



Oakland Bargaining Bulletin *Flash*

Your Contract Negotiations Digest

August 11, 2017

➤ The City is Not Moving on Key Proposals

- **Wage Increases!** The City is STILL proposing **zero COLA increases**. We need wage increases that close the gap between our salaries and how far we have fallen behind the CPI and other comparable jurisdictions in the Bay Area.
- **Work/Home Life Balance!** It is important that Oakland be an employer that supports its workers and their families and helps them flourish. The City has rejected our proposal for Paid Family Leave, so that parents have time to spend with their new children, or workers can take time to care for an ill family member without having to rush back to work to pay the rent. And we are awaiting a response on our proposal for the ability to use our PDA funds for Health and Wellness to help pay for exercise and stress reduction programs.
- **Preservation of Our Union Jobs!** It's very important that union jobs are not undercut by hiring workers who are not covered by a union contract. The Bargaining Team has proposed a committee to examine what work can be contracted in by the City to ensure more families get living wages, health insurance, and pensions. We are also fighting for the City to redeploy qualified members who have been laid off into vacant positions.

➤ Show Your Support on Bargaining Days

Wear your union swag (buttons, pins, t-shirts, etc.) and show your support for a fair contract! Send photos of yourself and/or your co-workers decked out in union gear to subha@ifpte21.org and otaylor@ifpte21.org.

Upcoming dates: *August 17 August 23 August 30*

➤ Wins at the Bargaining Table!

The Local 21 Bargaining Team is happy to report that it has some Tentative Agreements on items at the Bargaining table. Here are some highlights of the wins at the bargaining table to date:

- **Our sick leave buy back can now be put into deferred compensation.** Employees that separate from the City after 10 years have always been able to cash out their sick leave, but we won the right to choose between cashing out and moving the money to deferred compensation. This is a victory for long-term retirement security.
- **The requirement that you must use all but 10 days of accrued sick leave before taking leave to care for yourself or a family member has now been eliminated.** This is a big win because it allows L21 members to choose when they want to use their sick banks and when they want to use other leave. Members can aggregate their paid leave such as sick, vacation, comp time, and management time to keep their paycheck whole for a longer period of time. Additionally, if a member is out on a long leave, they can save their paid time and use just one day a month to remain in paid status and maintain health benefits for that month.
- **The City has agreed that they too have a responsibility to actively encourage training, education, and development.** Additionally, we have an agreement to be at the table with the City in a joint training committee that will work with the City to identify the training needs of our members and provide curriculum recommendations.
- **We have eliminated a Letter of Understanding that required emergency staff to live within a close radius to the City of Oakland.** Many members can no longer afford to live in Oakland, so there should not be a requirement that they do so!

Want more details? Go to <http://www.ifpte21.org/content/oakland-bargaining-bulletin-7>

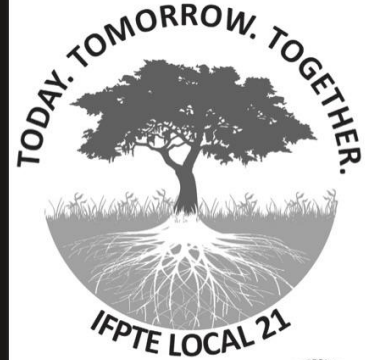
➤ **Attend a Fair Contract Rally on August 16th!** Show your solidarity and come to a lunchtime rally together with SEIU.



“No money for the Fire Academy. No money to fight illegal dumping. No raises. No promotions. No internal hiring. No path from part-time to fulltime. No support for a family-friendly workplace.” This is what the City has been saying to our elected Bargaining Teams and to all of Oakland.

Step up to show City Council and the Mayor that we are united, and we demand fairness, dignity, respect, and better services for all of Oakland.

Join us for lunch and a bargaining update. Show up for an Oakland that works for all of us.



1021 and 21 Together

**Lunch Rally at City Hall
Wednesday, August 16
Noon to 2 p.m.
Speakers at 12:30 and 1:30**

Shirts Available for Members of 1021 and 21

RSVP Here! <https://goo.gl/qZeH49>