

# “Working Together Works”

## IFPTE – 21 ♦ City of Oakland Chapters



### *Bargaining Bulletin #2*

### *-April 24, 2008-*

#### **UNITED or DIVIDED?**

At the second bargaining session between Local 21 and the City of Oakland on April 21st, the main topic of discussion continued to be Ground Rules. Both sides have presented proposals which address issues ranging from protocol for meetings to deadlines for submitting proposals, and shape how bargaining will take place. Ground rules must be mutually agreed upon and are applied to both parties. The City's team has refused to come to tentative agreement on a ground rule that explicitly allows for all Local 21 bargaining units to negotiate together. The City's position is that the Local 21 bargaining team should be divided, with separate contracts and tables for Confidential (TA1) and Management (UM1 and UM2) employees, and all other Local 21-represented employees.

The Local 21 Bargaining Team informed the City's new negotiators that we have always bargained together as one united team, and there is no reason that we should be divided now.

The City's Chief Spokesperson, Wayne Heine, claims he doesn't know how negotiations were conducted in the past, and showed little interest in learning about past practices. He presented a 1976 Employer-Employee Relations Ordinance which the City has clearly misinterpreted to say that certain Local 21 bargaining units cannot negotiate together.

On Monday, Local 21's bargaining team rejected the City's divisive proposal and shared a legal opinion from labor attorney, Duane Reno, which supports Local 21's right to bargain at the same table. The City is maintaining their position,

but is unwilling to share any supporting information to back it up or acknowledge whether the City sought a legal opinion on the issue.

Another important ground rule proposed by the Local 21 team is on maintaining the terms of the existing agreements if negotiations are not concluded by June 30, 2008. The City rejected this proposal, claiming it was unnecessary, with vague references to protections in the Meyers-Milias-Brown Act and Public Employee Relations Board (PERB) decisions.

In several other areas of ground rules we are close to an agreement with the city.

#### **MAY DAY “UNITY!” Rally**

The Local 21 Contract Action Team (CAT) has got the worksites buzzing. Have you heard?

Join Local 21, SEIU 1021, IBEW and the Oakland Firefighters, Local 55 at our May Day UNITY! Rally on Thursday, May 1st from 12-1pm at Frank Ogawa Plaza. Please come out to show your support for the bargaining teams and for Unity. Special UNITY t-shirts and lunch will be provided to the first 200 Local 21 members that attend.

Our next bargaining date is scheduled for Monday May 5<sup>th</sup>.

#### **Budget Meeting Called by City Administrator**

City Administrator, Deborah Edgerly has called all City unions to a budget status meeting on April 30, 2008 to discuss the state of the City's finances and its potential impact on our negotiations. The Local 21 bargaining team will be released to attend this meeting.