



Oakland Bargaining Bulletin *Flash*

Your Contract Negotiations Digest

July 13, 2017

➤ Oakland Proposes **Zero COLA Increases**

During bargaining yesterday, the City finally made an economic proposal. Shockingly, the City offered only a one-time payment of “up to one percent” of salary in each year of the contract which “shall not increase the base wage of any unit member.” And we would only get this if we vote to ratify a contract in the next few weeks.

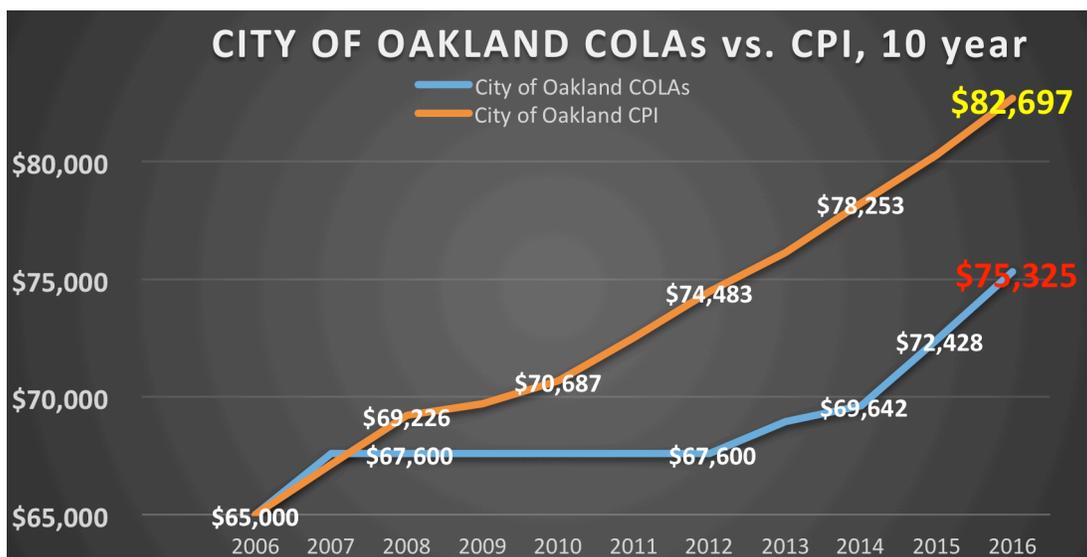
This proposal is not a wage increase, and would mean our salaries would stay the same this year and the next. A one-time payment is like a bonus- it doesn't compound year over year or get counted towards pension calculations. Also, it is not even guaranteed to be 1%! What's worse is that the proposal came after the compensation study from the City itself, which shows that Local 21 members are not making competitive wages for their work (see below).

➤ What Are We Going to Do About It?

Attend the last City Council meeting before the break and **MAKE OUR VOICES HEARD**. Let's make sure the City Council knows that zero wage increases are **UNACCEPTABLE** to Oakland workers. The Council meeting is on **Tuesday, July 18 at City Hall**. Local 21 members are meeting at 5: 00 pm. Don't forget to wear your Local 21 swag! Please contact Subha Varadarajan at subha@ifpte21.org if you have any questions.

➤ Compensation Study Finds that Local 21 Workers are Underpaid

At the weekly bargaining sessions the Local 21 Bargaining Team has been hard at work presenting our proposals. The Team presented the Local 21 wage proposal, based on the compensation study commissioned by the City. Unsurprisingly, the study found that Local 21 classifications average almost 10% less than comparable jurisdictions. Local 21 researchers also compiled data showing how far Oakland members have fallen behind the cost of living:



Want more details? <http://www.ifpte21.org/content/oakland-bargaining-bulletin-4>