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## 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 on State Route 120 toward Yosemite National Park.

The Local 21 Professional Engineers and the Chemist chapters participated. The union called on the chapter to sign up new members, as well as addressed membership issues and concerns.

## CPAC MEETING UPDATE

The Chapter Presidents' Advisory Council met last week at the Local 21 office. We had 22 participants with Chapter Presidents from most of our large chapters in attendance.

We began the meeting with a discussion regarding the negative impact of a proposed pension reform measure spear headed by former San Jose Mayor Chuck Reed. The proposed initiative would have grave consequences for both active members and retired members. The measure would eliminate participation in California government employee defined benefit pension plans effective 2019 for new employees - thus impacting future cash inflows for all existing plan participants. We also discussed the importance of having the necessary funds to fight the repeated attacks on public sector workers and several of the chapter leaders in attendance signed up for, or increased their contributions to, our TJ Anthony Political Action Fund. The committee members agreed to keep a close eye on the proposed measure as it moves through the initiative process.

Next up for discussion was the proposed change to the economic disclosure Form 700. This form is usually required for department heads, elected officials, commission members and some department staff members. The proposed change would require that the form be electronically filed online. Our concern with the latter is that our members' financial data would be available online, rather than through requests from the public. After a long discussion a motion was made, seconded and unanimously approved to oppose the proposed changes.

Next we received updates on the working sub-committees created to monitor Retirement Board Activity, Exempt Employee Issues,

EDF/Education issues and Health/Wellness. As the committees are still in the formative stage, several Requests for Information (RFI) have been submitted to the City to help us analyze and understand the issues. As an example, we have requested data analyzing how the Employee Development Fund is utilized as well as reasons for denials.

Lastly, the participants agreed to share planned off-site meeting information with each other in order to ensure that chapter leadership is on-hand for all off-site chapter meetings planned for our general membership.

## CCSF LEGISLATIVE AFFAIRS TEAM WINS LIVABLE CITY AWARD

Several Local 21 members on the Legislative Affairs team received Livability Awards from the San Francisco Public Works' Livable City program, which recognizes innovators, advocates, and public servants for their leadership and accomplishments.

The ceremony took place on June 1 at the City's Public Works facility in the Mission where the four L21 members were honored.

"Our team was honored to receive this recognition from Livable City. We have great respect for the work that they do as well as for the other awardees," said Anmarie Rodgers, L21 member and former Legislative Affairs Team Manager for the San Francisco Planning Department. Currently the Department's Senior Policy Advisor, Anmarie directs the work of the legislative team and communications group, as well as heads up the department's response to emerging policy issues.

For over 15 years, AnMarie has been working

The members were pleased to have met with their San Francisco representatives. Moccasin is an unincorporated town and harbors the Moccasin Reservoir, which feeds the Hetch Hetchy Water & Power system and supplies much of the Bay Area's water. Moccasin is almost entirely owned by the City and County of San Francisco and houses water and power employees, many of whom are Local 21 members.



L21 members Kimia Haddadan, AnMarie Rodgers, Diego Sanchez, and Aaron Starr receiving Livable City recognition.

Photo c/o Public Works, City and County of San Francisco.



Forensic Toxicology Lab Certification Ceremony

at the Planning Department to make the City vibrant and livable “for beings great and small.” She specializes in facilitating urban planning processes that honor multiple voices -- and in some cases, multiple species. She has initiated and implemented new city laws for green landscaping, formula retail and bird-safe buildings, winning congressional accolades for her work on integrated neighborhood transit.

Other L21 members who received the awards are Aaron Starr, Legislative Affairs Manager; Kimia Haddadan, Legislative Planner; and Diego Sanchez, Legislative Planner.

Kimia has worked to create a pathway to legalization for tens of thousands of in-law units and spearheaded bicycle parking legislation, which overhauled and upgraded the City's requirements for bicycle storage with a more bicycle friendly approach.

Diego's work has created an array of ordinances that make San Francisco a more livable city, including Supervisor Breed's Off-Street Parking Exceptions Ordinance and Supervisor Kim's McCoppin Plaza Rezoning. He is also working with the Mayor's Office and Supervisor Campos' Office to explore changes to existing land use controls in the Mission District's 24th Street corridor with the aim of preserving the corridor's cultural diversity and appeal.

