

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

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### Members Vote to Save Jobs

An overwhelming majority of San Francisco members took a major step to help save jobs and services by voting to support the tentative agreement. Over 90% of members who cast ballots voted to adopt the agreement, which rescinds the Mayor's plan to reduce wages and work hours to a permanent 37.5 hour workweek, and limits the number of layoffs that can occur citywide through the end of the fiscal year to 425. After that, there will be a freeze on layoffs through the end of the year, and limitations on the number of layoffs that can occur in the following year.

The agreement contributes over \$200 million in savings (from over 20 participating unions) to the City over the next two years to help close the budget gap and save over 1,000 jobs, while instituting improvements and efficiencies in the City's operations.

Each employee covered by the agreement will receive 12 furlough days annually for two years in the form of floating holidays, accrued quarterly. In exchange, we will see a 4.62% reduction in pay, smoothed over two years. Many will be required to use 5 of the 12 furloughs during holiday Minimum Staffing Days. Read the agreements and summaries for both the central table and Local 21 side table at [www.ifpte21.org/sfbudgetinfo/](http://www.ifpte21.org/sfbudgetinfo/).

We are working to fully implement the PEC and Local 21 side table agreements to ensure that the City meets its contractual commitments. The agreement calls for provisions such as a new citywide joint labor-management committee on Personal Services Contracts (PSCs), a report on contributions from the Mayor, his staff, the Board of Supervisors and unrepresented management employees, and a number of other provisions.

The Union is also monitoring budget deliberations and will have discussions with Local 21 leaders about longterm strategies in the event of political and economic developments.

At Local 21's side table negotiations with the City, Local 21 leaders did an excellent job: **MARIA RYAN, DEAN COATE, MARY MARZOTTO, DON CHAN, BO PITSKER, LOCK KWAN, TEDMAN LEE, GUS VALLEJO, GLENN HUNT, ADAM GUBSER, ROLAND DITAN, ISABEL AUERBACH, TED WONG, and JIM BUKER.** Local 21's Election Committee members were instrumental in counting votes: **GUS VALLEJO (Chair), TED WONG, MARSHIA HERRING, LOCK KWAN, MARIA RYAN, HOWARD TEVELSON, ROLAND DITAN, BRENDA PERALTA, STEVE MUNGOVAN, DEAN COATE, and TEDMAN LEE.**

### Union Wins Acting Pay

Local 21 member **SUSAN KELLY** recently won a long battle for acting assignment pay for work to which she was assigned at SFPUC. The department originally denied the premium, citing that while she was acting within the scope of the higher paid class, it did not comprise a substantial portion of her duties.

Local 21 responded by invoking expedited arbitration. Several weeks ago, an arbitrator ruled that Kelly deserved acting pay retroactive to February 2010, when she formally requested the premium. The arbitrator stated that although all requirements to receive acting pay were met, and she had been performing the duties of the higher paid class since November 2008, she was only eligible for the premium from the date she made her request.

In a similar case, member **WAI "WILEY" TOM** was denied acting assignment pay from SFMTA after he had already been paid an acting assignment premium for the exact same work the prior fiscal year. SFMTA halted payment because the acting class was no longer budgeted. Local 21 filed a grievance but settled the clear-cut case outside of arbitration, winning Tom the pay he was owed from July 1, 2009, when his acting pay was stopped.

Our MOU says, "an employee who believes s/he has been assigned to perform a substantial portion of the duties and responsibili-



**SAVE THE DATE****May 28**

Last day to return your ballots! Health Service System Board ballots to the SF Dept. of Elections (Vote for **WILLIE LIM!**); Union Bylaws Revision ballot to the Union Office (Vote to Approve!).

**May 28**

The SF Labor Council hosts a forum on "Progressive Taxation and the Fight for California's Future" featuring **SARA FLOCKS**, Public Policy Coordinator, California Federation of Labor, and **MARTY HITTELMAN**, President, California Federation of Teachers. Plumbers' Hall, 1621 Market St., 6:30 p.m.

