

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

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### SF Budget & Layoff Updates

Want up-to-date information on the City's fiscal situation and budget talks with Local 21? Visit the union's 'SF Budget Information' page for regular updates, news, correspondence to and from the City, and a schedule of special membership meetings (tba) on the budget at [www.ifpte21.org/sfbudgetinfo.shtml](http://www.ifpte21.org/sfbudgetinfo.shtml).

### Local 21 Opposes Phony Civil Service "Reform"

On February 23, the Department of Human Resources (DHR) resumed its on-again, off-again push for so-called civil service "reform." In a special meeting of the Civil Service Commission, JENNIFER JOHNSTON, DHR Chief of Policy, presented a series of misguided reform recommendations titled "Civil Service Reform Phase II: Unfinished Business – Preserving the Promise of Government." The City has not raised many of these issues since 2006, calling into question the City's sudden need for reform when faced with an unprecedented fiscal crisis and record numbers of Local 21 members being placed on the holdover list as a result of layoffs. SEIU 1021, OEU Local 3, TWU Local 200, and IBEW Local 6 were among the unions also present to voice their dissatisfaction with the City's plan for reform.

As usual, Local 21 spoke out against the City's recommendations, which were organized into four areas: hiring, employee investment and performance management, separations, and governance. As examples, the City proposed to eliminate appeals of background rejections and re-establish certification rules allowing for added discretion by hiring managers. Local 21 vehemently opposed both measures. The union presented the Commission with its own set of recommendations in its report, "Picking Up the Tools to Fix the Abandoned Civil Service

System: A Union Response." Due in part to the union's report, various DHR officials were called to task to justify several of the recommendations, which bewildered certain Commissioners.

The meeting was the first of what will be several special meetings to scrutinize and implement citywide civil service reform. Local 21 will remain vigilant to prevent the City from capitalizing on these ungainly times to push through rule changes reducing worker rights and protections.

The City's recommendations for reform and Local 21's report can be found on our website. For further information or to comment, please contact your representative.

### Union, City Reach Last-Minute Agreement on City's Violation of MCCP Tripartite Settlement

In late January, Local 21 and CCSF finally entered into arbitration over the City's violation of the MCCP Tripartite Settlement Agreement, a settlement arrived at when Local 21 dropped then-pending 2005 litigation against the City. The settlement, in effect since January 1, 2006, set strict guidelines around the hiring of certain types of managers in seven of the largest agencies in which Local 21 has members.

In June 2007, the union drew attention to the City's gross violation when the Planning Department and SFO moved to replace three Local 21 Planner V positions with managerial positions – a clear breach of sections of the settlement.

Although the initial charges were made in 2007, and the settlement itself mandated speedy resolution, city attorneys and others waylaid the process. It was not until the union moved to compel arbitration that the City reassumed its obligations under the settlement.

**SAVE THE DATE****April 3**

Are you concerned about what this economic crisis means for your retirement benefits, pension trust funding, and future retirement plans?

Join us for the 3rd installment of Local 21's Speakers' series on the Economy. This event will be a retirement issues briefing with **CLARE MURPHY**, Executive Director of the SF Employees' Retirement System. She will be speaking on the impact of economic developments on retirement issues in general, and the SFERS in particular; Noon at Local 21, Please RSVP to 415.864.2100 or [union21@ifpte21.org](mailto:union21@ifpte21.org)

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Early into the arbitration, the union and City (at the urging of the arbitrator) agreed to have the dispute mediated, rather than formally arbitrated. The City realized it had little ground to stand on, and was eager to reach a mediated settlement. After almost two days of heated mediation and negotiation, Local 21 agreed to revised terms (soon available online) that effectively eliminate a glaring weakness in the original contract, which allowed the City near carte blanche in the hiring of certain managers. With the exception of a handful of new managers, the seven agencies subject to the agreement may hire additional "M-unit" managers only upon proof of new or significant changes to programs necessitating the managerial hires.

### **Gung Hay Fat Choy! Local 21 Celebrates Year of the Ox**

San Francisco Local 21 members were out in full force for the CAAGE Lunar New Year Luncheon on February 13, filling two tables.

The banquet room at the Empress of China Restaurant in San Francisco was packed with City employees. Among the elected officials in attendance were **SUPERVISORS DAVID CHIU, CARMEN CHU, and ERIC MAR**, and **SENATOR LELAND YEE**.

The lunch was highlighted with a raffle and a moo-ing contest to usher in the year of the Ox. Attendees gave the crowd their best imitation of an ox's "moo," including Local 21's Executive Vice President **WAYNE LEE**. While he didn't win, he did walk away with a great prize - an oxbell, or cowbell! Member **TEDMAN LEE** was a lucky raffle prize winner.

### **Call for Donations to SFLC's Hardship Fund**

Over the last decade, the San Francisco Labor Council's (SFLC) Emergency Hardship Fund has served the needs of hundreds of local union members during strikes and other hard times.

Today, the SFLC needs your help! As the economy worsens and more union work-

ers lose their jobs, the hardship fund faces an increasing challenge to have enough resources to serve those most in need.

The fund provides emergency assistance to working people who suddenly find themselves in positions of need, and helps keep families and individuals from losing their housing, avoiding utility shutoffs, ensuring folks have enough food to sustain themselves, and providing access to medical care in emergencies.

Individual donations are desperately needed and can be made payable to "SFLC Community Services Emergency Hardship Fund" at SFLC, 1188 Franklin St. #203, San Francisco, CA 94109. Questions? Contact 415.440.4809 or [tom@sflaborcouncil.org](mailto:tom@sflaborcouncil.org).

### **Commuter Benefit pre-tax Increases to \$230 per month**

The Emergency Economic Recovery Act signed into law by **PRESIDENT OBAMA** includes an increase in the transit tax benefit from \$120 to \$230 per month, effective February 17, 2009. It means that City employees who commute by transit can save up to \$1000 or more a year! The Commuter Benefits program can be used for transit passes (including Muni, BART, SamTrans, AC Transit, Golden Gate Transit, Caltrains, and Ferries) or vanpool expenses. An additional \$230 can be deducted pre-tax for parking at BART and Caltrain stations.

To sign up for commuter benefits, visit [www.myfbmc.com](http://www.myfbmc.com) or call 800.342.8017.

Existing Participants: If you are signed up for a pre-tax deduction of \$120 but would like to receive additional passes/tickets, log into your account at [www.myfbmc.com](http://www.myfbmc.com) or call 800.342.8017. If you are currently having more than \$120 deducted from your paycheck, post-tax amounts are automatically being applied to the new \$230 pre-tax limit. Anything over \$230 will remain a post-tax deduction.

Changes made by April 10 will be effective in June. Questions? Contact Adeline Canez at 415.355.3729 or [adeline.canez@sfgov.org](mailto:adeline.canez@sfgov.org).