Common Class Study Update

The long awaited methodology for the Common Classification Study was presented at the December 8th Civil Service Board meeting, but the representative of Koff and Associates was ill and unable to attend and answer questions. Chris Boucher, HR Director at the Port of Oakland made a short presentation.

Scope of the Study

The study will determine which City and Port classifications may be “common,” such as Port Account Clerk and the City Account Clerk II. It is important to note that there are no common Local 21 positions between the City and the Port. There are City Local 21 positions that are currently designated as common, but the class is represented by Local 1021 at the Port.

The study will analyze and document similarities and differences between classes at the City and Port, identify which classes are comparable and prepare a concise analyses for submission to stakeholders (e.g. Our Union, the Civil Service Board, Human Resources, etc.).

What the Study Will NOT Include:

This study will not have authority to make any classification structural changes or make any updates to outdated class specs. This study will not review individual position(s) as to the appropriateness of the work (we have desk studies to help determine that information). Lastly, this study will not analyze compensation between positions or make any recommendations.

Knowledge required by the position: this will measure the nature and extent of information or facts needed to do acceptable work. There are nine levels/degrees to which the factor is exercised and awarded a point value ranging from 50-1850.

Supervisory controls: this covers the nature and extent of direct or indirect controls exercised by the supervisor over the employee. There are five levels/degrees to which the factor is exercised and awarded a point value ranging from 25-650.

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THIS MONTH’S ISSUE:

p.2 Common Class Study Update (Cont’d), Holiday Party thanks, Leadership List and more

p.3 Weingarten Rights, Union Plus, Workers Compensation and Union Super Bowl

p.4 Women’s March Oakland, Oakland General Strike History

p.5 Member Impact Stories Wanted, Dues are Tax Deductible, Martin Luther King, Jr and the Labor Movement

IFPTELocal21.org
**Common Class Study Update (Con’t from page 1)**

**Guidelines:** the nature of guidelines and judgments needed to apply them will be analyzed, (e.g., desk manuals, policies and procedures, reference materials, etc.) There are five levels/degrees to which the factor is exercised and awarded a point value ranging from 25-650.

**Complexity:** the nature and variety of work tasks/methods and difficulty of identifying what needs to be done and the difficulty/originality in performing work will be reviewed. There are six levels/degrees to which the factor is exercised and awarded a point value ranging from 25-450.

**Scope and effect:** this covers the relationship between the nature of the work and the effect of work product or services inside/outside the organization. There are six levels/degrees to which the factor is exercised and awarded a point value ranging from 25-450.

The study will NOT measure some job related factors in each comparable class, such as personal contacts, purpose of contacts, physical demands, work environment or supervision. (But wait, didn’t you just note that “Supervisory Controls” were a factor in the FES method? FES looks at how much direct or indirect controls are exercised by the supervisor, not whether or not the supervision is appropriate or effective.)

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At the end of the classification study, a spreadsheet for each comparable class for the City and Port will be generated with the percentage of similarity in the top ten duty statements as well as the point value for each FES factor listed above. There will also be an assessment of any significant differences.

There are other methodologies established in the Human Resource world for this sort of analyses and because Koss and Associates were not present at the meeting, the Civil Service Board and audience members were not able to seek clarification on why they believed the FES methodology was the best match for this process. Our Union can request a meet and confer over the methodology but we want to gather more information at the next Civil Service Board meeting and determine whether or not there are methodology challenges and concerns we need addressed.

**Timeline**

A draft analyses will be provided within 60 business days of receipt of all necessary materials and approval of the Civil Service Board to proceed. It is quite possible, however, that this project will take longer. Even though the consultants will not be reviewing and analyzing safety related positions such as police and fire jobs, since there are clearly no similar positions at the Port, but there are hundreds of positions to review and an in-depth analysis of each classification will take time. Given the stakes involved, it is more important to get this study done correctly than to get it done quickly.

Once we get the spreadsheets and initial analysis, our Union will pass along the information and seek member input. We will have the opportunity to meet and confer over the impact of the study.

**Questions or Concerns?**

Contact our Local 21 staff member that works with the City and the Port, Karmen Lee Ortloff at kortloff@ifpte21.org.
Injured at Work? Free Workers’ Comp Info Session

If you are hurt at work, first and foremost, report the injury to your supervisor. What may not seem like a big injury today may turn into a bigger problem tomorrow (and don’t forget injuries build up over time, such as hand injuries from typing). Request an injury report form and make sure to fill it out and maintain a copy for your own records. There is a basic information booklet that will answer some of your questions available online at http://www.dir.ca.gov/InjuredWorkerGuidebook/Chapter1.pdf or scan the QR code to the left to go directly to the Division of Workers’ Compensation (DWC) website.

There are free, one-hour monthly information workshops sponsored by the Division of Workers’ Compensation that will help you learn about your right to medical treatment, disability payments, returning to work after your injury, resolving a disagreement over your claim and more. The workshops consist of a presentation followed by a question and answer session. Workshops are set up for injured workers that have recently filed a workers’ comp claim with their employer and is open to everyone.

Oakland area workers comp information sessions are held the 1st Tuesday of the month, 10:30 am at 1515 Clay Street, 6th floor. You can also call to schedule a one-on-one meeting with a state DWC Information Officer by calling 510.622.2866.

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 Women’s March (Union Brothers Please Join Us!)

