



LOCAL 21 ***REJECTS*** **THE CITY'S TAKE BACKS!**

After months of bargaining, Local 21 proposed a contract extension through June, 2010. The City responded with a package of **major take-aways**, including over 10% in reductions in compensation, a 5% reduction in retirement benefits, and insistence on a reopener to shift costs for medical, dental, vision and retiree medical benefits onto employees. What does the City want to give us in return for these take backs? *Absolutely Nothing!*

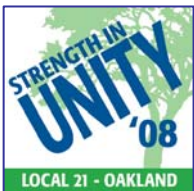
The City's proposal includes:

- Increasing the employee retirement contribution from 3% to 8% of salary, beginning January 1, 2009. This would reduce pay by 5% and also reduce retirement benefits by 5%
- Eliminating overtime pay for all FLSA-exempt employees (this applies to most professionals)
- Eliminating professional development allowances
- Eliminating management pay – Employees who currently don't get paid overtime receive management leave of 5-15 days per year. Fifteen days is equivalent to 1.5 hours of overtime per week, and hardly compensates for the extra hours these Local 21 members work
- Eliminating automobile allowances (equals 2% - 5% of pay for those who receive auto allowances)
- Cutting stand-by pay in half
- Re-opening the contract to shift costs to employees for medical, dental, vision, and retiree medical benefits, by May 2009
- "Conforming" the MOU to the Civil Service Rules, which could reduce or eliminate provisions in the MOU



**TAKE A STAND AGAINST LAYOFFS & SHUTDOWNS –
JOIN US IN DEMANDING BETTER LEADERSHIP, A FAIR
CONTRACT & A BUDGET THAT PRESERVES CITY SERVICES!**

Tuesday December 9, Noon!
Oakland City Hall Plaza



THE CITY'S BUDGET WILL *NOT*** BE BALANCED ON OUR BACKS!**

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