

Local 21 @ the Port of Oakland



An organization of Professional, Technical, and Administrative Employees

December/2016

Common Class Study Methodology Presentation Dec. 8, 5:30 pm

As most members know from previous newsletters and membership meetings, the City of Oakland Civil Service Board has been engaged for the past few years in a process to bring the Port of Oakland personnel practices into alignment with the Oakland City Charter provision (Title IX) governing the City's personnel system, including the Port.

The project is being implemented in three phases:

1. Acceptance of the Port's classifications into the Classification Plan;
2. Revision of the Port of Oakland Personnel Manual (i.e. Port Rules) to align with the City of Oakland Personnel Manual of the Civil Service Board (i.e. the Civil Service Rules); and
3. Conduct a study of all of the classifications in the Classification Plan to determine which classifications are common to both the City of Oakland and the Port of Oakland and make recommendations about how "common classes" are to be managed.

The first two phases have been completed (the Civil Service Board adopted the Port's Rules at its Nov. 17, 2016 meeting) after completing the meet and confer process with our Union.

In preparation for the common classes phase of the project, the Port and the City have engaged the services of Koff and Associates to serve as the consultant for the common classification study.

Koff will provide a preliminary project scope/methodology presentation to the Civil Service Board at its December 8, 2016 meeting

(rescheduled from December 15, 2016). As representatives for Port employees, IFPTE members and staff are cordially invited to attend this public meeting.

Common Class Study Methodology Presentation Oakland City Hall Thursday, December 8th 5:30 pm

The agenda will be available on the CSB's website at <http://www2.oaklandnet.com/government/o/HumanResources/s/CivilServiceBoard/index.htm>

Oakland Budget Uncertainty Looms

By Rachel Richman, Local 21 Political Director

When it comes to revenue, Election Day was a great day for California and Oakland. Voters overwhelmingly approved legalization of marijuana (which no doubt will be taxed), the renewal of a tax on the wealthiest to pay for schools and health care, and the passage of a tobacco tax which will fund health-related programs.

Locally, Measure KK passed with 80%+ of the vote and will fund city infrastructure projects that many Local 21 members work on.

Oakland voters also okayed a tax on sugary drinks which is informally earmarked for programs that keep kids healthy and that helps the city's bottom line a bit.

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THIS MONTH'S ISSUE:

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p.3 Weingarten Rights, Union Plus and Budget Uncertainty (Con't)

p.4 New City Physician, Union Endorsements, and Union Holiday Gift List

IFPTELocal21.org



Oakland Budget (Con't from page 1)

Nationally, it was a bad day for cities. The election of President-elect Donald Trump does not bode well for the city's budget and we are in for a lot of uncertainty in the next several months. We don't know much about his plans yet but we do know where the Republican-controlled Congress is heading.

We can expect to see a number of proposals that were formerly dead on arrival emerge from Congress to reduce or eliminate federally funded city programs, cut sanctuary cities off from any federal funding, convert funding for certain programs to block grants to states where it is unlikely that increases in those block grants will match cost increases.

Plus, President-elect Trump says he wants to appoint a new Supreme Court Justice in the mold of Antonin Scalia, one of the courts most virulently anti-labor Justices. It's too early to know where the court will go on many labor issues but it could be very damaging.

Given that Congress is in a "cost-cutting mode" we may see significant decreases in city funding. Oakland receives millions of dollars from the federal government, some directly and others via the state of California. These funds pay for everything from infrastructure to Head Start to crime prevention and law enforcement. Even for those city programs that do not receive federal funding, cuts to other city programs will have an impact on the budget for the city government as a whole. There may be cuts to other federal non-city programs like housing which will increase demands for city services.

Effects on the Port of Oakland

As we have repeatedly stated in our membership meetings, what happens in the City of Oakland is important for Port members because as we start negotiations in the middle of 2017, our health insurance will be negotiated at the City of Oakland table. What happens to our Union Sisters and Brothers in Oakland will affect Port members.

Next Steps

We will be monitoring federal actions very closely and working together in coalition with other labor, civic, government and community organizations to push back very hard on any proposed cuts. The Democratic Congressional Leadership has also indicated that they will fight hard to block many of the proposals we can expect to see in the coming months.

While we will win some victories, we need to prepare for the very real likelihood that we could see a reduction in federal funding to Oakland and other cities around the country. We will need to think creatively to maintain important city services and the jobs of Local 21 members as well as get ready to fight hard against these proposals. While the city budget is in reasonably good shape and revenues continue to come in ahead of projections, the impact of federal cuts cannot be underestimated.

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Local 21 Holiday Party



Based on feedback from our members at the Airport, the details of our holiday party have changed a little bit to ensure that every member has the opportunity to participate fully.

Rebecca Gibson is heading up the holiday party committee and volunteers are still encouraged.

Friday, December 9th 5:00 – 9:00 pm
Exhibit Room, 530 Water Street
Music, games and raffles

Guests will be allowed, for an additional \$20

Dinner will be catered by Pacific Fine Foods

Port of Oakland Leadership

(Port Leadership emails end with @portoakland.com)

Ron Brown, President rbrown@
Alicia Platt, VP Unit I aplatt@
Mary Richardson, VP Unit J mrichardson@
Brandon Mark, VP Unit K bmark@
Carletta Starks, VP Unit L cstarks@
Kyle Mobley, Sergeant-at-Arms kmobley@
Rebecca Gibson, Secretary rgibson@

Karmen Lee Ortloff, Local 21 Lead Rep
kortloff@ifpte21.org 510.451.4982

Port of Oakland Meeting Schedule

Airport Meeting

No December Meeting

9532 Earhart Rd., North Airport, L107-104 (Main)

Port Main Office Meeting

No December Meeting

530 Water Street, Exhibit Room, 1st Floor

Think vampires suck?
Not as much as going
into a meeting with
management without
your Union Rep!

