

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

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### **Dialogue on Deficit Continues**

There is no way to avoid spillover from the global, national, and state economic turbulence, or its impact on our employment relationships with the City.

As far back as May 2008, Mayor Newsom asked Local 21 to accept unpaid furlough days to help the City close its budget gap, then estimated at \$338 million. At that time, revenues were still growing but the City was outspending its growth, and our union declined the Mayor's request for givebacks.

In December, he returned and asked us to defer our 3.5% wage increase which went into effect December 27, 2008. The request was made on short notice and left no time for serious consideration as most Local 21 members were away for the holidays. Additionally, there was little willingness on behalf of the Mayor's administration to explore other cost saving options or examine how a concession would reduce layoffs in Local 21-represented positions. As a result, we refused to give up our negotiated wage increase, but did agree to continue an open dialogue with the City.

Now, the City is asking again and true to our word, we have kept the dialogue open. The Mayor wants \$80 million in concessions from all of labor – roughly equivalent to the 3.5% raise we received. Unfortunately, the City's deficit is projected at over \$500 million and there is no plan for closing the remaining gap beyond asking employees for a give back. Local 21 and other City unions strongly believe a June ballot measure to increase revenue must be a part of the City's ultimate plan.

At press time, there is a stalemate of sorts between labor and the City. We don't believe our members should consider a wage concession without: 1) Knowing how the City plans to make up the remainder of the gap; 2) An understanding of how a giveback would benefit our members by limiting layoffs; and 3) Assurance that the Mayor and Board of

Supervisors (BOS) will support a budget solution that is agreed upon by labor, rather than attempting to unilaterally impose cuts or block any labor-backed legislation aimed at generating revenues. In a meeting on February 2 about possible revenue generating ballot propositions, the Mayor promised to stay neutral on the June ballot issue; the next day he issued a press release stating his opposition to a revenue generating measure and went on to veto a measure passed by the BOS to allow a vote in June.

Over the years, City employees have made a series of concessions and deferrals to help the City through legitimate budget problems. Since the Mayor's request in May 2008, employees have paid a price with layoffs, and anticipate more layoffs in the coming months and years. Because no one knows how long or deep the downturn will be, the Mayor is unwilling to guarantee any limit to layoffs, even if employees agree to a concession. Simultaneously, the City refuses to look at ways to reduce outsourcing, which could save jobs and resources.

There is no doubt the City's budget problems are real. On January 21, the City Controller and Mayor's Budget Director delivered a budget briefing to Local 21's San Francisco Council. The information presented is posted on our website's 'SF Budget Section' at [www.ifpte21.org/sfbudgetinfo/](http://www.ifpte21.org/sfbudgetinfo/).

Additionally, Local 21 will be engaging an independent economic consultant to review the City's financial data and provide us with an analysis and recommendations.

Local 21 asked the Mayor to take two steps before our membership considers a wage deferral: 1) The Mayor must develop a plan to close the budget gap beyond asking for a wage concession; and 2) There should be agreement on a reasonable set of conditions to ensure that any savings is spent wisely. For example, Local 21 wants an honest hiring

**SAVE THE DATE****February 23**

Special Meeting of the Civil Service Commission to address Civil Service Reform; 2pm, City Hall, Room 400

**February 27**

LaborFest Forum & Panel with Video Screening: "Artists in the 1930's and Defending Art and Artists Today;" 7pm, 835 Howard Street (donation requested)

freeze and an end to appointing highly political and costly individuals to City office, as well as the continual hiring of exempt employees. A list of tentative conditions can be found on our website's 'SF Budget Section.'

Local 21 will continue to monitor federal bailout and state budget developments, as well as continue a dialogue with the Mayor and BOS, and cooperate with the Labor Council and other unions. We will also begin organizing membership meetings at various worksites to expand the dialogue with our members, and continue to be transparent and communicate all developments as they occur. No agreements will be made without membership approval.

**Union Calls for PSC Reform**

Local 21 urged the Civil Service Commission at its February meeting to increase the accountability of departments requesting outsourcing through PSCs.

Commissioners were reviewing the PSC planning and approval process as a result of Local 21 expressing concern over the lack of information to support a multi-million dollar request from DPH in January.

On February 2, Local 21 raised questions regarding the current PSC process, including whether outsourcing is a judicious use of city funds, especially considering recent and projected budget shortfalls and layoffs. A review of PSCs in 2008 indicated that \$1.45 billion in contracts were approved.

Local 21 asked whether departments are appropriately considering use of city employees to perform outsourced work. In the case of continuing work which has resulted in multi-year outsourcing, Local 21 inquired if departments are doing enough workload forecasting to migrate outsourced work back into the City? With new work, is the City increasing knowledge transfer to develop its future internal capacity to perform the work?

Local 21 made recommendations in four areas to improve the PSC review process: 1) Establish a minimum 30-day notification period to employee organizations for review of

PSCs. Departments are required to notify employee organizations, but currently employee organizations receive little to no notice; 2) Departments must provide more information and a justification about their due diligence in determining that city staff cannot perform work proposed to be outsourced; 3) Departmental requests should be rejected when they fail to follow PSC review procedures, including due diligence; 4) Improve the PSC process to shift financing back into appropriate departments when a PSC has been canceled or not renewed.

Commissioners had a thoughtful discussion, and recognized the vital role Local 21 plays. They committed to continuing the discussion to improve the review of PSCs, and to including Local 21 in the process.

**IPC monitors Layoffs, SFUSD rejects bumping from City**

The Union's Internal Placement Committee (IPC) has been meeting regularly to address layoffs impacting Local 21 members. To date, we have had three layoffs rescinded.

IPC members monitor layoff and bumping processes to ensure that the City tracks vacant requisitions to place members who would otherwise be laid off, and makes certain that proper seniority and layoff procedures are followed.

Placement and displacements are largely taking place appropriately. Unfortunately, this does nothing to quell the unease and concern our members have who are facing layoff.

The Superintendent of Schools crafted an argument using non-City attorneys at the San Francisco School District (SFUSD) to reject employees bumping from the City as a result of layoffs. SFUSD's decision means that individuals with the right to bump into SFUSD positions will not be allowed into those jobs by February 20, the effective date of layoffs.

The City has already notified SFUSD that it is not permitted to refuse employees. Local 21 is also responding to SFUSD with objections, as it has no legal standing or reason to reject employees bumping from the City.

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