

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

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### **Unions Take Aim at Anti-Worker Ballot Measure**

Everyone knows politician **JEFF ADACHI** is running for Mayor and he's hoping to win by attacking the retirement security and health care of average San Francisco workers. He's circulating a petition via paid signature gatherers to get an initiative on the November ballot that blames city employees for the fiscal crisis resulting from Wall Street's economic meltdown.

The measure provides a "remedy" by mandating 1) all city employees increase their pension contribution (from 7.5% to 9% for non-safety), and 2) the City slash its contribution for working families health coverage by forcing employees to pay, in most cases, 100% more for their dependents' medical care. He claims that San Francisco's deficit is due to the increased cost of retirement security plans of San Francisco's workers, rather than losses in revenue and State monies.

The truth is, San Francisco Employees' Retirement System (SFERS) is widely recognized as one of the best funded pension programs in the Country. It has been funded at over 100% for well over a decade. Even with the stock market crash, SFERS already saw 14.4% in positive earnings in FY 2009-2010.

The measure's ads falsely claim that city employees do not contribute to their pensions. In reality, all city employees are already contractually obligated to contribute 7.5% of their earnings to the retirement plan. The last employees have already agreed to pay this amount permanently starting next fiscal year.

Adachi's "reform" measure will require most city employees to pay over 100% more for their family's health insurance, for the city's most affordable health plan (health care costs for an employee with two dependants will jump from \$2,744 per year to nearly

\$6,000!), on top of increased contributions to their retirement. The rising cost of health care is caused by runaway inflation and greedy insurance companies, not working people. The real solution to this problem is true health care reform, not penalizing city employees.

This "reform" will cost the average employee between 10% and 20% of their annual salary, and in some cases more. A Rehabilitation Counselor whose gross salary is \$58,864 will have to contribute more than \$15,000 of their salary to cover their family under the City's Blue Shield HMO plan and make increased pension contributions.

#### **Speak Out and Get Involved!**

The evidence is clear that Politician Jeff Adachi's facts are wrong. San Francisco's retirement security plan is not broken. San Francisco public workers have modest retirement security plans. The average non-safety worker's pension is just above \$2,100 per month. Adachi is out of step with San Francisco, and he's trying to advance his political career by attacking the retirement security of public employees. San Francisco's workers didn't cause the greatest economic crisis since the Great Depression! Shame on Him!

Jeff Adachi shouldn't be running for Mayor on the backs of San Francisco's public workers. After a lifetime of service to the people of San Francisco, city workers deserve a secure and dignified retirement.

**CALL Adachi today at 415.553.1671 and tell him that not only is he wrong, but he's lost your vote. REFUSE to sign his ballot initiative, and tell his signature gatherers why.**

Local 21 is working with a coalition of PEC Unions, as well as Californians for Health Care and Retirement Security, to fight this measure if it collects enough signatures to qualify for the ballot. Email [atonisson@ifpte21.org](mailto:atonisson@ifpte21.org) to be part of Local 21's Rapid Response Team to take action against this ballot measure!

**SAVE THE DATE****July 3-31**

Since 1994, LaborFest has institutionalized the Bay Area's history and culture of working people. The festival begins on July 3 and continues through the end of the month, and features a variety of documentary films, historical walking and bike tours, art, speakers, and art exhibits. Visit [www.laborfest.net](http://www.laborfest.net) for a full schedule of events.

**July 28**

Learn how to reduce stress at this free class; Noon at the SFPUC, 1145 Market Street, 1st Flr Large Conference Rm. Work Life Support Service will provide pizza and soda for participants. No RSVP is required. For more info about this event and free other Work Life Support Services, call the Union office at 415.864.2100.

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**Local 21 Fights Contracting Out of Crime Lab**

The Union has been busy fighting a controversial proposal by the Police Department to outsource the work of San Francisco's Police Crime Lab. The misdirected proposal to contract out this vital public service is little more than a thoughtless overreaction to managerial and plant issues that need attention.

San Francisco news outlets have reported on charges being filed against a former lab employee alleged to have tampered with drug-related evidence. In addition, the lab sits on a chemical dump out in Southeast San Francisco, and development plans for the location require the lab be moved.

Given these challenges, the department is pushing a "cut and run" strategy, hoping that by contracting out the lab, they can put a cap on the bad publicity. It is a short term solution and a disservice to all law-abiding residents. Despite a hastily drawn up Controller's report that claims money can be saved by contracting out the lab, Local 21's research, which is more in depth and adopts a long term perspective, shows it is financially irresponsible to boot.

The City has to come to grips with the hard work and tough decisions required to find the money, straighten out its managerial issues, and create a state-of-the-art on-site facility. It's not safe for San Francisco to be dependent on private labs. Evidence shows that outsourcing over a five-year period would cost the city nearly \$4 million above the cost of city-provided services, while potentially compromising the crime-fighting capacity of law enforcement.

After over a month of working to halt the contracting out of the Crime Lab, the Union has made significant headway in ensuring that crime analysis and oversight are maintained in-house, and that the people of San Francisco have a crime lab that convicts the guilty and clears the innocent, rather than relying on unaccountable private labs to perform their due diligence.

In addition to raising our concerns in

the media over the last several weeks, last week Local 21 successfully intervened in two contracts that went to the Civil Service Commission for approval, which sought to contract out the analysis of DNA and narcotics evidence. As a result of the Union's actions, the contract for narcotics testing was thrown out based on legal technicalities and that the Union was not given adequate notice or information about the potential contract. The contract for the DNA testing was reduced dramatically, and will only allow testing of backlogged evidence for 1 year until the Department hires additional staff to process and prevent future backlog.

Despite these victories, the Union's efforts to stop this misguided plan are not over. A number of meetings and hearings are scheduled over the next week to address the testing of narcotics evidence and find funding to retrofit the existing crime lab facility. The impact we have will mean the difference between 20 city workers losing their jobs, and maintaining an essential city function that fights crime and fights excessive costs.

**Reminder: Temporary Wage Reduction Coming Soon**

As outlined in the recently ratified agreement between PEC Unions including Local 21 and the City, all city employees covered by the agreement will see a temporary wage reduction of 4.5%, effective July 1, 2010.

Because the City's payroll system requires that wages are calculated and paid in increments of .25%, the negotiated wage reduction of 4.62% will be achieved by implementing a 4.5% reduction this July, and a 5% reduction next July. All wages shall be restored to their original levels on June 9, 2012.

The wage reduction is equivalent to 12 unpaid furlough days per year, awarded quarterly. The first three of the 12 days will be awarded in the form of floating holidays on July 1, 2010, in addition to four contractually provided (paid) floating holidays. Many employees may be required to use five of their floating holidays during a holiday closure.