

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

LOCAL 21, IFPTE | AFL-CIO
San Francisco

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Members Take Political Action

With less than two months until Election Day, Local 21 members have been strategizing over which candidates and ballot propositions to support. This November, we have a lot at stake - seven seats are opening on the Board of Supervisors and it's critical that we have a strong, unified voice in electing leaders who value City employees and the services we work hard to provide. The actions we take during this election cycle will undoubtedly impact the struggles and successes we face for the next eight years, including the 2010 contract, bargaining for fair salary increases, and fighting future layoffs and budget cuts.

Two Political Action Committee (PAC) meetings, open to all San Francisco members, were held on September 8 and 15 to evaluate which Board of Supervisor candidates and ballot propositions would be recommended for formal endorsement. The PAC's suggestions will be discussed and voted on by the San Francisco Council on September 17, and submitted for formal endorsement to the Local 21 Executive Committee at their monthly meeting on September 18. Official endorsements will be posted to the union's *Political Action* webpage when finalized.

In addition to endorsements, members are also organizing **21 AT 21**, twenty-one union members volunteering a few hours of their time at Local 21's office to help secure a pro-labor Board and ballot initiatives. **21 AT 21** events include three evening phone banks and an afternoon of precinct walking in support of Local 21-endorsed candidates and propositions. **21 AT 21** phone banks are scheduled from 5:30 to 8:30pm on September 25, October 9, and October 22. Precinct walking will take place from 10am to 3pm on November 1, the Saturday before Election Day, in

various districts across the City. For more information on how to get involved, talk to your chapter leaders or Staff Representative, or visit the *Latest News* section of Local 21's website.

Union Wins Major Acting Pay Grievance

Union member **REY BERNARDO** and Local 21 recently won a long battle for acting pay for an assignment **BERNARDO** was given at **SFMTA**. The department denied acting pay, citing that he was working within the scope of his classification, despite the fact that he was performing substantial duties and responsibilities regularly assigned to a higher paid class. Management also stated that acting pay is only relevant under circumstances involving vacated roles or open positions - not special projects which require the employee to perform work above one's job function.

Local 21 filed a grievance in April 2008. Several weeks ago, the case went to an arbitrator, who ruled that **BERNARDO** was deserving of acting pay retroactive to March 2008, when he formally requested acting pay in writing. He was only eligible for the premium once he made the request, despite having been performing significant duties above and beyond his job specification for two months. The arbitrator stated, "**BERNARDO** effectively functioned as a substitute for an employee," and shall be awarded acting pay based on paragraph 198 of the MOU between Local 21 and CCSF. The MOU outlines acting assignment exceptions and says, "an employee who believes he/she has been assigned to perform a substantial portion of the duties and responsibilities of a higher classification, even though the acting pay assignment criteria have not been met shall be

SAVE THE DATE**SEPTEMBER 20**

The next Delegate Assembly will focus on strengthening Local 21's political action and effectiveness, 8:30am-1pm, Oakland Marriot. Delegates and members interested in attending should RSVP to Mandy at mbratt@ifpte21.org

SEPTEMBER 25 & OCTOBER 9

21 at 21 Phone Banks, 5:30-8:30pm, Local 21

OCTOBER 22

21 at 21 Phone Bank, 5:30-8:30pm, UHW (1338 Mission St. between 9th & 10th St.)

NOVEMBER 1

21 at 21 Precinct Walk, 10am-3pm, various districts across San Francisco

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entitled to file a claim."

Members who believe they are entitled to acting pay should formalize their request in writing and protect timelines associated with their claim.

Local 21 Pushes Enforcement of CIP

After years of miscalculations, unfair expectations, and late payments to eligible Local 21-represented employees under the Capital Incentives Performance Program (CIP), union staff have been keeping a close eye on departments to ensure the CIP is administered correctly and on time for FY 2007-2008. In Appendix C of the MOU, Local 21 negotiated an incentive award for eligible employees who meet various performance goals set by individual departments. In the past, members' complaints have run the gamut, including SFMTA setting unattainable performance level requirements and the City miscalculating allocations at the AIRPORT.

It was only through the efforts of observant members and the intervention of union staff that more than \$85,000 additional dollars were paid to employees, retroactive to FY 2005-2006. More recently, the SFPUC has completed its list of CIP payments for FY 2006-2007, totaling \$267,000.

The union is in ongoing discussions with departmental managers ensuring fair evaluation of performance goals and that deadlines are met. RAMONA DI MARCO, Vice President of the TECHNICAL ENGINEERS Chapter, commented on CIP-related delays stating, "enough is enough!"

Chapters Prepare for Officer, Union-wide Elections

This November not only marks our nation's presidential election and several key local races and ballot initiatives, but also our union's own internal elections at the union-wide and chapter levels.

All members are eligible to run for union-wide office. Candidacy may be established in one of two ways, either by petitioning the union's election committee to become a formal candidate, or by being nominated by the union nominating committee without submitting a petition. Union officers are elected for a two year term, and are formally elected by the entire membership in mid-November.

As outlined in each chapter's bylaws, most Local 21 chapters follow a two-year election cycle for chapter officers. Many of these elections will be taking place in Fall 2008, and can be conducted via voting at chapter meetings or through mail-home ballots. Talk to your chapter leaders and Staff Representative about your chapter's election cycle and options for conducting an election.

EAP Cannot be Mandated

Recently, several departments have been attempting to mandate that their employees seek counseling through the City's Employee Assistance Program (EAP). Managers and supervisors may recommend that an employee utilize the EAP, but cannot require any employee to use EAP services. All contact with the EAP is always voluntary and confidential. EAP services cover a broad range of issues, are free of charge, and are available to City employees and their families. If a manager or supervisor refers an employee to the EAP, and that employee chooses to use the EAP's services, the manager/supervisor does not have access to any information about the services received or information shared with EAP counselors. The EAP can be reached at 415.554.9580.