



INTERNATIONAL  
FEDERATION OF  
PROFESSIONAL  
AND  
TECHNICAL  
ENGINEERS

LOCAL 21  
AFL-CIO

An Organization of  
Professional and Allied  
Technical Employees

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February 11, 2008

TO: Local 21 Members Employed by CCSF  
FROM: Bob Muscat, Executive Director  
RE: **Agreement reached with CCSF on retiree health & pension benefits**

In the democratic tradition of Local 21, voting will commence on a new agreement reached with the City and County of San Francisco on retiree health and pension benefits.

The agreement covers Local 21 members as well as the members of all other City employee unions and associations including SEIU, Police and Fire unions, and the Building Trades. All City unions covered by the agreement will be holding similar votes. The agreement, if approved by City employees, will be included in a ballot proposition and brought to San Francisco voters in June, 2008.

The new agreement packages changes to retiree health benefits for new City employees hired after January 09, 2009 and improvements in pension benefits for all City employees including those not yet hired, active employees like yourself, and current retirees.

It also includes an extension to the current union contracts covering City employees. Most of these contracts are scheduled to expire in June, 2009 and will continue on until June, 2010.

As a part of the extension, there can be no wage increases between June 30, 2009 and December 31, 2010. Local 21 members have scheduled salary increases of:

2% effective June 28, 2008  
3.5% effective December 27, 2008

These raises, covering all Local 21 CCSF members, will *not* be changed or altered in any way by the proposition or the new extension agreement. You will receive these raises as scheduled.

If the ballot initiative fails to pass in June, all provisions of the agreement, including the contract extension, will be invalid.

These negotiations were very difficult and the outcome is the absolute best we believe we could expect given the recent downturn in the economy, the City's growing budget deficit, the escalating cost of retiree healthcare, and the unexpectedly high cost of any improvement to our pension. Finally, the political reality of any changes needing to be in the charter and approved by voters creates a uniquely challenging environment to bargain in.

Because the agreement minimizes reductions in retiree health for new employees and provides important improvements in all of our retirement benefits, it is

recommended overwhelmingly by a vote of the Local 21 San Francisco Council and the Local 21 leaders who worked for three months to reach the settlement. It is also recommended by the Coalition for Pension Reform - the coalition that negotiated with the City and includes all major San Francisco unions including Local 21.

The package of retirement improvements is "costed" at 3.55% of payroll, or \$67million.

We have set out to be completely transparent with our membership and communicate the facts to as many Local 21 members as possible. As these discussions progressed, we have regularly written to our members and met with hundreds in various council and chapter meetings.

Retirement is not a simple subject, but we have a wealth of information available at <http://www.ifpte21.org/retire/> . We encourage you to read the enclosed materials, visit our website, and come to one of the meetings to cast your vote.

enclosures (3)

meeting locations flier

CPR document: Most Frequently Asked Questions

CPR document: summary of agreement

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