

Union news for
**PROFESSIONAL,
TECHNICAL &
ADMINISTRATIVE
EMPLOYEES**

LOCAL 21, IFPTE | AFL-CIO
San Francisco

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IFPTE Local 21 is proud to introduce its new monthly publication for San Francisco members. The CityLine replaces the San Francisco Pipeline.

Union Prepares to Launch New Steward Program

Local 21's Research, Policy, and Education Department staff presented recommendations to Local 21 leaders in San Francisco on a new Steward / Professional Rights Representatives Program (PRR) last month. The Program, to be launched in Fall 2008, is the culmination of a several month process of research and targeted discussions to evaluate best approaches to increasing the effectiveness of worksite representation for all employees represented by Local 21 who work for the City.

Local 21 Stewards play a vital role in the workplace. They assist members with inquiries about the union contract, answer questions about rights and benefits, and act as a communications link between members, union officers, Local 21 staff, and at times with the employer. In the new Program, Stewards will represent colleagues at the departmental level and, where possible, at the worksite.

Much of the recommendations not only addressed the representational structure, but also identified key areas of support and assistance that would be needed in developing a stronger program where stewards can be effective. Some of these support tools included the development of a new Local 21 Steward Manual, an internet-based communication system for steward discussion and problem-solving, and a Stewards' Council to serve as a center for information on current issues in the workplace. Additionally, ongoing trainings for stewards will address issues related to Communication Skills; Motivating and Building Effective Participation; Discipline - Rights and Represen-

tation; Non-Discrimination - Rights, Rules, and Regulations; and Public Speaking and Assertiveness Training.

Formalizing and expanding the program will bring about major changes to our union. Not only will it help build our members' skills and develop stronger union leaders and negotiators, but it will allow Local 21 staff more time and resources to address larger issues, including the abuse of Personal Service Contracts across the City. A list of recommendations and a map of current Local 21 stewards by worksite can be found on our *City and County of San Francisco Chapters' webpage*.

L21 Creates New MTA Advisory Council

Last June, Local 21 members of **SFMTA** proudly announced the creation of the MTA Advisory Council (MAC). The group was formed to better monitor and defend members' interests concerning MTA professional services contracts and RFPs issued for private bids.

Since its inception, participants have expanded its goals and functions to include MTA compliance with the MOU on a variety of issues including incentives, premiums, and flexible staffing. **PROFESSIONAL ENGINEERS** Executive Board member **MING GU**, who is also a Track Engineer and MAC participant stated, "There was a need for an organized and unified Local 21 voice. As a loyal and committed workforce, it makes good management sense for the City to invest in us. There should be a focus on professional development, which would lead to less work having to go out."

The MAC has engaged agency upper management on several projects, with one contract (the construction of a canopy at the Geneva Train Yard) being curtailed and

SAVE THE DATE**SEPTEMBER 20**

The Delegate Assembly will be on September 20th at the Marriot Hotel in downtown Oakland. The agenda will focus on strengthening Local 21's political action and effectiveness.

Registration and breakfast begins at 8:30 a.m. and the Assembly starts at 9:00 a.m. All delegates and members interested in attending should R.S.V.P. to Mandy Bratt at mbratt@ifpte21.org.

a portion of its scope of work being brought in-house. Current participants envision the MAC evolving with members representing numerous chapters and addressing and resolving union concerns on the ground and as they arise. The MAC meets at Noon the third Tuesday of each month at Local 21's office. All are welcome.

City Adopts OT Legislation

MAYOR NEWSOM and SUPERVISOR MCGOLDRICK introduced a proposed amendment to the City's Administrative Code to limit overtime hours that do not meet stringent guidelines for emergency or critical service needs during disasters and situations where the public's safety is at risk.

Local 21 was one of few unions that attended meet and confer sessions on the legislation. Previously, the City's policy limited non-emergency overtime to a maximum of 80 hours in a regular work week. The proposed amendment, which was introduced in late July, would have imposed a 624 hour limit on each employee in any fiscal year.

The union consulted with leaders from several chapters including FIELD OPERATIONS, HEALTH EDUCATORS, and MUNICIPAL PLANNERS to better understand and mitigate the impact of any changes on members and ensure that the effective delivery of City services are not impeded. On August 5th, the Board adopted SUPERVISOR ELSBERND'S revised version of the legislation, which increased the pool of employees who are exempt from overtime limits and was closely in line with Local 21's position.

Salary Grades Permit Rounding of Wages

Local 21 negotiated a 2% base wage increase for all its San Francisco members which became effective on June 28th. Since then, the union has received many inquiries from members because while some saw a raise that was slightly higher than 2%, others saw less in their paychecks. The reason

for this inconsistency is that CCSF increases salaries by rounding them to the nearest pay grade, which can often result in a raise which more closely resembles 1.9% to 2.1%. Paragraph 136 (pg. 25) of the union contract permits rounding of wages and states, "The wage rates...shall be rounded to the nearest salary grade." All salary grade codes can be found in the Compensation Manual, located on the Department of Human Resource's website. Over time, rounding of salaries to the nearest pay grade does not result in a disproportionate loss or gain of wages.

The final Local 21-negotiated wage increase of 3.5% will become effective on December 27, 2008.

Employee Benefits: Save Money & Improve Air Quality

The City has a number of programs that save its employees money while promoting alternative transportation programs that spare the environment!

Commuter Benefits: Use up to \$115 pre-tax dollars per month to purchase your monthly public transportation passes (Muni, BART, etc.), parking at BART and Caltrain stations, and save up to 40% on transportation costs.

City Bike Fleet: City departments can have a bike fleet with U-locks, helmets, parking, and maintenance plans for work-related travel during the work-day.

Rideshare: Carpoolers share expenses, are exempt from paying bridge toll fees, and save time by riding in the diamond lane. Vanpoolers can receive discounted parking and use pre-tax dollars for vanpool expenses.

Emergency Ride Home: When City employees use alternative transportation to get to work, they can take a taxi or rent a car to deal with an emergency (personal or family illness, bike/vanpool problems, etc.) and be reimbursed for expenses.

For more info, contact Commuter Benefits at (415) 355-3727 or commuterbenefits@sfgov.org.



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