HOLD THE DATE:
Women’s March Bay Area
Saturday, January 21st
10 am – 3 pm
Location TBA

Join the Local 21 contingent at the Women’s March in Oakland on Saturday, January 21st from 10am – 3pm. This march is a local solidarity action with the main march in DC on the same day.

More information about the march is available on the Women’s March in Oakland Facebook page or online at https://womensmarchbayarea.org/oakland-march/.

As we get closer to the event, we will announce more details about how and where our Local 21 contingent will be gathering. If you plan on joining our Local 21 contingent, or want to help us plan our participation in this march, send us a message at subha@ifpte21.org.

Oakland Union History: 1946 Last General Strike in United States

Did you know the last general strike in the United States took place in Oakland? The general strike followed an earlier strike by 400 female employees of the Hastings and Kahn’s Department Stores, who had walked out in the fall of 1946 because of management’s resistance to Unionization and the firing of a female Union supporter.

Al Kidder, a World War II veteran that had recently returned home, was working in the shoe department at Kahn’s and earned $28/week, $10 less than clerks at other stores. His mother was working in the Kahn’s “ready room” in the basement, waiting to be called to the main retail floor, but were compensated only for the time spent on the main floor. These practices prompted Kidder to approach Unions and a strike was initiated on October 23, 1946.

The City-wide general strike started on December 3, 1946; with the support of city government and business leaders, management called the police to remove the picketers. The intensity continued and the American Federation of Labor (AFL) in Alameda County decided to join forces with the clerks. A "Work Holiday" was declared by 142 AFL Unions and 100,000+ workers walked off their jobs. By the first night of the strike, all the stores were to shut down, except pharmacies, food markets and bars. Veterans of World War II that were engaging in the strike marched around the Tribune Tower, performing close-order drills, demanding that the mayor and city council step down from office. The first 24 hours of the strike was full of excitement, jukeboxes played on the sidewalk and couples danced in the street.

The stores’ management and city elite had decided they’d had enough of the workers’ campaign. Large numbers of police brought in professional strike breakers on the morning of December 3, 1946, who beat the striking employees (and pedestrians) and cleared the streets of Downtown Oakland. The police set up machine guns across from the stores and tow trucks removed all cars in the area. By the second day, almost half of the strikers dissipated.

On the morning of December 5, 1946 the General Strike ended with the promise by the Oakland City Manager that he would not bring in any scabs. The AFL Central Labor Council declared an end to the strike and sent a sound truck to relay their decision. Some workers and truckers stayed, picketing with the women clerks. All except the clerks were ordered back to work, having to face disciplinary action if they were to continue picketing. The women workers received no concessions on their demands from Kahn’s or Hastings.

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Passage of the Taft-Hartley Act later that year prevented labor Unions from participating in general strikes but five of the nine City Council seats were open and labor-endorsed candidates won four of them!

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--Carletta Starks, Port of Oakland Vice President and Women’s March Participant

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Member Impact Stories Wanted
Has there been an article in our Oakland Bulletin that has been helpful to you that you are willing to share? We often hear positive feedback from members about how different stories have been helpful to them and we want to share your stories with our entire membership. By sharing your story, you may be helping another member in the same or similar situation. Email our Local 21 staff at kortloff@ifpte21.org.

Union Dues are Tax Deductible
Not all members know that at tax time, they can reap tax benefits with their Union dues. If you itemize your taxes, all your dues are tax deductible, so review your last paycheck to see the annual dues contribution for 2017 and make sure that you take all the deductions you have coming to you. Combine the tax savings of itemizing your dues to the savings under our Union Plus program and membership in IFPTE local 21 can pay for itself!

Please note: voluntary contributions to our Political Action Committee, the TJ Anthony Fund, are NOT tax deductible.

Training and Development Opportunities
There are City-wide training opportunities available for members at the Port of Oakland at no cost to the members or their departments. The offerings are varied and worth taking a look to see if there is something that could help you in your daily work for the City.

Sample of January trainings include:
- Intermediate Excel Part II
- How to Utilize the mapping feature in Accela
- The Tipping Point: Theory and Discussion (GARE Race & Equity Learning Series)
- Webinar: Quality of Life (Claremont EAP Series)
- Retirement Workshop
- ROTH Workshops
- Keys to Customer Service for Public Servants
- Career Management and Career Planning
- Many more each month

Register at https://oaklandnet.secure.force.com/training or contact Andrea Pomicpic apomicpic@oaklandnet.com.

Martin Luther King, Jr. & the Labor Movement
Everyone knows about Dr. King’s contributions to the Civil Rights Movement, but what many may not know is that he was in Memphis, supporting striking sanitation workers, when he was assassinated.

After a long, protracted attempt to have their Union recognized, workers in Memphis considered the death of two colleagues, crushed in a garbage truck that malfunctioned while they sought refuge from the rain, as the last straw. The workers had enough and went out on strike.

Dr. King actually visited Memphis twice to support the strikers. The first march did not end peacefully and Dr. King believed it was his responsibility to come back and support the strike again, with a commitment to a non-violent march.

The national guard was called out and as Union members and their allies marched at the points of bayonets, they carried signs that read “I Am A Man” and the strike became a much larger struggle for civil rights.

The fight for Civil Rights and Labor Rights are intertwined and to watch a short documentary on the struggle, google “I Am a Man Memphis Strike” and be prepared to be moved by the strength, courage and solidarity of these remarkable workers.