Inside:

Save the Date:
L21 Holiday Party, December 6

Measure B is Dead!
San Jose Librarians Achieve Raise
ES, PMA Begin Hard MOU Bargaining

Sunnyvale Chapter Approved by Local 21 Delegates

Super CEA Members Support Cupertino’s Seniors

For seniors, navigating the mazes of housing, healthcare and transportation can be confusing. For some, it’s impossible ... unless they have help.

Case managers Karen Goss and Adrianna Stankovich are there to connect the dots for Cupertino’s 50 and older population.

“I really enjoy working with elders. I love the stories they tell,” Adrianna said.

The Cupertino Employees Association Members work with about 100 clients in a year. With offices at the City’s Senior Center, Adrianna and Karen help seniors schedule doctor’s visits, look for affordable housing and find ways to get around town.

“We help seniors find resources to prevent premature institutionalization. We want to keep them safe and independent in their home,” Karen said.

A typical day includes a handful of walk-ins; the case managers can be as hands off as helping resolve someone’s billing issue or hands on as bridging the connection between the senior and their adult children.

But the Senior Center also offers activities from language and technology classes to afternoon karaoke, which many singers take very seriously. Other services include a Caregiver Support Group, free blood pressure checks and health insurance counseling.

Strong skills for the job are patience, flexibility, creativity and clear communication.

“They need to trust you. We have to give them autonomy,” Karen said. “One of the things I like about this job is that you can’t tell them what to do. They are independent, but you can be there to help.”

It can be hard to see residents struggle, but Karen and Adrianna win important victories for clients.

Karen recently helped a client achieve a mediated settlement to get out of a property management contract with a shady real estate agent who was charging massive fees.

In an all-too-common scenario, Adrianna

Continued on Page 3
San Jose’s Pension Battle Finally Ends in a Victory for Workers

After six years of political posturing, legal maneuvers, and settlement talks, San Jose’s catastrophic pension reform battle is finally over.

All 11 employee groups — including Local 21’s AEA, AMSP and CAMP chapters — came to terms this September on legal, negotiated terms. Even with a competitive pension for newer hires, there is still the difficult task of improving employee compensation, recruiting and retaining highly skilled employees, and restoring City services.

“We’re looking forward to rebuilding the City. Not just restoring City services, but patching relationships between workers and the City Council,” said Alan Wiley, Information Systems Analyst at San Jose and former CAMP Treasurer. “Hopefully after so many years of early retirements and brain drain, San Jose will become an employer of choice again.”

Measure B stripped away many pension protections, drastically reduced retirement benefits, increased the retirement age, and eroded employees’ access to disability retirement if they were injured on the job.

The new pension reform settlement framework does the following:

- creates a competitive Tier 2 pension benefit for newer hires
- responsibly protects Tier 1 retiree healthcare benefits while lowering the cost to employees
- provides a sensible retiree healthcare alternative for Tier 2 employees who had been paying for a benefit they would not receive
- allows Tier 1 Members to opt-in to a lower-cost, lower-benefited retiree healthcare account
- compromises on a retirement age of 62 for newer hires

“Now that this has been settled, Tier 2 members like myself and my coworkers can continue to fight for improvements moving forward. We’re not just fighting to maintain the status quo,” said Tala Fatolahzadeh, Associate Landscape Architect and AEA Sergeant-at-Arms.

We owe this victory to all the employee groups and our unions standing together and combining our resources to beat back the anti-labor attack. We appreciate the painstaking work of our current and former leaders from of AEA, AMSP and CAMP.

The settlement replaces the infamous Measure B that passed in 2012. Measure B was part of anti-union former Mayor Chuck Reed’s attempt to eliminate vested rights and gut the pension benefits of San Jose City employees. The drastic cuts Measure B imposed led to high employee turnover, undermined new employee recruitment efforts, and forced severe cutbacks in community services.

Instead of fully bargaining with San Jose workers over the pension and retiree healthcare cuts, Reed went around Local 21 and other City Unions and pushed his drastic pension-gutting measure on the ballot five years ago. Unions had proposed several reforms that cut costs for the City while maintaining competitive pensions, but Reed was on a mission to weaken worker rights. Because the pension reform initiative was not properly bargained with employee groups, the unions joined together and sued.

"Without Local 21 supporting AEA, AMSP and CAMP with legal and political resources, we would not have gotten this far, or this fair of a resolution,” said Steve Pagan, recently retired Senior Civil Engineer for the City of San Jose and past AEA President. "Measure B was an attack on public employees and public servants and an attack on the middle class."

Measure B Timeline of Events

2008: The Great Recession wrecks havoc on American city’s revenues and retirement system’s investment returns
2009: San Jose workers vote to contribute more toward their pensions
2010: AEA, AMSP and CAMP agree to one-time 10% cut to compensation; in 2011, those cuts become permanent
2011: Then-Mayor Chuck Reed starts white paper war over pensions; tells Unions City wants to negotiate a second retirement tier for new hires; Reed urges for City to declare "fiscal emergency"; Local 21 stages sit-in with RV in front of City Hall urging City to meet and negotiate in good faith
February 2012: Unions file ethics complaint after City attempts to inflate retirement costs by more than $300 million.
March 2012: Local 21 presents City with comprehensive retirement reform proposal that would provide the savings Mayor Reed said he needed; City Council ignores the proposal and places an initiative on the June 2012 ballot, later named Measure B.
June 2012: Measure B passes; Local 21, OE3 Local 3, AFSCME, Police and Fire unions immediately file complaints and lawsuits to block implementation
August 2012: Local 21 and Fire unions file an Unfair Labor Practices charge with the state Public Employment Relations Board (PERB) against the City over the City’s lack of negotiations prior to placing Measure B on the ballot.
December 2012: After a five-day trial in July, a Santa Clara County Superior Court judge finds that pieces of Measure B are illegal.
November 2014: PERB sides with Unions, says City did not negotiate in good faith with Unions on Measure B; Sam Liccardo is elected mayor; despite campaign pledges of defending Measure B to the U.S. Supreme Court, Liccardo starts working with Unions to compromise on pension reform.
December 2015: Unions and City reach an Alternate Settlement Framework to replace Measure B; Local 21 Members vote to accept the settlement.
November 2016: For good measure, the Alternate Settlement Framework, named Measure F, is placed on the ballot; voters pass it.
October 24, 2017: City Council approves Alternate Settlement Framework.
assisted a senior with health issues who couldn’t keep up her home. Though the client was adamant about staying independent, Adrianna worked to get a part-time home-health aide and convinced the senior to get on medication for high blood pressure.