**June 1**

Join **SUPERVISOR JOHN AVALOS** to learn about the Hotel Tax to save city jobs and services, and how you can help gather signatures to put it on the ballot for November; 350 Rhode Island St., 5:30pm.

**PROFESSIONAL & TECHNICAL ENGINEERS**

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ties of a higher classification, even though the acting pay assignment criteria have not been met shall be entitled to file a claim."

"If you believe you are eligible for acting pay, don't hesitate to contact the Union. Once I did, they told me that my case was strong, explained how to file the claim, and then helped me navigate through the process quickly and easily," said Kelly. "My only regret is not contacting the Union much sooner!"

**PSC Committee Expands to Citywide Group**

Local 21's joint Labor-Management Committee on PSCs is shifting into a larger, more comprehensive citywide Labor-Management Committee this summer. While the goals, to review PSCs and outsourcing, explore workload forecasting, and review processes for requesting approval and tracking PSCs will be the same, all city unions will be involved.

In the most recent amendment to our MOU, Local 21 and the PEC negotiated provisions to develop the citywide committee, and get a minimum 30 days advance notice from the City before they submit a PSC request to DHR. This notice period is a huge step in stopping inappropriate contracting out and ensuring city jobs are not transferred to private companies without cause and accountability.

Local 21's internal PSC Committee is ramping up to take a leadership role in the new citywide committee, which will address PSCs proactively from a global perspective. The aim is early intervention: anticipating workload and staffing needs while embracing Civil Service principles; promoting knowledge transfer to strengthen the ability of City staff to perform new work in the future; and monitoring and accountability to ensure better decision-making.

We're fighting to stop the City from inappropriately contracting out our work. The headway we make today could mean the difference between preserving and growing our jobs, or permanently shrinking the city's workforce.

"The PSC committee helps maintain a well

trained and diligent workforce that preserves institutional knowledge, while wisely using consultant resources, when required, to meet public service needs," said **NORMA NELSON**, PSC Committee member and Principle Administrative Analyst. "I encourage Local 21 members to help us! We need members who are looking out for work that can be performed by any Local 21 member, as well as members who can assist in reviewing PSCs for appropriateness of contracting out."

We need your help! Volunteer to be a part of the PSC Oversight Network, and review proposed PSCs related to your workplace. Your insight can help save jobs and services! For more info email [jebrenner@ifpte21.org](mailto:jebrenner@ifpte21.org).

**Don't forget to vote on June 8 CALIFORNIA**

Prop. 13 YES Earthquake upgrades  
Prop. 14 NO Open Primaries  
Prop. 15 YES Public Funding of Elections  
Prop. 16 NO PG&E Monopoly  
Prop. 17 NO Raise Auto Insurance Rates  
GOVERNOR Jerry Brown  
LT. GOVERNOR Gavin Newsom\*, Janice Hahn  
ATTORNEY GENERAL Kamala Harris\*, Alberto Torrico, Chris Kelly, and Ted Lieu  
TREASURER Bill Lockyer  
INSURANCE COMMISSIONER Dave Jones\*, Hector De La Torre  
SECRETARY OF STATE Debra Bowen  
BOARD OF EQUALIZATION Betty Yee  
CONTROLLER John Chiang  
SUPT. OF PUBLIC EDUCATION Tom Torlakson

**SAN FRANCISCO**

Measure A YES School Facilities Funding  
Measure B YES Earthquake Safety & Emergency Response Bond  
Measure C YES Film Commission changes  
Measure D YES Retirement Benefit Cost  
Measure E YES Budget for Police Security  
Measure F YES Renters Economic Relief  
Measure G YES Transbay Transit Center  
SUPERIOR COURT Judge Richard Ulmer

\*SF Labor Council sole endorsement.

State endorsements by the California Labor Federation.