



Oakland Bargaining Bulletin *Flash*

Your Contract Negotiations Digest

August 25, 2017

➤ City Finally Moves Off Zero Increases...But Offers “Up To” Two Percent.

The City of Oakland made a new counter wage proposal this week, moving away from its previous proposal of no wage increases and an “up to” 1% bonus instead. The new wage proposal consists of a conditional raise of up to 2% starting six months from now in February of 2018, and the same in February of 2019. The payment of these increases would be dependent on whether the City’s third quarter revenue forecasts were exceeded. Additionally, if we ratify a new contract by September 15, the City is offering a one-time settlement incentive of up to 1% of base wages... to be paid in July of 2018.

Needless to say, this does not address our concerns about falling further behind the cost of living, and making wages that are competitive. Bargaining Team members told the City that the proposal was “disrespectful,” “doesn’t demonstrate that we are valued by the City,” and “fails on the promise of the City that they would make the employees whole when the times were better.”

The Bargaining Team’s opening wage increase proposal is 9.5% in year one, and 9% in year two, which is still currently on table. After the City’s counter this week, the ball is in our court. Stay tuned!

Want more details? Go to <http://www.ifpte21.org/content/oakland-bargaining-bulletin-8>

➤ Show Your Support for a Fair Contract!

The next bargaining date is August 30. Show your support by wearing your Local 21 swag and sending a clear message that we are united!

➤ What’s the 411 on Paid Family Leave?

For several contracts, our Local 21 bargaining teams have had to tackle the tough problem of State Disability Insurance (SDI) versus private insurance.

This week our Bargaining Team made a proposal that if won, would make sure our members have access to both Paid Family Leave and long-term disability insurance.

[Continued here:](http://www.ifpte21.org/content/oakland-bargaining-bulletin-8)

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➤ Local 21 Members [Rally for a Fair Contract on August 16th!](#)

