

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

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Union Notified of New Layoffs

To date, nine Local 21-represented employees at the Municipal Transportation Agency (MTA) and Department of Building Inspection (DBI) received layoff notices effective March 1, 2010. Impacted classifications are in the Administrative Analysts, Accountants, IT, and Engineering Assistants' series.

This round of layoffs is in response to departmental budgetary shortfalls. MTA is struggling to close a \$16.9 million deficit in the current year, with a projected \$102 million budget gap in the next fiscal year. DBI has experienced revenue problems over the last year due in part to a 65% decrease in construction across the City. However, there is evidence indicating the financial state of DBI is improving, raising questions about the need for actions as severe as layoffs.

The Union is holding a meeting with its affected members in early February to prepare for meet and confer sessions with the departments, which are also scheduled to take place next month.

Local 21 will reconvene the Internal Placement Committee (IPC) to monitor and address layoffs and the City's bumping processes over the next few weeks. The IPC is comprised of impacted members, chapter leaders, and Union staff. Through the IPC and meet and confer sessions, the Union is able to ensure that the City tracks vacant requisitions to place members who would otherwise be laid off, and makes certain that proper seniority and layoff procedures are followed.

During the upcoming meet and confer sessions, Local 21 will also be exploring other budget solutions outside of reducing staffing levels, and will be addressing issues related to individual layoffs, including a particular member who has

already been bumped out of and back into their department.

How Is My Seniority Calculated?

If you are a permanent, probationary, or temporary employee from an eligible list, your seniority is calculated from your "certification date," the date the Department of Human Resources (DHR) certified your name from an eligible list to a department, which resulted in your appointment.

For example, if you were certified for employment on April 3, 2008, but you were not hired until October 1, 2008, and your start date was October 19, 2008, your seniority would be calculated as of April 3, 2008. Seniority calculations have nothing to do with the dates you were offered a position or officially began employment.

If you are appointed by reinstatement, voluntary transfer, or by reappointment, seniority is calculated from the date of the notice from DHR. If you have questions concerning your seniority, visit the Union's webpage on Layoff and Seniority information at www.ifpte21.org/chp_sfc/layoff-SF.shtml, or contact your department's personnel office.

Local 21 Prioritizes Giving During Holiday Season

A number of Local 21's San Francisco chapters donated all or part of their holiday party funds to local charities this winter. Together, they contributed thousands of dollars to local food banks and disability rights organizations, demonstrating the spirit of giving and community during the holiday season.

The following contributions were made by Local 21 chapters:

SAVE THE DATE**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. RSVP to mbratt@ifpte21.org.

February 11

Professional Rights Training I: Join us for this introductory workshop for new and functioning stewards, 5-8:30pm at Local 21's office. RSVP to mbratt@ifpte21.org.

February 24

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 required. For more info about this event and other Work Life Support Services, call 415.864.2100.

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ADMINISTRATIVE ANALYSTS: SF Food Bank

APPRAISERS: Project Open Hand

AT-LARGE: SF Food Bank

CHEMISTS & LAB PROFESSIONALS: Meals on Wheels

HEALTH & SAFETY PROFESSIONALS: SF Food Bank

REHAB PROFESSIONALS: Environmental Traveling Companion

Additionally, a contingent of Local 21 leadership and staff participated in Local 21's first Union Volunteer Day at Project Open Hand on January 22.

Volunteers packaged hot and frozen meals, packed grocery bags, stocked the Project Open Hand grocery store, and sorted bulk foods.

Together, they made a difference by supporting Project Open Hand's ability to improve the quality of life of and provide food and nourishment to people with HIV and AIDS, homebound and critically ill people under 60 and their families, and senior citizens across San Francisco and Alameda Counties.

Visit Local 21's website at www.ifpte21.org, to see photos from the Volunteer Day. Interested in participating in the Union's next Volunteer event? Email subha@ifpte21.org to learn more and stay in the loop when future events are planned.

At-Large Elects New Officers

At their monthly chapter meeting in January, At-Large chapter members elected, and in some cases, re-elected new officers and Delegates.

Congratulations to the following Union leaders: MARY MARZOTTO, President, SHIRLEY TREVINO, Vice President, MEI LING HUI, Secretary, Delegates KEN NIM, IAN FERNANDO, MIKE HANRAHAN, LARRY GRIFFIN, MARSHIA HERING, CARMEN HERRERA, and JOE MAJER, and Alternate Delegates MIKE HAWKINS, ROBERT LOPEZ, ANDREW HOUSTON, and JOHN MELICHAR.

The At-Large chapter is comprised of nearly 400 Local 21 members employed across the City and County of San Fran-

cisco.

Local 21 Supports Muni Drivers

Our Union supports San Francisco Muni drivers and all city workers fighting for fairness and honest representation.

Our City's Muni drivers have one of the toughest jobs in town. Not only does the terrain in San Francisco pose a unique challenge to drivers, but Muni has the second largest ridership in the nation, and operates over six different modes of equipment.

A recent SAN FRANCISCO CHRONICLE article quoted SUPERVISOR SEAN ELSBERND and falsely claimed that Muni drivers received holiday bonuses. The piece also stated that the City's finances suffer from a voter approved provision in the City Charter that determines driver pay through a salary survey.

Visit Local 21's San Francisco chapters page at www.ifpte21.org/chp_sfc.shtml to read the Transport Workers Union, Local 250-A's Open Letter to the Public, written in response to the Chronicle and Supervisor Elsbernd.

EDF Funds Running Low

The Local 21 Employee Development Fund (EDF) balance as of January 22, 2010 was \$107,000.

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 were 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.