PAID SICK LEAVE ORDINANCE

On February 5, 2007, the City and County of San Francisco’s Paid Sick Leave Ordinance went into effect. Passed by voters in November 2006, this ordinance mandates all employers to provide paid sick leave to each employee who performs work in San Francisco.

The Paid Sick Leave Ordinance additionally provides any employees without more generous paid leave provisions – such as “Prop F employees” returning to work for CCSF – with 1 hour of sick leave for every 30 hours worked. While CCSF demanded in negotiations that Local 21 waive Prop F employees’ right to this benefit, we did not accede to their demand and thus Prop F employees have at least some minimal access to paid sick leave.

Due to civil service restrictions, Prop F employees do not have access to the same paid sick leave provisions as those provided in the L21 MOU. If you have any problems or questions, please let us know.

SFMTA EMPLOYEE WELLNESS

The SFMTA has come out with a new Employee Wellness monthly update.

For additional wellness information, and to download the SFMTA Update, please visit our Wellness Resource Guide.

Questions, comments or submissions? Email wellness@sfmta.com

L21 SECRETARY HEADS SFMTA PILOT PROJECT

As project manager for the Open Workspace Pilot in the Capital Projects building for the City of San Francisco, Local 21 Secretary Eileen Housteau headed up the redesign at 1 S. Van Ness, 8th floor, which started last spring. “SFMTA is experiencing a space crisis and my project is one of many potential solutions to maximize how we use our existing work spaces,” Eileen said.

In April 2014, Capital Financial Planning & Analysis (CFPA) looked at the problem of dwindling office space and initiated the pilot project. Also, with MTA’s strategic goals in mind, Eileen said that the project team wanted to “create a workplace that delivers outstanding service.”

Housed in the former MTA line management center, room 8101 has two distinct areas to try out different configurations: a core work area for 15 staff and a flex area for teams to collaborate on projects. Having recently settled into the new space this June, CFPA invites curious visitors to explore and experience the redesigned room.

Currently, Eileen is working on a survey of the employees currently using the space to learn about what they like and what needs to be improved.

SFRS BUSY THIS SUMMER

After a long debate last year about investment strategies, the San Francisco Employee’s Retirement System has kept busy, with many major issues coming down the pike.

Local 21 has remained engaged and active in monitoring the system, particularly with some major decisions to be made in the coming months.

First and foremost is the hiring of a new investment manager who will manage the alternative investment strategies. This is an important step for the system in ensuring that its assets are allocated – the money strategically utilized – in the best places possible.

Also, we are waiting to see how two major issues affect the health of the fund, including a new mortality assumption rate and the impact of Prop C litigation. Despite how both of these issues will impact the funded status of the system, we remain hopeful that employee contributions will decrease in the next fiscal year, providing relief to our members.

The second issue is Mayor Lee’s proposal that the Retirement System purchase bonded home mortgages for the Down Payment As-
S.F. ELECTION
ENDORSEMENTS

Election Day, November 3, 2015
✓ Aaron Peskin, Supervisor
✓ Ed Lee, Mayor
✓ Dennis Hemens, City Attorney
✓ José Cisneros, Treasurer
✓ George Gascon, Dist. Attorney
✓ Sheriff: No Recommendation

✓ Proposition A: SUPPORT Affordable Housing Bond – $310 million
✓ Proposition B: SUPPORT Improved Paid Parental Leave for City Employees
✓ Proposition C: OPPOSE Changes to Lobbyist Ordinances Affecting Unions and Non Profits
✓ Proposition F: SUPPORT Limit Short-Term Residential Rentals a.k.a. Airbnb
✓ Proposition G and H: OPPOSE G/SUPPORT H Clean Energy Right to Know Act Compromise
✓ Proposition J: SUPPORT Establishing the Legacy Business Historic Preservation Fund
✓ Proposition K: SUPPORT Use of Surplus City Property for Affordable Housing
✓ Proposition L: SUPPORT Assistance Loan Program (DALP)

Local 21 is still cautiously studying the proposal but is currently leaning against supporting Mayor Lee’s proposal to sell city backed home mortgages to SFERS. The proposal would free up city funding for new middle income housing loans and is part of a bigger housing initiative, which includes a $350 million bond measure.

Organizationally, we are proud to be engaged in finding creative solutions to improve the city where more than 4,000 Local 21 members are employed. In this case, however, it is important to steer clear of politics in making decisions about pension fund investments.

This is not to say that we are not deeply concerned about housing issues. Realizing the importance of affordable housing to our members, we at Local 21 continue to deepen our involvement in housing issues by providing resources to our members to better navigate the Bay Area’s difficult housing market. Precisely because housing issues directly impact many Local 21 members, the Mayor’s option warrants careful consideration.

While we remain open to the idea for all the aforementioned reasons, to date we feel that basic quality guarantees and assurances are still lacking in the proposed investment program. Therefore, the DALP still does not seem to be a viable solution. We want to ensure that whatever final position we ultimately take will be a well-researched and fact-based one, rather than a knee jerk reaction.

In the meantime, we at Local 21 continue to be engaged with the Mayor’s office and the retirement systems’ staff, and are working through many of our concerns. Stay tuned for more information!!!!

HEALTHCARE PROFESSIONALS ELECT NEW OFFICERS

John Melichar, President & Delegate
Teri Dowling, Vice President & Delegate
Marshia Herring, Delegate
Welcome and congratulations!

SUMMER BREAK

After a two-month hiatus, the San Francisco Chapter President’s Advisory Council (CPAC) reconvened last week.

Items discussed on September 15 were CPAC’s recent activity and recommendations, as well as a broad discussion on the importance of member outreach in support of our endorsed candidates and propositions.

CPAC also discussed updates from the retirement sub-committee regarding the last two SFERS Board meetings. The EDF/Education subcommittee on requests, the exempt subcommittee, and the Health/Wellness Committee’s mission statement.

Lastly, CPAC discussed the possibility of a consolidated SF Chapters Holiday event and recognized that, given the timeframe and required resources, it would be a better use of our resources to plan such events on a chapter-by-chapter basis.

MEETING AT MOCASSIN

There was a general membership meeting with our members in Mocassin, in Tuolumne County, located near the Mocassin Reservoir, east of San Francisco.

Members from the Professional Engineers and the Chemist chapters, as well as the Admin Analysts & Personnel Professionals, At-Large, and Planners chapters, participated. The union called on the chapter to sign up new members, as well as addressed membership issues and concerns.

Moccasin is an unincorporated town and harbors the Moccasin Reservoir, which feeds the Hetch Hetchy Water & Power system. Moccasin is almost entirely owned by the City and County of San Francisco. The town is home to many water and power employees, a sizable portion of whom are Local 21 members.