

# “Working Together Works”

## IFPTE – 21 ♦ City of Oakland Chapters



### *Bargaining Bulletin*

### *-April 7, 2008-*

Local 21 officially began bargaining with the City of Oakland on Thursday, April 3, 2008! The half-day session consisted of introductions, opening statements, and discussing ground rules for bargaining.

Negotiations began with the Local 21 bargaining team introducing themselves and sharing with City negotiators, Wayne Heine and LaWanna Preston, their array of experience with bargaining and the vital roles they play within the City of Oakland.

Following introductions, Local 21's opening statement was made first as a means of setting the tone for negotiations by stressing the issues of utmost importance to our members: Fairness on the job; Promotional opportunities and career ladders & lattices; Protecting and honoring the City's commitment to health and pension benefits; and Fair and equitable compensation. Most critically, however, is the clear message that was sent to the City about how finding effective solutions to these issues is in the best interest of *both* Local 21 *and* the City – especially in light of the City's need for succession planning.

Local 21's opening statement also conveyed our preparedness for bargaining, and touched upon the unprecedented amount of feedback received from our members through the bargaining survey and 'Know Your Contract' workshops, the formation of Contract Action Teams (CAT) to communicate effectively with our membership about negotiations, ongoing Equity Adjustment trainings, and Local 21's partnering with Stephen Raphael, Associate Dean of the Goldman School of Public Policy at UC Berkeley, who will prepare an analysis of the City's current budget and future finances.

Both sides began discussing ground rules for negotiations. Ground rules must be mutually agreed upon and are applied to both parties. They typically address things ranging from protocol for meetings to deadlines for submitting proposals, and shape how bargaining will take place.

Two future bargaining dates have been scheduled for Monday, April 21 and Monday, May 5. An agenda has been set for the meeting on the 21<sup>st</sup>, which will largely be dedicated to ground rules.

Local 21's bargaining team officially has 21 representatives. Bargaining team members present on April 3 included Jeff Levin, Hamid Ghaemmaghami, Joyce Carlson, Gunawan Santoso, Michele Byrd, Frank Fanelli, Judy Jackson, Carol Curtis, Martin Sharp, Robert Newman, Diane Lewis, Daniel Rossi, Donald Smith, Jean Roberts, Christia Mulvey, Renee Sykes, and Annie Sloan. Local 21 staff members supporting negotiations include Vickie Carson, Subha Varadarajan, Taneshia Straughter, Joe Brenner, and Anjali Asrani.



Members of the Oakland bargaining team at our Cesar Chavez celebration with speaker, Dr. Carlos Muñoz, Jr.

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