

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

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JUCC Staying the Course on Outsourcing, Training

Local 21 knows responsible fiscal management and a close watch on contracting out are two indispensable tools in ensuring the best results for our City.

The San Francisco Public Utilities Commission's (PUC) \$4.3 billion Water Safety Improvement Project (WSIP) is concluding its design phase and entering construction. To ensure accountability throughout WSIP, the Joint Union-City Committee (JUCC) is continuing its vigilance on contracting out, training, and establishing best practices to replicate citywide.

Recently, Local 21 halted a \$5 million WISP-related Recycled Water Personal Services Contract (PSC) from moving forward at the Civil Service Commission. Local 21 members at DPW cited an existing agreement between PUC Managers and DPW staff, made under the oversight of the JUCC, outlining that Recycled Water projects would be undertaken by DPW Engineers.

PUC ASSISTANT GENERAL MANAGER HARLAN KELLY acknowledged PUC staff should have consulted with DPW Engineers and the Union to maximize the work kept in-house, prior to seeking approval of the contract. DPW and PUC Senior Engineers are currently paring down the final scope of work in the PSC.

The JUCC has also broadened its focus to include environmental planning in its monitoring and review. On October 29, Kelly and PUC BUREAU OF ENVIRONMENTAL PLANNING MANAGER IRINA TORREY held Town Hall meetings to address the concerns of Local 21 Planners, especially those relating to the future drop-off of work as various projects conclude their environmental review phases.

At that meeting, management promised to provide the Union with a staffing plan by November 12. To date, we are still waiting for

the plan. Torrey most recently stated, "We are still in the process of identifying non-WSIP projects and hope to have an updated staffing plan ready for review by mid-December." The Union will continue to press PUC management for the long-awaited plan.

The JUCC meets every Wednesday at 3:30pm at Local 21 (with meetings alternating between internal and with the employer present). All members associated with WSIP are welcome! For more information, email glouie@ifpte21.org.

Judge Denies SFUSD Challenge to City Bumping

In the August 2009 *Cityline* we reported that Local 21 joined the City in a lawsuit against the San Francisco Unified School District (SFUSD), to prohibit the District from rejecting employees bumped from the City as a result of layoffs.

SFUSD was attempting to disrupt a long established and accepted relationship with the City by claiming its autonomy in situations related to layoffs and bumping, and was barring individuals from bumping into district positions.

Last month a judge denied SFUSD's petition challenging citywide bumping rules. The Court ruled in favor of the City and Unions involved, finding that the application of layoff procedure does not compromise the District's level of control over the public school system or its own financial affairs, as claimed.

As a result of the ruling, all City employees eligible to bump into SFUSD positions on November 15 were allowed to do so.

In addition, any Local 21 members being asked to perform SEIU bargaining unit work as a result of layoffs should contact their Steward or Union Representative immediately. If you are unsure who your Steward or Rep is, call the Union office at 415.864.2100.

SAVE THE DATE**December 21**

Learn how to reduce stress at this free class; Noon to 1 PM at the SF Public Library at 100 Larkin St., Sycip Family Conference Room, 4th floor (no food allowed). No RSVP required. For more info about this event and other Work Life Support Services, please contact the Union office at 415.864.2100.

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. For more information, visit our website at www.ifpte21.org.

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PSC Labor Management Committee to Launch

Local 21 anticipates the Joint Labor-Management Committee to address (PSCs) will hold its first official meeting in December. The Committee is a provision of the new addendum (Appendix F) to our MOU with the City, and aims to improve the process and way PSCs are developed and approved in the City.

The Union's own internal PSC Committee has been preparing for the first meeting by laying much of the groundwork to partner with the City and improve PSC-related processes, including instituting early consultations with the Union during the initial development process, establishing workload forecasting for effective planning, and creating a framework for PSC policy that ensures the appropriate use of Local 21-represented classifications and City resources.

The Union's committee is also in the early stages of launching the communications component of its PSC campaign to inform and mobilize Local 21 members around PSC-related issues, and educate the public, media, and other decision makers about contracting out.

Local 21's committee is meeting at noon on December 11 to craft our campaign message. To participate in the Committee's message development, RSVP to anjali@ifpte21.org.

Supes Look at Retirement, State Legislation Possible

In response to the economy, public employees' retirement benefits are coming under greater scrutiny at the state and local levels.

Last week, the Board of Supervisors' Audit Committee held a hearing on a report issued by a San Francisco Grand Jury addressing Police and Fire pension "spiking." The Grand Jury recommended forming a Task Force to move the City from a defined benefit plan (pensions and Social Security), to a defined contribution (privatized) program for all city employees, not just Safety groups. To their credit, the Committee rejected the proposal.

Representatives from the Controller's and

Mayor's Budget office, and RETIREMENT SYSTEMS DIRECTOR CLAIRE MURPHY presented compelling information debunking much of the data in the report. LOCAL 21 PRESIDENT DEAN COATE also spoke against privatizing retirement, as did other city unions.

As reported in the September 2009 *Cityline*, MAYOR GAVIN NEWSOM convened a Pension and Benefits Working Group to examine retirement benefits. Unfortunately, the group does not have any representatives from labor. Working Group member SUPERVISOR SEAN ELSEBERND has raised concerns about the cost of benefits retirees receive. The average retiree benefit is only \$2,308 per month, a nominal amount to live on in the Bay Area.

At the state level, anti-public service groups are looking at legislation to undercut retirement income, and Local 21 is working with a statewide coalition to oppose efforts that unfairly target retirees.

City Outlines Electeds' Wage Contributions in Writing

On October 21 the City provided Local 21 with a letter outlining salary contributions made by the Mayor, his staff, the Board of Supervisors and other elected officials, and unrepresented managers towards closing the City's budget gap.

The letter outlines contributions made in FY 2008-2009 and FY 2009-2010, including the current year's 2.45% salary reduction adopted by all elected officials earlier this year.

Local 21 believes it is necessary for everyone to do their part amidst the current economic downturn. The Mayor and others have not only followed through on their promise made in Amendment #2 of our MOU, but have demonstrated they share this value with us.

Benefit: 15% Wireless Discount

City employees are eligible for up to 15% off the regular monthly rate for individual and family cell phone plans, phones, and accessories through a number of wireless providers.

For details, visit intranet/pdf/email/services/cell_pager from any City computer.