Know your rights
because you must ask!

**Weingarten
Rights:**

**"I am concerned this
discussion could lead to
disciplinary action
against me or affect my
working conditions.
I request my Union
representative by
present at this meeting.**

**Without my Union
representative, I choose
not to answer any
questions."**



Local 21 Members Save Money with Union Plus

Being an IFPTE Local 21 member doesn't only provide advantages at work & bargaining table; you can save on products & services. For more info, download a free QR reader app on your smart phone to scan the image below to go directly to the webpage or visit the Union Plus page via Local 21 at: <http://www.ifpte21.org/content/union-plus-discounts>.



- Motor Club Savings
- Car Buying Services & Rentals
- Legal Services
- Goodyear Tires & Services Discounts
- Scholarships
- Bookstore Discounts
- Home Mortgages & Assistance Hotline
- Credit Counseling
- Energy Rebates
- Tax Preparation
- Retirement Planning
- Vacation Tours
- Eldercare Services
- AT&T Wireless Discounts
- Clothing
- Checks
- Computers
- Pet Services
- Flowers
- Entertainment
- Much, much more!



Oakland Budget (Con't from page 2)

So get ready to think creatively about the budget and fight back against a President and Congress who do not share Oakland values.

Two good sources of information about federal funding are the California Budget and Policy Center <http://calbudgetcenter.org/> and the League of California Cities <https://www.cacities.org/>. We will be participating in an urgent leadership meeting next month convened by the California Labor Federation to talk about protecting the rights of working families.

Additionally, our legislative advocate will keep us informed and the city's legislative advocates will be updating the City Council Finance Committee regularly on emerging proposals.

More about the California Budget Project:



California Budget & Policy Center
Independent Analysis. Shared Prosperity.

The California Budget & Policy Center engages in independent fiscal/policy analysis and public education with the goal of improving public policies affecting the economic and social well-being of low and middle income Californians.

More about the League of California Cities:



The League of California Cities is an association of California city officials who work together to enhance their knowledge and skills, exchange information, and combine resources so they may influence policy decisions that affect cities.

New City Physician: Emeryville Occupational Medical Center



The City of Oakland contracted with Emeryville Occupational Medical Center (EOMC) about 1 1/2 years ago and didn't inform the Port. Emeryville Occupational Medical Center will now service all City employees, including those at the Port.

In accordance to the Civil Service Rules and Port Personnel Rules, the Port must use the City Physician for various occupational exam and services. The Port finalized their contract with Emeryville Occupational Medical Center and will start sending employees to EOMC effective January, 2017. EOMC is replacing Concentra Medical Center.

The Port doesn't anticipate any negative impacts to members, as most employees don't have a need to visit Emeryville Occupational Medical Center. One concern, however, may be how far away Emeryville Occupational Medical Center is from Port Facilities, but employees are paid for their time off work. Mileage is also reimbursed for worker's comp related visits.

Occupational medical examinations and services could include, but not limited to:

- Worker's Compensation
- Fitness for Duty
- Return to Duty
- ADA Reasonable Accommodation
- DOT Recertification
- Regulated and Non-regulated Drug and Alcohol screenings

EOMC is Located in Public Market Emeryville: 6001 Shellmound St. Suite #115 Emeryville, CA 94608 Service hours are Monday through Friday; 8:30 a.m. to 5:30 p.m.



AFL-CIO

Made in America Holiday Gift Guide

1. Timex watch	6. Scrabble
2. Red Wing shoes	7. Louisville Slugger
3. Revlon products	8. MacGregor Golf Clubs
4. Old Spice	9. Ghirardelli Chocolates
5. Candy Land	10. Chateau Ste. Michelle wine

MORE GIFT IDEAS:

www.aflcio.org/MadeinAmericaHolidayGifts

Union Made Gifts

Apparel and Accessories

Brooks Brothers • Joseph Abboud • OshKosh B'gosh
Majestic Athletic • Timex watches • Naturalizer Shoes
Nunn Bush shoes • Red Wing Shoes

Beauty Products

Avon • Caress skin care • ChapStick • Dove beauty products
Revlon • Old Spice

Games

Barrel of Monkeys • Battleship • Candy Land
Chutes and Ladders • Clue • Connect 4 • Game of Life
Hi Ho Cherry-O • Monopoly • Mouse Trap • Operation
Pictionary • Risk • Scrabble • Sorry • Taboo • Twister
Yahtzee

Sports Equipment

American Athletic (Russell) • Louisville Slugger
MacGregor Golf Clubs • Standard Golf • Top-Flite golf balls

Stocking Stuffers

Rayovac batteries • Bic Lighters • Ghirardelli chocolates
Jelly Belly • Laffy Taffy • Tootsie Roll Pops

Wine and Beer

Chateau Ste. Michelle • Columbia Crest • St. Supery
Charles Krug • C.K. Mondavi • Gallo of Sonoma
Miller Beer family • Milwaukee's Best • Icehouse • Red Dog
Anheuser-Busch family • Michelob • Shock Top • Busch
Rolling Rock • O'Doul's

This is not meant to be a comprehensive list of all made in America, union-made products. Some places to find more info on those products include but are not limited to [Labor 411](#), [Union Plus](#), [American Rights at Work](#) and the [BCTGM website](#).