



Major Goals for Local 21 Bargaining - 2008



IFPTE Local 21's key bargaining priorities for 2008 embody and advance the mission of the City of Oakland, including its commitment to dignity and respect for all employees. The bargaining goals developed by our members are based on principles of fair and competitive compensation, equitable treatment, career development, and maintenance of a professional, merit-based City personnel system.

Local 21 represents the professional, technical and management employees who design and implement the City's projects and programs. We make the City work and we are strongly committed to delivering the best possible service to the community.

The Union is prepared to participate in a fair and efficient bargaining process to reach an equitable agreement so we can work together to solve the many challenging issues facing the City. This requires that the City meet with us at a single bargaining table where all our bargaining units are represented.

The following is a listing of our major issues and objectives:

- Compensation and Wage Increases
Securing fair compensation and equitable wage increases for Local 21 members.
- Full-Time Government
Eliminating the one-week layoff that was included in the adopted Budget for FY 2008-09 in order to maintain City services and operations on a full-time basis.
- Retirement and Medical Benefits
Ensuring that current benefits for active employees remain in place and keep pace with costs.
- Retiree Medical Benefits
Ensuring that retiree medical benefits for employees who dedicate years of service to the City are brought up to current costs of health care.
- Fairness and Consistency
Promoting practices that ensure fair hiring and fair and consistent treatment of employees throughout the City.
- Civil Service Status of Managers' Bargaining Unit (UM1)
Protecting the rights and clarifying the Civil Service Status of UM1 employees.
- Promotional Opportunities and Succession Planning
Ensuring that key institutional knowledge is preserved by encouraging professional development and promotion through the ranks.
- Leave Provisions
Enhancing leave provisions to remain competitive with other public agencies.
- Alternative Work Scheduling
Adopting best practices to address staffing levels, work scheduling, and the most effective ways to deliver City services while helping balance work and life demands.

From its inception, Local 21 has worked cooperatively with the City to move Oakland forward. We look forward to productive negotiations and to maintaining our positive relationship.