

“Working Together Works”

IFPTE – 21 ♦ City of Oakland Chapters



Bargaining Bulletin #7

-June 25, 2008-

Council Approves Furlough; Local 21 Members Speak Out

Over 75 Local 21 members joined employees from every city union to pack the City Hall Council Chambers at a special budget hearing on Tuesday June 17th. After hours of discussion, the Oakland City Council formally approved mid-cycle adjustments to the FY 2008-2009 budget which included a 5 day furlough.

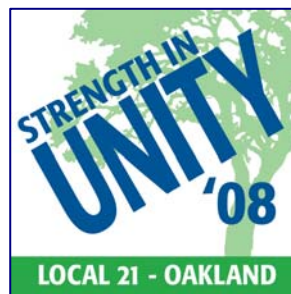
In late May, Mayor Dellums and City Administrator Edgerly proposed adjustments to the mid-cycle budget including a mandatory furlough consisting of 12 days of unpaid leave for all employees performing “non-essential City services.” A 12 day furlough would result in a 5 percent decrease in wages for employees primarily represented by Local 21 and SEIU. The furlough was intended to make up the City’s budget deficit, which many Local 21 members attribute in part to overspending and poor financial planning on the part of the City, as well as a reduction in revenues generated by property transfer taxes.

While the proposed furlough could not be fully eliminated, we did succeed in reducing it from 12 days to 5 days, which the Council has scheduled to take place between December 26, 2008 and January 2, 2009. Additionally, an option was left open to recover one of the five days through the use of vacation buy-back or floating holidays. The Council also eliminated 26 vacant positions to achieve an additional cost savings, rather than altering the current levels of the City’s fund balance. To date, a list of eliminated positions has not been finalized. While a furlough is not ideal, one critical victory during this process is the

protection of all funds budgeted for cost-of-living adjustments.

Although Local 21 cannot bargain with the City over a mandated furlough, the union does have the right to bargain over its *impact*. Issues expected to be addressed during the meet and confer process include defining “non-essential services” and the positions that provide those services, allowing the use of VTN, payment schedules to stagger the financial effect of the furlough, and any other proposals to minimize the impact on Local 21 members. All members with concerns or input should speak to their CAT team representative or chapter leaders.

Collective action on the part of Local 21 members and CAT Team, including a steady and strong presence at budget hearings, made a significant difference in the number of furlough



days the Council approved. Local 21's Oakland Vice President Jeff Levin addressed the Council on June 17th and urged them to find sustainable solutions to the budget deficit

other than cutting wages and City services. The Council Chambers thundered with applause after Levin concluded his remarks. Additionally, Council member Desley Brooks remarked that her office received a substantial number of emails from Local 21 members calling for the Council to examine alternate mechanisms for balancing the budget.

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Representatives from Local 21's bargaining team and the City Administrator are in ongoing discussions about the composition Local 21's bargaining table. Due to current uncertainties in how negotiations will proceed, we are awaiting direction from the City and hope to resume negotiations soon. Local 21's next bargaining session is tentatively scheduled for Monday June 30th, the day our contract expires.

Save-the-Date!

“Midnight” March, June 30th

“Midnight” March
For all our contracts!
June 30, 2008

Join us for a march and rally for over 100,000 East Bay workers who have contracts expiring at midnight on June 30, 2008! The march will depart from the Unitarian Church (14th & Castro) at 9:30pm and end at 11pm with a rally at Oakland City Hall with speakers and a candle light vigil for our contracts. The march route will take us to the downtown employers with contracts expiring Monday. Security will be in place; Event organized by the Alameda Labor Council.

Our Contract Expires Monday June 30, 2008

Local 21 Members! Join us for Dinner at 5:30pm in City Hall Hearing Room 3 on June 30th.

We'll walk to the Church at 7pm to make signs and distribute t-shirts, flashlights & bullhorns.

March with your Local 21 colleagues and thousands of East Bay employees who are all fighting for a fair contract and negotiation process!

RSVP to subha@ifpte21.org

We're united for Health Care, Pensions, Fair Wages & a Voice at Work!

1182 Market Street, Rm 425, San Francisco, CA 94102 • http://www.ifpte21.org/chp_oak.shtml
Phone: 510-251-2199 • Fax: 415-864-2166
For more info, contact your Local 21 Reps Vickie Carson vcarsen@ifpte21.org & Subha Varadarajan <subha@ifpte21.org>

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Meet us for a Local 21-dinner at 5:30pm in City Hall Hearing Room 3. At 7pm we'll walk to the Church to make signs and distribute t-shirts, flashlights & bullhorns. The march and rally will follow from 9:30 to 11pm. Please RSVP to Subha@ifpte21.org

Join the Alameda Labor Council, Local 21 members, and union members representing thousands of workers fighting for a fair contract and negotiation processes!

Local 21 Members are Making News!

Visit Our website to see them in action on the KTVU Channel 2 News at the May 29th City Council Budget Hearing:
http://www.ifpte21.org/chp_oak/budgetcrisis_video/

Local 21 Moves Ahead on Equity Adjustments

Once bargaining between the City and Local 21 is on its way, the Union's bargaining team plans to address all non-economic issues before bringing economic issues to the table. We expect this will leave a few months for groups and individuals seeking equity adjustments to research their cases and prepare their proposals and presentations.

Groups comprised of members from classifications seeking equity adjustments have been meeting with Local 21's Research department to plan next steps. These classification-specific planning meetings ensure that groups working together receive the technical assistance they need to make a strong case, while also maintaining a coordinated approach to wage realignments across Local 21.

Three training sessions were conducted in Oakland on Equity Adjustments. Contact anjali@ifpte21.org for information on materials distributed at trainings, technical assistance, and coordinating a meeting with members of your classification interested in working together.

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