

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

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on Oct. 3

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Union Notified of New Layoffs

To date, seven Local 21-represented employees at the AIRPORT, SF PUC, and GSA received layoff notices effective November 15, the date our negotiated layoff freeze with the City expires.

While management has the right to layoffs, the Union is actively monitoring all layoff-related issues, and will be hosting an informational meeting for all impacted employees in the coming month.

An example of layoff monitoring recently took place at the AIRPORT. In preparation for layoffs, Management requested that our members respond to a voluntary "special conditions" canvas. Although a canvas in itself is not unusual, the Department's Human Resources division gave our members less than eight hours to complete the canvas.

Local 21 immediately intervened, expressing that the employer's request and timeframe was completely unreasonable, and could contribute to a situation where special conditions are abused. The employer extended the canvas deadline to the end of the week, and requested a meeting with us to discuss the issue further.

Union Wins Acting Pay Issue

In March 2008, BRENDA DAUGHERTY, an IS Administrator III, was assigned the duties of an IS Engineer-Journey by a former supervisor and manager. Daugherty was informed on numerous occasions that her acting assignment pay was being processed by Human Resources, and that she should continue performing the work of her own position, as well as the position in which she was acting.

In December 2008, Daugherty was informed that in addition to performing the work of the two positions, she would also be assuming the duties of a third position, IS Engineer-Senior.

At that time, Daugherty was told she would

not receive acting pay for duties associated with the third position, and was still awaiting three months of previously promised acting pay for her initial assignment.

While the Union was working to resolve the issue, her department terminated her pay for seven months of additional duties in 2009, and never paid her the three months she was due from 2008.

Local 21 took this case to arbitration, and won full back pay for Daugherty. The arbitrator agreed with the Union and ruled that the employer cannot deny acting assignment pay based on claims that it is no longer warranted, after long-term authorization. Furthermore, the arbitrator stated that because the premium was initially approved and processed, Daugherty was not responsible for submitting a formal claim for the remaining pay after she had received partial compensation.

"Local 21 Staff Representative PAM COVINGTON provided an excellent level of due diligence and support," said Daugherty. "My case was pretty clear, and guidelines governing acting pay were not met by the City."

Delegate Assembly in SF, Next Weekend!

The next Delegate Assembly will be held on October 3 at the Hotel Whitcomb in San Francisco. Registration and continental 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.

Local 21 Poised to Oppose Pension Changes

The City's Pension and Benefits Working Group recently received a civil grand jury report entitled, "Pensions beyond Our Ability to Pay," which found the City's pension costs



SAVE THE DATE**October 19**

Learn how to reduce stress at this free class led by **KITTY COSTELLO, M.A., MFT** and **RICHARD EPSTEIN, PhD, MFT**; 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 information about this event and other Work Life Support Services, please contact the Union office at 415.864.2100.

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are growing.

Some members of the group, including **SUPERVISOR SEAN ELSBERND**, have indicated the best solution to addressing pension costs is increasing employee contributions, rather than addressing the City's poor fiscal planning and management.

RETIREMENT SYSTEMS DIRECTOR CLARE MURPHY stated that the most effective and sustainable solution would be for the City to adopt more responsible budgetary practices, instead of trying to shift the burden of rising benefit costs onto employees.

To date, the City has not taken any action toward altering pension benefits. However, Local 21 is monitoring the issue and is prepared to oppose any changes that disproportionately fall on the shoulders of our members.

Union Pushes Implementation of Amendment #2

Although the Union negotiated a second amendment to our contract with the City back in May, we are still in the process of ensuring all provisions of the agreement are implemented as intended. The amendment extended our contract through June, 2011, and exchanged 8 days of pay over two years, for 8 days off.

Implementation and enforcement are a lengthy but critical part of upholding any contract. Without enforcement and diligent, ongoing follow-up, the negotiated provisions of any agreement are meaningless.

To date, a handful of provisions in the agreement have been fully executed, including finding a resolution to the **REC/PARK** contract for Palega Playground (see the August 2009 issue *CityLine*), and instructing payroll personnel to observe the two-week minimum notice period for Local 21 represented employees being bumped.

However, a number of issues still require consistent follow-up. With the vacations of HR staff and other diversions behind us, we will return to the table with the City next month to address the following:

DEVELOPING A LARGER BUDGET FRAMEWORK

A group of unions and City representatives conducted a public opinion poll on potential revenue measures for the November 2009 ballot. Unfortunately, extensive surveying revealed that voters are unwilling to consider any measures that will lead to increases in taxes. Because of this, there will be no revenue measures on the upcoming ballot.

However, the Board of Supervisors recently approved a measure to go before voters requiring the City to adopt a two-year budget cycle, instead of the one year cycle we currently have. A full report on ballot measures and endorsements will be available in next month's *CityLine*.

APPENDIX F: PSC ADDENDUM

While the PSC Addendum is one of the more complex provisions in the extension agreement, it is also an example of the Union bargaining team's foresight and perseverance during its discussions with the City. Early on, Local 21 leaders felt strongly that any help the Union gave would be contingent upon the City's willingness to meet certain criteria, including reducing the amount of work contracted out, and developing a larger framework toward closing the budget gap and gaining fiscal accountability.

The City sent the Union a letter claiming reductions in year-to-year General Fund PSC expenditures of more than \$30 million. We requested a breakdown of where the reduction came from, including department, type of work, PSC amount, and duration of work. We expect to receive this within a week.

Lastly, Local 21 and the City agreed to form a labor-management committee to address ongoing PSC issues, which will include representatives from the **SF PUC**, **AIRPORT**, and **MTA**. The Union's PSC committee is developing a structural proposal for the committee, which is expected to hold its first meeting later this Fall.

For a complete list of implementation issues and their status, visit www.ifpte21.org.