Aaron has worked with Livable City on reforming the Restaurant Ordinance, which rationalized and consolidated the city's restaurant definitions.

“The Legislative Affairs team has made a tremendous impact on how we interact with our city,” the City said on their website, praising Kimia, AnMarie, Diego and Aaron for bringing “a wealth of knowledge to creating effective legislation.”

toxicology. Chief Forensic Toxicologist Dr. Nikolas P. Lemos and his laboratory team, along with the entire staff at the Office of the Chief Medical Examiner, were honored at a ceremony attended by representatives of the Mayor's Office, the City Administrator's Office, the District Attorney's Office and our Forensic Toxicologists and Forensic Technicians and their guests.

The American Board of Forensic Toxicology offers the only national laboratory accreditation program for forensic toxicology laboratories involved in postmortem forensic toxicology and/or human performance testing, or in other words, testing for whether a driver was under the influence of drugs and other drug-facilitated crimes. The Forensic Toxicologists and Forensic Technicians working at the Forensic Laboratory Division



## FORENSIC TOXICOLOGY CERTIFICATION

Saturday June 6, 2015 marked the achievements of the Forensic Toxicologists and Forensic Technicians working at the Forensic Laboratory Division of the Office of the Chief Medical Examiner of the City and County of San Francisco in gaining laboratory accreditation in forensic

were among the first laboratories nationally to become accredited under these new stricter standards and is one of only two public laboratories in California accredited by the American Board of Forensic Toxicology.

“Local 21 was represented. There was a large contingent of us at the ceremony,” said Gus Vallejo, Local 21 San Francisco Vice President who was in attendance at the ceremony. He noted that only



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30 labs in the entire country have received such certification.

The first laboratory accredited by the American Board of Forensic Toxicology was the State of Maryland Office of the Chief Medical Examiner Toxicology Laboratory in 1997. Since then, over 40 additional laboratories have been accredited of which 37 remain accredited today.

The current standards for laboratory accreditation by the American Board of Forensic Toxicology were completely revised in 2013 and became the standards used in the laboratory audit and reaccreditation process since 2014.

## ARCHITECTURE JOB CLASSIFICATIONS UPDATED

At the City's Department of Public Works, the Architecture Job Classifications haven't been updated for decades. But the Department of Human Resources' initial proposal to post amendments ttheaded the committee.

Despite her own job classification not even being among those that needed to be reclassified, Marilyn too had a "vested interest" in getting involved. This was because "frankly, we needed more new staff."

After first a lull followed by a few back-and-forth revision sessions, the committee finally had the opportunity to meet with DHR and DPW management to voice their reasoning. After a lengthy discussion spanning over a ten-month period, DHR accepted and agreed to all seven of the Union's recommendations.

It wasn't an easy process, Marilyn said. The committee was running up against a lot of roadblocks in revamping the classification schedule due to lack of clarity in permanent and temporary hiring status.

"A lot of wheels were getting spun in getting

management up to speed," Marilyn said.

While it was management's initiative to change the classifications in the first place, a new manager on board was not clear as to what extent to include the union in the reclassification process, Marilyn explained. When the task force sent a letter to management in October with substantial revisions to management's original proposal, the committee did not hear back from management until February, with a counter offer that did not include any of the committee's revisions at all. The committee then followed the counter offer up with a protest letter.

"We sat down with HR and they ended up accepting all seven points," Marilyn said. These were seven proposals that initially HR had rejected.

Undaunted by the holidays or delays, the committee repeatedly met with management to get to the root of the problem, which in the end, according to Marilyn, lay in the legal language. "It was a matter of how we said everything," she explained.

However, the effort panned out. Just this past May, DHR had reposted and revised the classifications.

The key was persistence, according to Marilyn. So after almost a year of negotiations, management had met the employees not just part way but all the way.

"It was a nice example of management and the union working together and really talking through the definitions, what they mean and the classifications as they pertain to the work we do everyday," Marilyn said.

Other members participating in the reclassification task force were Viviana Soper, Benito Olguin, Jose Guardado, Fara Perez, and Dennis Conrad.