

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

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*Seasons Greetings! All of us at Local 21 wish you happy holidays and a wonderful New Year. See you in 2010!*

### City Targets Pensions

Previous *Citylines* have reported on the City's growing interest in public employees' retirement benefits. This month, San Francisco SUPERVISOR SEAN ELSBERND and MAYOR GAVIN NEWSOM introduced charter amendment that could reshape the City's retirement system. Several unions including Local 21 were called into the Mayor's office for individual briefings shortly before the amendment was introduced. However, none of the union received a copy of the proposal until shortly after it became public.

"Reaction to the proposed changes varies amongst different unions, but no one is happy with the manner in which this was sprung on people," said Local 21 EXECUTIVE DIRECTOR BOB MUSCAT.

Local 21 is initiating an analysis of the proposal and making every effort to assemble a coalition of city unions to develop an informed and united response. If a charter amendment gets on the ballot which adversely impacts city employees, we will need to put forth a united effort to defeat the measure.

After the holidays, Local 21 will take a position on the proposals based on direction from our membership and leaders. The current average retiree benefit is slightly over \$2,000 per month, a nominal amount to survive on in the Bay Area.

As we face attacks to our pensions and the future of public service, our Union needs to strengthen its political leverage. Make a commitment to invest in local government and jobs by becoming a member or increasing your donation to the TJ Anthony Fund for Political Action at [www.ifpte21.org/political/tjfund.shtml](http://www.ifpte21.org/political/tjfund.shtml).

The TJ Anthony Fund goes a long way towards advancing our interests by helping to elect officials who support issues important to our members, and making sure our jobs are secure by working on legislation and public policy issues.

### PSC Labor Management Committee Launches in 2010

In the November 2009 *CityLine* we reported that the Joint Labor-Management Committee to address Personal Service Contracts (PSCs) will begin meeting in December. This month, we had two initial, informal meetings with the City to discuss the broad parameters of the citywide PSC Committee. Formal meetings of the Local 21-City of San Francisco Committee on PSCs will commence in January.

In preparation for the first official meeting, the Union's own internal PSC Committee has been working to lay a strong foundation for addressing processes and protocols related to review and approval of PSCs.

The Union's committee selected representatives to serve on the citywide Labor-Management Committee. NORMA NELSON, San Francisco Port, SHAWN HOLLE, Department of Public Health-Health and Safety, and JIM BUKER, Bureau of Architecture-Department of Public Works, will act as primary Union representatives, and MARY MARZOTTO, General Services Agency-Contract Compliance, GUS VALLEJO, Department of Technology, DEAN COATE, Municipal Transportation Agency, and TEDMAN LEE, Public Utilities Commission, will serve as alternates.

The Union is developing a draft joint mission statement as well as core principles to propose for the joint Committee, and will present our suggestions for the agenda for the first formal meeting with the City in January.



**SAVE THE DATE****January 5**

Support Local 2 and stand in solidarity with hotel workers as they continue to fight for a fair contract and benefits! The rally begins at 4:15pm at Local 2 Plaza on Market St. between 3rd & 4th St. near O'Farrell St. (next to the Four Seasons Hotel).

**January 30**

Our next Delegate Assembly will be at the Oakland Marriott. Registration and breakfast begin at 8:30am and the program starts at 9am. All delegates and members interested in attending should RSVP to [mbratt@ifpte21.org](mailto:mbratt@ifpte21.org). For more information, visit our website at [www.ifpte21.org](http://www.ifpte21.org).

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**Sign Shop Wins New Shoes through UCRC**

Sign Division chapter members recently won a long battle for safe, wearable shoes at the workplace through our Labor Management forum, the Union City Relations Committee (UCRC).

For several years, Sign Shop employees have struggled with wearing out their work shoes before their Department was willing to replace them. This has resulted in workers wearing shoes with holes that leak water and provide inadequate protection from a number of work-related and environmental hazards.

According to our MOU, the City must provide all safety equipment in compliance with California Division of Occupational Safety and Health (Cal/OSHA) regulations, but there is no adequate mechanism, outside of the UCRC, to address requests for replacement of or reimbursement for equipment.

At the November UCRC meeting, the Union presented the City with a pair of threadbare shoes and data illustrating that in addition to the City grossly violating Cal/OSHA rules, Sign Shop employees receive fewer replacements for protective shoes than other city workers. Furthermore, when replacements are approved, they are for shoes of a lower quality than what most other employees receive.

The City agreed to reimburse the full cost of higher quality shoes for all Sign Shop employees in need of replacement. The Union is currently working with the City to articulate future policies related to the replacement of and reimbursement for protective work gear.

**Controller Addresses Union on City Budget**

CONTROLLER BEN ROSENFELD attended Local 21's December SF Council meeting and spoke to chapter leaders about the City's FY 2009-2010 and FY 2010-2011 budgets.

Rosenfield gave an overview of where

the City sits in the current fiscal year, what next year's financial outlook is, and how revenue and expenditure projections are informing the Mayor's budget instructions for FY 2010-2011.

The presentation included a detailed analysis of growth in hotel and property transfer taxes in the last year, as well as the dramatic decline in revenue from property and payroll taxes.

Rosenfield also discussed how the City's current shortfall is less severe than last year, but after last year's painful cuts, many departments have little room to make additional reductions. To date, the Mayor's projected budget shortfall for next year is \$522 million, although this figure is expected to change. Rosenfield outlined several potential fiscal improvements including new revenues, federal funding, continuation of cuts, and use of reserves, as well as how additional cuts at the state level could worsen the City's deficit.

The presentation was followed by a Q&A session where Local 21 members asked questions about the financial health of specific enterprise departments and next steps with the Board of Supervisors.

For more information and a copy of Rosenfield's presentation, visit [www.ifpte21.org/chp\\_sfc.shtml](http://www.ifpte21.org/chp_sfc.shtml)

**EDF Funds Running Low**

The Local 21 Employee Development Fund (EDF) balance as of December 14, 2009 was \$190,000.

The Department of Human Resources (DHR) anticipates a complete drawdown of funds by early February. Once the funds are depleted, no encumbrance requests will be accepted during the fiscal year. Any requests not processed in FY 2009-2010 should be submitted in FY 2010-2011

Notices will be sent out by DHR in December and January advising all Local 21-represented employees of the remaining EDF balance. Please email any questions to [DHR-Tuition-Reimbursement@sfgov.org](mailto:DHR-Tuition-Reimbursement@sfgov.org).