



# LOCAL 21 CITY LINE

MAY 2014

Union news for  
PROFESSIONAL,  
TECHNICAL &  
ADMINISTRATIVE  
EMPLOYEES  
LOCAL 21, IFPTE | AFL-CIO  
San Francisco

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## BARGAINING DATES

The City and the Union will bargain every Tuesday and Friday, beginning on February 11th. Look for a Bargaining Bulletin each Thursday for updates on the progress from each week.



## LOCAL 21 ENDORSES MAYOR LEE FOR REELECTION

After several years of working together through the great recession and leading to a new three year contract in 2014 providing for more than 9% in wage increases, Local 21 leaders expressed their general satisfaction with Mayor Lee's leadership with an almost unanimous vote to endorse him for reelection. The L21 Political Action Committee (PAC), comprised of members from various jurisdictions in our Local, first voted to support Mayor Lee, a recommendation which was then affirmed by the San Francisco Council, which is comprised of elected officers from every chapter in the City & County of San Francisco.

Prior to the SF Council vote, Local 21 leaders met with Mayor Lee and discussed four key issues for Local 21, including reducing the large number of exempt positions now represented by Local 21. At this time more than 25% of all employees represented by Local 21 San Francisco are working in exempt positions. As exempt employees, they enjoy fewer rights and protections, particularly civil service rights.

Most people are a little stunned when they hear that fact, and the Mayor was too. Having served so long as City Administrator before becoming Mayor, he immediately understood the negative implications of the problem and welcomed an opportunity to work with us on finding a way to reduce the percentage to more closely align with the much lower city-wide average. Other issues were discussed as well and in each case the Mayor demonstrated his deep knowledge of city operations and as well as a convincing responsiveness and willingness to find solutions. The Mayor absorbs some criticism from others in response to the housing crisis and what appears to some as a leaning toward developers and

the tech industry. While Local 21 takes into consideration more than our direct interest, our members are fortunate to have Mayor Lee as a partner in serving the citizens of San Francisco and look forward to another 4 years of his leadership in City Hall.



Check out other candidates Local 21 is endorsing [here](#).

## CITY UPDATES SENIORITY LISTS

It has come to our attention that some Local 21 members have found that their dates of appointment are not accurate in the City of San Francisco's updated seniority list, which can be found [here](#). We suggest that you look at your appointment date listed, and if it's not correct, talk to your department's Human Resources to have it corrected. According to the City's [Civil Service Rules](#), there are two types of Civil Service seniority, permanent and temporary:

### Sec. 102.26 Seniority

#### 102.26.1 Civil Service - Permanent

Seniority shall be determined by the date of certification which resulted in a permanent appointment to a position in a class in a department. In the event of identical dates, seniority shall be determined by rank on the eligible list, the higher eligible being the senior. Employees who resign or are terminated and subsequently are reappointed shall have their seniority determined by their new certification date following separation.

#### 102.26.2 Civil Service - Temporary (from eligible

## SAVE THE DATE

[Tenant Rights Bootcamps](#), a neighborhood-by-neighborhood effort to empower renters to stand up to abusive landlords and prevent displacement. Come see a know-your-rights presentation, followed by an opportunity for renters to ask questions and get referrals if they need more help.

[Housing Rights and Union Fights Rally](#)  
Saturday, May 30  
UNITE HERE Local 2  
209 Golden Gate Ave., SF  
by Civic Center BART

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list)  
Seniority shall be determined by the date of certification which resulted in a temporary appointment to a temporary position in a class in a department. In the event of identical dates, seniority shall be determined by rank on the eligible list, the higher eligible being the senior.

The main application of seniority dates is in case of a layoff. Also from the Civil Service Rules 102.26.4:

Seniority for shift and work assignments, vacation or holiday schedule is determined by the appointing officer and is not within the authority of the Civil Service Commission or the Department of Human Resources.

If you have any questions or have trouble getting HR to correct information you believe is inaccurate, please contact your chapter's representative or [union21@ifpte21.org](mailto:union21@ifpte21.org).

## EDF UPDATE

Per the Tuition Manager, the Employee Development Fund (EDF) is exhausted. However, this does not mean the entire fund has actually been exhausted. It means the fund has been encumbered (reserved) to reimburse our members for training or development that has been pre-approved. If you have been pre-approved for your training or development course, but your plans have changed in attending the class, please go to the Department of Human Resources website to officially cancel your pre-approved request to free up funds so that others may benefit. Unused funds not carried over to the next fiscal year will be returned to the City if members do not attend their pre-approved classes.

If you haven't obtained pre-approval yet, and are interested in training or development, we advise you to start the process as soon as the next fiscal year starts.

And just as a reminder, regardless of the status of the Employee Development Funds, City University courses are available for employees. Courses taken through City College of San Francisco are free to eligible employees! For more details on this program see <http://www.sfdhr.org/index.aspx?page=69>.

A little background on EDF:  
The Employee Development Fund (EDF) is set aside for Local 21-represented employees' training, education, and professional development. In our new contract, we negotiated an increase in the EDF to \$750,000 per year for eligible expenditures. This reflects a \$250k increase from previous years, where the maximum allocation was \$500k. Read more about EDF and our answers to [Frequently Asked Questions](#).

## SFO MEETING

A general worksite membership meeting was held in the SFO Engineering building on April 7, 2015. New Local 21 staff, Paul Kim, and Amihan Makayan along with Alex Tonnison, Field Services Director, gave updates on relevant Local 21 issues as well as discussed efforts to address healthcare transparency through AB 26.

All Local 21 represented chapters were invited. Similar SFO meetings are planned for the future. Members in SFO are encouraged to be on the lookout for a future invitation.

## UPCOMING EVENT DETAILS

[Tenant Rights Bootcamps](#), a neighborhood-by-neighborhood effort to empower renters to stand up to abusive landlords and prevent displacement. Come see a know-your-rights presentation, followed by an opportunity for renters to ask questions and get referrals if they need more help.

- Schedule
- May 6 – Alamo Square/Divisadero  
7pm @ Club Waziema: 543 Divisadero Street
  - May 13 – Upper Haight  
7pm @ Coffee to the People: 1206 Masonic Avenue
  - May 20 – Inner Sunset  
7pm @ Martha & Bros. Coffee Company: 401 Irving Street

The workshops will continue throughout the summer in neighborhoods across District 5, and will expand to District 8 and District 9 in the fall.

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