HEARING ON THE ABUSE OF EXEMPT WORKERS

“I encourage you to reconsider making Permanent Exempt jobs into Permanent Civil Service jobs so that it would allow employees like me to continue creating and implementing solutions to save the environment.”

- Claudia Espino
  Environmental Specialist

“Many of those selected to fill these exempt positions feel pressured to comply with any of management’s requests and at times steer clear of employing their union rights so as not to make waves with those that can dismiss them at any time for any reason.”

- Julie Kendall,
  Appraiser
  Assessor’s Office

“I have been working in this department for 17 years, but only 3 as a civil service employee. I’m 64 years old - I’m ready to retire. But I can’t, because I was hired as a temporary employee. I will not enjoy the benefits that many of my colleagues have.”

- Lucy Arellano
  Health Coordinator

“This is a critical issue for our 5700 members in San Francisco. A quarter of our members lack civil service protections on the job and are incredibly vulnerable to issues like harassment, discrimination, and favoritism in the workplace.”

- Gus Vallejo
  Local 21 President

“We are here talking about the abuse of these exempt categories. As we know, when there is one kind of abuse, it leads to others. You’ve heard the stories - workers who are afraid of harassment, favoritism, and discrimination. It’s time for a solution.”

- Frances Hsieh
  Office of Civic Engagement and Immigrant Affairs

“If there are not protections for our workers, their incentives to stay with the city are reduced, and that means there is a continuing trend of government brain drain. My job is to forecast the future, and I will tell you that winter is not coming, winter is here.”

- Danielle J. Harris
  Planner, MTA