“What I enjoy is every day I go home, I can tell myself that I helped someone today,” Karen said. “It might be small....

“Even though it feels small to you, it’s huge for that person,” Adrianna said to Karen.

Having two full-time case managers for seniors is rare, but Adrianna said Cupertino was an early pioneer in the 1990s with its case management program. Among the program’s benefits is cutting costs to social services and healthcare.

“We’re helping them to save money and prevent them entering skilled nursing facilities, which we all pay for,” Karen said. “We help people stay in their current living environment for as long as possible.”

Senior Librarians Receive Wage Adjustment

Some good news! We received word from human resources and the Head Librarian, that the classification and compensation review process for our Senior Librarians has come back with a recommendation for a 4.38% wage adjustment as of early November. This news comes because of the work of our Senior Librarian leaders and the support we’ve gotten from our Head Librarian, who we’ve been meeting with during this process to discuss the importance of the issue. This is a wonderful victory for our CAMP Members.

Local 21 Tables at Cupertino’s Benefits and Wellness Fair

IFPTE Local 21 Staffer Stanley Young staffed a table at the City’s annual benefits fair (photo below). The fair was very good for employees with lots of tables of information and products promoting health and wellness. There was also a guest speaker who covered health and wellness issues and interesting scientific research.

EXTRA: Cupertino Members on October 5 unanimously approved updates to their bylaws. This effort took several months of review by Local 21 Staff and the CEA Board. The bylaws are clearer, conform with Local 21 Bylaws and more accurately reflect day-to-day operations.
District Proposes Increases to Employee Retirement Contributions

The ES and PMA Bargaining Teams have begun meeting with the Water District Bargaining Teams for successor MOUs. The District’s initial proposals included increasing employee contributions for pensions and retiree health; adding a new employee contribution to OPEB (Other Post Employment Benefits); extending probationary periods from six to 12 months; increasing co-pays for some of our Members’ health insurance; and deleting language stating that retiree healthcare is a vested right. Both teams were surprised with the proposals, especially the increases to pension contributions since our Members were some of the first in the state to proactively work with their employer to save on pension costs. Stay tuned! Teams will be bargaining about once a week and hope to have new MOUs before expiration December 31.

EXTRA: Local 21 and AFSCME hosted a recent DRYP mixer on October 19 to provide information about the benefits of being Union Members. We gave out swag and held a trivia contest (photo right). DRYP stands for Developing and Recognizing Y-Generation Professionals. Thanks to ES Internal Affairs Chair Eric Leitterman for helping coordinate the event with AFSCME.

SCCEAA Opposes Job Re-Classification

Local 21 Staffer Stanley Young received a reallocation request for a current Member. The Union has a deep concern as they are allocating this new position title and job classification to CEMA, a different Bargaining Unit. Our Member wants to stay with IFPTE Local 21. Our Union already has Principal Engineers in our BU and we will make sure that petition the County through the appropriate channel to challenge this.

Local 21 Delegates Formally Approve SEA Affiliation

The Sunnyvale Employees Association is getting settled into its new role as part of Local 21. SEA was officially recognized and welcomed into Local 21 by Delegates at our October 28 Delegate Assembly in Oakland. Thank you to SEA Members Martin Schmidt, Sharon Rogers, Michele Bridget Ragsdale, Mary Lindemuth and Pamela Dunn for attending the DA (photo right).

EXTRA: A working group has proposed changes to the SEA bylaws to bring them into compliance with Local 21 bylaws and to reflect the chapter’s current practices.

TAEA Adds Quarterly Meetings with VTA GM

TAEA Officers and IFPTE Local 21 Staffer Stanley Young had a recent meeting with General Manager Nuria Fernandez to discuss a wide variety of issues at VTA. Some issues were ridership, evaluation policies, and the future of the organization. The meeting was an hour and the group decided to schedule these check-in meetings quarterly. Directors from VTA departments and employee relations officers also joined the GM in our meeting.

EXTRA: Thank you to Erica Casillas for volunteering to serve as TAEA Secretary/Treasurer!
Join Us

...for Local 21’s Annual South Bay Holiday Party

**Wednesday, December 6, 2017**
5:30 to 8:30 p.m.
Cupertino Senior Center
21251 Stevens Creek Boulevard
Cupertino

Open to Members and their families
Members: FREE
Non-Members:  Children 12 and under, $5
               Adults & children over 12, $25

**Dinner includes:**
chicken chardonnay, steak balsamica,
an option for vegetarians, garlic mashed potatoes, sautéed vegetables,
mini-dessert bar
Special menu for children under 13

Soda, coffee, wine and beer

Get your tickets by November 30 @
[https://local21holiday.eventbrite.com](https://local21holiday.eventbrite.com)

Questions?

mhatfield@ifpte21.org or 408-291-2200