



Oakland Bargaining Bulletin *Flash*

Your Contract Negotiations Digest

September 13, 2017

Local 21 Bargaining Team Walks Out!



➤ **After Another Wage Proposal from the City with NO Guaranteed Wage Increases, the Local 21 Bargaining Team Walks Out of Negotiations**

The City of Oakland made a third counter wage proposal this week which still doesn't include any guaranteed wage increases. In response, the Local 21 Bargaining Team walked out of negotiations, sending a strong statement that proposing no guaranteed wage increases is completely unacceptable. Oakland VP Renee Sykes says, "The City continues to show us that we are NOT seen as valuable assets. Their refusal to offer a reasonable COLA is an insult to employees who are committed to this City. They are offering us one time money - we say we ARE NOT one time employees."

The new proposal includes the same "revenue sharing" component as the last proposal. It 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 completely dependent on whether the City's third quarter revenue forecasts were exceeded, thereby providing no guaranteed raises to Local 21 members despite the economic growth the City is experiencing. The only addition made to this proposal was an increase to the incentive bonus payment, which increased to "up to" four percent if a contract is ratified by October 15.

The Bargaining Team has moved to a wage increase proposal of 9.25% in year one, and 8.75% in year two.

➤ **Show Your Support! Sign a Pink Slip!**

The time to make our voices heard is now. Sign a pink performance appraisal and demand that the Mayor's priorities change. Oakland needs an investment in public services! Oakland workers deserve better.

Oakland residents deserve better. Support your Bargaining Team by showing the City that we are strong and united! If you haven't signed a pink slip yet, reach out to a Contract Action Team member today. If you don't know who your CAT representative is, ask Omar Taylor at otaylor@ifpte21.org.

➤ **Pack the September 19 City Council Meeting!**

On September 19 Local 21 members are gathering at the Frank Ogawa Plaza and walking to the City Council meeting together to pack the Council Chambers. This is the first City Council Meeting after the break, and the City's negotiators are still not putting any guaranteed raises on the table for Oakland workers. Oakland has lots of issues, and we need an investment in public services and workers to address them. Let's make our voices heard!

The City Council meeting starts at 5:30pm. We need Local 21 members to meet us at 4:30pm in order to get seats in the Council Chambers and stay through public comment.

We need a show of support for a **FAIR CONTRACT NOW!** Please wear your Local 21 swag to the meeting. Are you with us? **RSVP HERE:**

https://actionnetwork.org/events/pack-city-council-for-a-fair-contract-2?source=direct_link&

➤ **Wear Your Union Swag on Bargaining Dates, Show Your Support!**

Upcoming dates: Tuesday, September 19th and Wednesday, September 27th



➤ **Concerted Activity- It's Your Right!**

Local 21 members are afforded certain rights to join together to improve their wages and working conditions, without fear of retaliation. This is called protected concerted Union activity. You are allowed to participate in our pink slip campaign by signing a form, you can attend rallies and wear your Union button at work, etc. without any disciplinary actions taken against you.

➤ **The Situation on Paid Leave Explained!**

As discussed at membership meetings, our Bargaining Teams in the past have always voted to maintain short and long term disability benefits through a private insurer (The Hartford, currently) because there is a seamless transition between short and long term disability, if needed by our members. Our insurance provides income replacement up to the age of 70.

Under SDI, a worker with a long term disability is kicked out of the state system after one year and is transferred to Social Security Insurance (SSI). If you are a career employee with the City of Oakland, you have not paid into SSI and therefore, have NO long term disability options.

Our Union proposal is for a two year pilot program where the City will self fund a paid family leave (PFL) program for Local 21 members so they will get the benefit of PFL while maintaining the superior benefits offered under The Hartford's coverage.

For a Q & A and more information on this issue, check out:

<http://www.ifpte21.org/content/oakland-bargaining-bulletin-9>