Board member at Local 21, and earned a B.S. in Business Administration and Accounting from University of St. Augustine. An expert in his field, he is knowledgeable about trust fund and fiduciary responsibilities, and will serve the needs of all HSS members, active and retired, from the City, School and College districts, and the courts.

Willie is endorsed by active and retiree employee unions and organizations including the **SF LABOR COUNCIL; IFPTE LOCAL 21; SF POLICE OFFICERS ASSOCIATION; FIRE FIGHTERS 798; RETIRED FIREMEN AND WIDOWS ASSOCIATION; PROTECT OUR BENEFITS; UNITED EDUCATORS SF; UESF RETIRED DIVISION; UA PLUMBERS LOCAL 38; and CALRTA SF 36**. He has also been endorsed by **HEALTH SERVICE SYSTEM BOARD MEMBERS: KAREN BRESLIN, SHARON FERRIGNO, SHARON JOHNSON, and CLAIRE ZVANSKI,**

**SAN FRANCISCO EMPLOYEES' RETIREMENT SYSTEM BOARD MEMBER HERB MEIBERGER; GERRY MEISTER, UESF RETIRED LEADER; LARRY BARSETTI, RETIRED POLICE OFFICER; SUSAN CURRIN, CEO OF SF GENERAL HOSPITAL; and MIVIC HIROSE, CEO OF LAGUNA HONDA HOSPITAL** also endorsed Willie.

Look for your ballot in the mail starting May 5, and return your ballot to the Dept. of Elections by May 28, 5pm. If you do not receive your ballot by May 14, please contact the Dept. of Elections at 554-4375.