



Bargaining Begins

On March 7, our committee had their first bargaining session with SFUSD representatives at the School District's Franklin office. Present at the meeting were Local 21 members Jaswant Bhatti, Felipe Chua, Jan Gyn, Kristen Hawley, Frank Morales, and Local 21 representatives Amihan Makayan and Criss Romero. Robert Lum is serving as an alternate should any of the other team members be absent.

We handed the School District a document entitled "Major Issues for Local 21 Bargaining" (copy printed on other side of this update) and explained that this would serve as the foundation of our negotiations over the next few weeks. Our issues did not come as a surprise to District representatives. We told them that we might introduce new issues as the weeks progress, and we asked for information on what the District is looking at regarding economic comparisons.

Our "Major Issues" are as follows:

- Economic Remediation
- Promoting the Highest Standards for Quality, Public Accountability, and Professional Excellence for the District and the People it Serves
- Recognizing Professional Excellence of Engineers, IT Professionals and all School District Professionals

Tom Ruiz, head of Labor Relations for the District, said that they will introduce some generic proposals and that they would again request a resolution to the PERB charges that we have appealed.

The District presented their first response to our proposals and insisted that we keep the two contracts (Pro-tech and Miscellaneous) in place

and negotiate them separately. When initially pressed for their rationale, Tom Ruiz seemed unable to come up with a reason other than that the two contracts cover different classifications. We pointed out that both contracts were identical language-wise with the only significant difference being the list of classifications covered by each agreement. The District later added that their wish for two separate agreements had to do with compensation. Absent a logical reason for keeping both units apart, we are not in agreement on this first issue.

The Union team caucused to discuss which issues to move forward at the next bargaining session on March 21. We will discuss the following proposals:

- Article 18, the Grievance Procedure
- Article 19 Suspension, Discipline and Dismissal
- Article 15, Parent Conferences
- Article 24, District/Union Labor

In addition, under Article 10 Subcontracting, we asked to discuss employee development.

The District agreed to discuss these proposals and we will have some changes to present to the District as well as our response on their proposals.

The District stated that they were going to "sunshine" their proposals at the March 13 Board of Education meeting. We may receive an advance copy before the meeting. They did not tell us what their proposals would encompass other than it would be a generic document consisting of one page.

Upcoming bargaining dates: We have bargaining sessions scheduled on March 21, March 28, April 18 and April 25.

[turn over - continues on other side]





INTERNATIONAL
FEDERATION OF
PROFESSIONAL
AND
TECHNICAL
ENGINEERS

LOCAL 21
AFL-CIO

An Organization of
Professional and Allied
Technical Employees

MAIN OFFICE

ORPHEUM
THEATER BUILDING
1182 MARKET STREET
ROOM 425
SAN FRANCISCO, CA
94102

(415) 864-2100
(510) 251-2199
FAX: (415) 864-2166

SOUTH BAY OFFICE

675 N. FIRST STREET
SUITE 715
SAN JOSE, CA
95112

(408) 291-2200
FAX: (408) 291-2203

www.ifpte21.org

Major Issues for Local 21 Bargaining

1. *Economic Remediation*

- Receiving pay increases lost from fiscal year 2002 to present
- Pay equity that mirrors City and County of San Francisco standards of fair wages

2. *Promoting the Highest Standards for Quality, Public Accountability, and Professional Excellence for the District and the People it Serves.*

- Promoting employee development
- Maintaining a highly trained staff, with appropriate staffing levels to meet service needs

3. *Recognizing Professional Excellence of Engineers, IT Professionals and all School District Professionals*

- Fair Compensation for professional service
 - Receiving a cost of living increase, reflecting area costs including housing
 - Realigning salaries to the average wage of comparable agencies in the area to remain competitive, and to recruit and retain the highest quality staff

Protecting professional standards

- Recognizing and rewarding professional development
 - Educational and professional incentives
 - Professional training incentives