



“Working Together Works!” February edition City of Oakland Contract Negotiations — 2008

AN ORGANIZATION FOR PROFESSIONAL, TECHNICAL & ADMINISTRATIVE EMPLOYEES

Local 21 Contract Campaign Update

Negotiations with the City are about to begin, and it's about time — Local 21 has been gearing up for months so, let's get this show on the road! On January 30th we held a lunchtime meeting which was attended by close to 200 Local 21 members anxious to see the results of months of bargaining preparation work and excited about the next steps to make our upcoming negotiations a success.

Many people signed up to be part of the Contract Action Team (CAT) which will be the primary organizing and communication system Local 21 will use to update our membership about bargaining. Training for the CAT is being held on the following three dates:

- Wednesday, February 27th at Noon City Council Chambers
 - Friday, March 14th at Noon in City Council Chambers
 - Friday, March 28th at Noon in Hearing Room 3
- Be the first to know what's happening at the table and keep your worksite in the loop. We welcome any interested members to join us — If you are interested, please contact Subha@ifpte21.org.

The Bargaining Team work group is holding a series of meetings to work on our opening presentation, prepare proposals, and strategize as we get ready to meet with the City. To assist us in the contract campaign, Local 21 has enlisted the help of a Stephen Rafael, UC Berkeley's Associate Dean of the Goldman School of Public Policy to analyze the City's budget and prepare an economic analysis that will be presented to the City at the bargaining table. We look forward to working with him, and all Local 21 CAT Team members on this campaign!

Oakland Kicks Off Equity Adjustments

Two Equity Adjustment trainings were held for Local 21 members at the City of Oakland in January 2008. The trainings addressed how to determine if you have a strong case for an equity adjustment, researching your case and gathering data in support of your proposal, and using Local

21's new step-by-step manual, “Making the Case for Equity Adjustments.” Members from the following classifications and series' have expressed interest in pursuing equity adjustments:

- Program Analysts
- Contract Compliance Officers
- Chief of Party
- Criminalists
- Real Estate Agents
- City Attorneys
- Engineers
- Electronics Supervisors
- Heavy Equipment Supervisors
- Legal Secretaries
- Crime Lab Manager
- Urban Economic Analysts
- Public Works Supervisors
- Employment Services Supervisors
- Planners
- Neighborhood Services Coordinators
- Administrative Analysts
- Paralegals
- Tree Supervisors

If you are interested in participating in pursuing an equity adjustment for your classification or series during bargaining, please contact Anjali@ifpte21.org. All interested members will be contacted in the coming weeks with further resources and details about equity adjustment timelines.

PAC Gearing Up For Council Races

Oakland's Political Action Committee will be meeting on March 10th to talk about Local 21's endorsements in the upcoming City Council races and plan a member meeting later in the month. Jeff Levin, Subha Varadarajan, Vickie Carson, and Mike Seville went to the Alameda County Central Labor Council's candidate interviews on February 20th. Council seats in Districts 1, 3, 5, 7 and At-Large are up for election in June 2008 and there are challengers in each race. All candidates submitted completed questionnaires and answered questions from the floor.

PAC — *continued*

Candidate questionnaires will be posted on the Local 21 website (www.ifpte21.org) for members to review. Watch for endorsement meeting announcements in early March.

Compressed Work Schedule Gets Off to a Rocky Start

After months of work, the Labor/Management Committee's Compressed Work Schedule Pilot Program has finally started. For the next 6 months, a group of Local 21 members will participate in a trial run of a program that will allow employees to work their 75 hour pay period over nine days instead of ten. The program requires that each work unit that has 1 or more participating employees must develop a plan to handle the work when participants are on their regular day off, without resort to overtime or acting pay. If successful, the program will be expanded to include more employees.

This is the first program to be developed by the labor/management committee mandated by our contract. Over the course of several months, a Compressed Work Schedule subcommittee studied programs in other jurisdictions and in the City Attorney's Office, and developed a proposal that was adopted by the entire Labor/Management Committee.

At this point – after the Committee's work was done – the City Administrator insisted on changes that included restricting the number of employees who could participate and limiting the pilot to just 6 months. The committee redrafted the program and resubmitted it to the City.

The second draft was again changed by management. The City now stated that the Oracle system couldn't handle employees working more than 40 hours in a week, information that was not previously discussed. The City then insisted that Compressed Work Schedules would have to be 8.0 hours day during the 5-day week and 8.75 hours during the 4 day week, with no other alternatives

The City also issued instructions for implementation that were vague and difficult to understand. In some departments, all work units were given a chance to develop proposals if they had interested employees. In other departments, the "eligible work units" were determined in advance by management. The implementation was so confused that some of the CWS

subcommittee members were never given an opportunity to apply to participate in the pilot program.

The union has already raised concerns about the way this process worked. Our contract states that the Labor/Management Committee should include representatives from both sides who have the authority to enter into agreements, and that's not what happened here. However, even as we push for a Labor/Management Committee with real authority, we are committed to the pilot program and to getting the program expanded as soon as possible.

SAVE the DATE

CAT Training II

*Friday March 14th, Noon
City Hall Council Chambers*

CAT Training III

*Friday March 28th, Noon
City Hall Hearing Room 3*

Join your Local 21 Contract Action Team (CAT)! Both trainings will focus on strengthening an effective CAT communication system, organizing our worksites, maximizing our political strength, mobilizing members, and next CAT steps.

Please RSVP to Subha@ifpte21.org

Cesar Chavez Celebration

*Friday - April 4, Noon - 1:00 pm
250 Frank Ogawa Plaza, 6th floor lunchroom*

Local 21's Oakland Council invites you to join us for our annual celebration of the life of a great labor leader and humanitarian, and share in good food, good music, and good fun!

Carlos Muñoz, Jr., Professor Emeritus in Ethnic Studies, UC Berkeley, will talk about Chavez and why he is a treasure to us all. He will discuss Chavez's struggle for justice and will inspire us to demand a holiday for Chavez. *¡Si Se Puede!*

Visit Your Local 21 City of Oakland website!

http://www.ifpte21.org/chp_oak.shtml



Professional & Technical Engineers, Local 21 (IFPTE/AFL-CIO)

1182 Market St, Room 425 • San Francisco, CA 94102

Phone: 415.864.2100 • Fax: 415.864.2166 • Website: www.ifpte21.org