

“Working Together Works”

IFPTE – 21 ♦ City of Oakland Chapters



Bargaining Bulletin #8

-July 14, 2008-

Exactly one week after the expiration of Local 21's contract, the union's entire bargaining team met with the City's Chief Negotiator, Wayne Heine, on July 7, 2008. During the brief meeting, Heine responded to an information request made by Local 21 almost two months prior on May 12th. The City provided a majority of the data requested, but cited difficulty in gathering certain types of information because of its record keeping practices and manner in which it organizes data.

When asked to schedule a date for the next negotiation session, Heine responded that he did not have the authority to agree to any additional meetings with Local 21's entire bargaining table at that time. He elaborated that outstanding issues, primarily the make-up of Local 21's bargaining table, need to be addressed before any more meetings will be scheduled. The Local 21 bargaining team indicated that it will not agree to any negotiation sessions that would exclude any portion of its team and the bargaining units those individuals represent.

Concurrently, members of Local 21's bargaining team are having ongoing discussions with the interim City Administrator and Mayor's office to reach a resolution that promotes efficiency and provides our members with the fairness they deserve. The City's new administration is well aware of our position on maintaining a

unified table and has indicated a willingness to cooperate.

Professional Development Extended

One example of this new level of good faith is the reversal of a directive sent to city-wide personnel staff to cease processing professional development requests until a new agreement is ratified. When Local 21 received notice that all professional development reimbursements would be on hold, Staff Representative Vickie Carson contacted the Employee Relations Department for clarification. Although the City never directly responded, ERD did reverse the order the next day and formally instructed all departments to “continue to honor the provisions related to professional development, allowances, and other provisions related to reimbursement.”

L21 Perseveres thru City Scandal

The last few weeks have been challenging for City of Oakland employees. Not only are we dealing with changes in administration, but we are also striving to counteract disparaging stereotypes of public employees in the media amidst recent scandals.

While the City struggles to adjust to the various challenges it is currently facing, Local 21 members continue to strive for excellence as we work behind the scenes to keep the City running.

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What have we accomplished in the last month? What have we been able to do while all this controversy swirls around us? Contact your CAT Team Representative or Chapter leaders about sharing your positive achievements and illustrating how invaluable City of Oakland employees really are!

Oakland Members Demonstrate over Contract Expiration

At midnight on June 30, 2008, over 100,000 East Bay workers' employment contracts expired. Local 21 and several other labor unions convened for a "Midnight" march and rally organized by the Alameda Labor Council. Hundreds of marchers visited the site of six different employers in downtown Oakland with expiring contracts, including the City of Oakland.

Andrea Turner (below), Local 21 Supervisors and Managers' Chapter Political Issues Coordinator, addressed rally-goers at City Hall just 54 minutes before Local 21's contract with the City expired. She spoke of the need for all East Bay employees to unite as workers, rather than continuing as employees facing individual battles.



The success of the event could not have been possible without the efforts and participation of over 60 Local 21 members from the City and Port of Oakland, and all the City of Oakland CAT team Representatives who helped make our voices heard!



Local 21 members Elisa Marquez (L) and Maryann Sargent (R) prepare flashlights and other materials for the “Midnight” march.

Local 21 Members Making News

Visit Local 21's website at http://www.ifpte21.org/chp_oak/dispute_video/ for the KTVU Channel 2 News report on the event and hear Local 21 Supervisors and Managers' Chapter Membership Director Tom Manley comment on the empowerment he feels from being gathered with so many people working toward a shared goal. After the event Manley elaborated, "It was very inspiring, exciting, and thought provoking to see union members striving together for health care, pensions, and livable wages while loudly voicing their concerns. I felt supported by all these unionists in the common struggle."

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