



STRIKE VOTE

NOVEMBER 14 & 15, 2017

The Local 21 Bargaining Team recommends a YES vote.

LOCATIONS & TIMES

11/14 (Tuesday) & **11/15** (Wednesday)

11:00am – 1:30pm

250 Frank Ogawa Plaza, 1st Floor Lobby
455 7th Street, 1st Floor Lobby
7101 Edgewater Drive, Building 4 Ready Room

**8:00am – 9:30am &
4:30pm – 6:00pm**

Local 21 Oakland Office
1440 Broadway, Suite 610

Vote Count: Wednesday, November 15 at 6:00pm
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REASONS TO VOTE YES!



The City's current wage proposal is less than the cost of living increase.

The cost of living has increased 3.8% over the last year. Most contract settlements in the Bay Area have included 3% to 4% raises. The City's current proposal is a fixed 2% the first year and 2% the second year. The first 2% is effective upon the City Council's ratification and there will be no retroactive pay. Additionally, there was a 2% *ONE TIME* signing incentive on the table if we were to come to an agreement by October 15. An incentive is not a raise and would not increase base wages or be pensionable.

We know the City of Oakland is in good financial shape.

Local 21 has compiled economic research for bargaining from respected third parties that show the economic health of the City. As such, we do not accept the City's affordability arguments as a justification for a raise below the cost of living. During the summer, we compiled key economic research and included the information in a "summer reader" for the City Council to read right before the Council went on break. The reader is available on the Local 21 website: <http://www.ifpte21.org/content/oakland-2017-economic-reader>

We want to stay working and living in Oakland—a city that we all care about.

Our bargaining unit suffers from retention and vacancy issues. Those among us that can still afford to stay living in and around Oakland are wondering for how long. We need to keep the talent and experience in our bargaining unit to provide quality public services in our community. The chart below illustrates how Local 21 City of Oakland employee cost of living increases (COLA) have fallen behind.

COLA (Cost of Living Adjustment) vs. Consumer Price Index (CPI)

