

Professional & Technical Engineers, Local 21



AN ORGANIZATION FOR PROFESSIONAL, TECHNICAL & ADMINISTRATIVE EMPLOYEES

San
Francisco
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Holiday Party at the Moonstar

Mark your calendars for the annual Local 21 Holiday Party at the Moonstar Restaurant (1169 Market Street) in San Francisco on December 12. The party starts at 4:00 p.m. and runs until 10:00 p.m. Local 21 members are admitted free of charge (just show your 2008 membership card)—adult guests are \$20 and children (over 42 inches tall) are \$10. Not a member? Membership applications will be available at the door. For those wishing to miss the historically long lines outside the restaurant, consider coming after 7:00 p.m.

New membership cards should arrive several days before the party, but if you don't receive one in time, there will be membership lists at the door where you can be checked off.

See you all there!

Contract Implementation: DPW Settles Exemplary Pay Grievance

After a year of waiting, DPW employees will have the chance to qualify for exemplary pay for '06-'07. Director Fred Abadi agreed to consider Local 21 DPW members for exemplary pay retroactively for '06-'07 using the same criteria that the department is developing for granting exemplary pay next year. In order to settle the grievance and insure no one would lose the opportunity for consideration as a result of the department taking more than a year to develop criteria and kick off the program, the agreement calls for the department to apply the '07-'08 criteria retrospectively and consider anyone who received an outstanding evaluation in '06-'07 for exemplary pay. The department has committed to having all '06-'07 payments made before the end of December.

Similar grievances have been filed in other departments, and we hope to use the DPW model to settle those as well. "The agreement in DPW is fair to everyone and should serve as a good model for resolving the other similar cases," said Local 21 representative Farbod Pirouzmand.

Local 21 victory against new anti-fraternization policy

After months of opposition from Local 21, last week the San Francisco Board of Supervisors voted 10 to 1 against an ordinance prohibiting managers from engaging in romantic or sexual relationships with employees under their supervision.

Introduced by Supervisor Daly, the policy sought to bar any romantic or sexual relationships between City employees within a chain of command, regardless of how far removed those employees are from a direct work or supervisory relationship. While the Supervisor's intent was to save the City from paying legal settlements for claims of sexual harassment, the policy would have enabled the City to terminate individuals for engaging in any consensual relationships ranging from brief indiscretions to marriages and domestic partnerships. The ordinance allowed employees to avoid termination if they chose to end their relationship (in many cases this includes legally separating from a spouse or domestic partner), or transfer to another position in the rare event that one is available that matches the manager's highly specialized skills.

Additionally, the policy would have exposed anyone under suspicion of having a relationship to a formal investigation and invasion of their personal life and activities outside of work. It also conflated relationships between consenting adults with sexual harassment. The proposed policy made no distinction between favoritism and harassment (both currently prohibited) and consensual relationships, which frequently occur and often have no repercussions for the City and its employees. Local 21 staff members Criss Romero and Anjali Asrani voiced the union's concerns at several meet and confer sessions and they shared research conducted by Local 21 on the sexual harassment and anti-fraternization policies adopted by other Bay Area cities and counties. All surveyed public employers have policies prohibiting sexual harassment and favoritism, but none have

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language as over reaching as the defeated policy that could have banned relationships between subordinates and managers.

As defined in the defeated policy, approximately two thirds of Local 21 members would qualify as managers.

Retirement Reform: Making Changes that Make Sense and a Difference to Everyone

Over the last five years city employees across the board have expressed a growing desire for pension improvement. At a meeting in late summer of the Public Employee Committee of the San Francisco Labor Council, affiliated unions began discussing pensions and the word spread quickly throughout union halls and City Hall.

Meanwhile, it has also become clear that the City plans to introduce a charter amendment that modifies retiree health benefits for new employees in order to reduce costs. They assert this is necessary because of new accounting rules (GASB 45) which require reporting of any unfunded liability for retiree health care — potentially impacting bond ratings. Supervisor Elsbernd – the City’s point person on this issue – has made it clear that he views the City’s five year retiree healthcare vesting rights as one area ripe for reform and is seeking to identify others.

This convergence of events presents a unique opportunity for labor to take the lead on a charter amendment that reduces retiree health care costs by making pension modifications that encourage longer service. Good public policy that is also good for workers.

In September the Coalition for Pension Reform (CPR) was formed to look at both retiree health care and pension reform as a single, inter-related challenge and opportunity. The coalition — which includes most of the affiliated public employee unions in San Francisco as well as the police and fire unions and MEA – immediately identified as its number one priority ensuring that changes on the pension side are part of any GASB-related charter amendment put on the ballot next June.

In anticipation of this campaign, all the unions have agreed, on a per capita basis, to contribute towards a “war chest” of approximately \$400,000. Actuaries specializing in both health and pension have been hired to work with us. The challenges are

significant and time is short. Any ballot initiative for next June has to be before the Board of Supervisors by mid December with finalized language by late January or early February. CPR meetings are now being held on a weekly basis and other discussions are taking place on several different levels to make that happen.

What is absolutely clear is that all of the unions are unified and committed to working together towards a resolution that is good for public employees in San Francisco, creates good public policy and is something that voters will support in 2008. Look for CPR updates as this initiative progresses!

[The Coalition for Pension Reform (CPR) includes: IFPTE Local 21, SEIU 1021, TWU Local 250-A, TWU Local 200, MEA, IAFF Local 798, IBEW Local 6, Machinists Local 1414, and SFPOA.]

Save Up to 40% on Commute Costs

If you receive a paycheck from the City and County of San Francisco, you can save up to 40% or more on transit and vanpool expenses through the Commuter Benefits Program! Here’s how this program works. You can deduct up to \$110 per month (pre-tax) from your paycheck to pay for public transit tickets and vanpool fare. You can deduct any additional amounts needed, post-tax, to cover the full cost of your tickets. Another \$215 per month, pre-tax, may be used to pay for parking at BART and Caltrain stations. Using pre-tax dollars to purchase passes means you experience a savings.

You simply select your passes and the amount is automatically deducted from your paycheck. Your passes are delivered to your home address before the first of each month. The program can be used for Muni, BART, AC Transit, SamTrans, Golden Gate Transit, Caltrain, ferries or any other transit service in the Bay Area, as well as vanpools. Employees can change their deduction amounts from month to month, as needed. New employees will be able to enroll after they receive their first standard paycheck. Enrolling is easy and paperless. The deadline to enroll is the 10th of each month. Processing for this benefit can take up to two months so act now!

To sign up, go to www.myfbmc.com or call FBMC’s Customer Service at 1-800-342-8017. For more information, call the Commuter Benefits Information Line at (415) 355-3727 or email commuterbenefits@sfgov.org.



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