

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

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L21 Prioritizes Implementation of Extension Agreement

In May, Local 21 members overwhelmingly ratified an agreement to extend our contract with the City through June, 2011. As always, many of the extension terms require diligent follow-up to ensure the City keeps its promises and implements all parts of the new agreement as intended.

Local 21 leaders met with Department of Human Resources representatives last week to discuss the “implementation stage” of bargaining. One of the issues addressed was a key provision that the City will send Local 21 a report of any contributions made by the Mayor, his staff, and other unrepresented management employees towards the City’s deficit. Our goal in negotiating this was to encourage the Mayor and his staff to set an example by matching the contributions made by union members. To date, the report is unavailable.

Additionally, the extension agreement requires the City to reduce expenditures by \$25 million to \$30 million on Personal Service Contracts (PSC’s). The City reported that within the next week it will be able to substantiate over \$30 million in cuts to PSC’s, slightly more than the promised amount. The Mayor’s office is also setting up meetings with enterprise departments to discuss procedures for improving their efforts to hire general fund employees on the hold over list into enterprise fund jobs, where appropriate. Visit Local 21’s website in the coming weeks for “Implementation Updates” and a complete list of implementation issues.

EXTENSION AGREEMENT FACTS & FAQs

As outlined in Amendment No. 2 to the MOU between Local 21 and the City, the 1.75% reduction in wages took effect with the pay period beginning June 13, 2009.

Paychecks received on July 7, 2009 were the first incorporating the decrease, which will end on July 23, 2010. In the second year of the extension agreement, there will be a 1.25% wage reduction, effective July 24, 2010 until the close of business on July 24, 2011.

Additionally, Local 21-represented employees received a one-time addition of five floating holidays on June 30, 2009, providing a total of nine floating holidays for FY 09-10. All paid holidays remain unchanged for the term of our agreement, which expires June 30, 2011. In the second year Local 21-represented employees will receive three additional floating holidays on July 1, 2010 providing a total of seven floating holidays for FY 10-11.

Union leaders have been receiving many questions about the agreement, wage reduction, and floating holidays. A full Q&A on our website is forthcoming. In the meantime, below are some of our most frequently asked questions:

Q: I did not use any of my four floating holidays from the last fiscal year (FY 08-09). I know from the amended MOU that I should have received nine more as of July 1, 2009. Can I carry them over from FY 08-09?

A: Yes. The amended language permits the carry over of any outstanding floating holidays from FY 08-09.

Q: My department sent out a memo stating I need to take the floating holidays in full-day increments, but I thought we could take them in hourly increments. What is the correct policy?

A: Contrary to departmental memos, Local 21-represented employees *can* take floating holidays in hourly increments. These memos are referring to employees whose unions did not negotiate the use of floating holidays in hourly increments.

SAVE THE DATE**July 30**

“The Bay Bridge and the Workers.” A panel will look at current conflicts over Bay Area reconstruction projects and how union workers are rebuilding a new monument honoring the talents and skills of working people. Free at Local 21’s office, 1182 Market St., Rm 425 at 7 p.m.

For more info, visit www.laborfest.net.

Q: I have a hard time with my department’s payroll staff over vacation. What can I do to minimize any issues with them?

A: Local 21 recommends attaching a photocopy of the MOU pages concerning floating holidays with any future vacation request to reduce confusion.

For more information, read the amended version of our MOU with the City at www.ifpte21.org/chp_sfc.shtml.

San Francisco Budget Update

After tense weeks of negotiation between the Board of Supervisors and Mayor Newsom, the City’s Budget Committee adopted a \$6.6 billion budget and restored over \$43 million in cuts to programs and departments across the City.

Local 21 was able to ameliorate many of the cuts impacting our members through lobbying the Board of Supervisors and speaking out at hearings. Consequently, we were not as impacted as in previous years.

Unfortunately, not all Local 21 cuts could be restored. The Union lobbied several Board of Supervisor members to place a hold on a portion of the City’s contract with Harvey Rose to save Legislative Analyst positions and maintain these operations in-house. Although we were unsuccessful, the union will continue to press this issue.

Late into the budget process, the Board transferred \$4.6 million of the IT Department’s \$200 million budget to other departments facing severe cuts. The Union met with Supervisor Chiu and was assured his budget decision would not result in personnel cuts within our membership. The Supervisors are working with us to ensure that cuts come from non-personnel items. Additionally, Supervisor Chiu proposed consolidating some IT services and Local 21 is working with him to organize a round table discussion with members to evaluate the proposal and find a fair and equitable solution.

The \$4.6 million from IT is part of a larger \$45 million reserve fund drawn from the City’s seven largest departments to help fund social and health services.

When finalizing the FY 09-10 budget, the Board also voted to place a reform measure on the November ballot that would create a two-year budget cycle.

Union Wins EDD Appeal

Last December a Local 21 member working at the Human Services Agency was accused of violence in the workplace by one of his colleagues. As a result of the allegations, which the Union believes are false, he was not only terminated but also denied unemployment benefits.

Last month, the Union represented this member at a hearing at the Employment Development Department (EDD) to appeal the denial of unemployment benefits. An Administrative Law Judge at EDD ruled that the employer’s argument lacked merit due to insufficient evidence showing “the discharge was for deliberate, willful, or wanton breach of an important duty.”

Furthermore, the judge stated the employer has the burden of proving misconduct and was unable to do so because the employer’s main witness was unable to convince the judge that our member engaged in any wrong doing. Local 21 is taking the wrongful termination case to arbitration.

Longtime Union Leader Elected to Retiree Health Board

Retired Local 21 activist Ed Walsh was recently elected as the Retiree Representative on the City’s Retiree Health Care Trust Fund Board. Walsh wrote a column for the June 2009 *Retired Employees of the City & County of San Francisco Bulletin*, and will be providing regular updates on issues impacting retirees. For a copy of the bulletin, visit the Union office or contact glouie@ifpte21.org.

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