



PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO
An Organization of Professional, Technical, and Administrative Employees

November 7, 2017

To: Local 21 Oakland Members

Fr: IFPTE Local 21

Re: IFPTE Local 21 Strike Vote - Frequently Asked Questions

Is IFPTE Local 21 holding a strike authorization vote?

Yes, a membership strike vote has been authorized following on the footsteps of another frustrating week of little progress at the bargaining table. City negotiators continue to be unwilling to move off their 2% salary proposal. While progress has been made on a significant number of non-cost and small cost items, the stubborn unwillingness of the City to demonstrate fairness around wages has become the lightning rod issue at the table. Keep in mind that the cost of living has increased 3.8% over the last year, and most contract settlements in the Bay Area have included 3% to 4% raises.

When and where will the strike vote be taking place?

We are currently working on the logistics of the strike vote- it will most likely take place next week on Nov 14 & 15 and there will be ballot boxes at various worksite locations around the city. Stay tuned for more information.

If Local 21 members vote yes to go on strike, when will we go on strike?

If there is a majority vote to strike, a strike can thereafter be called by the Bargaining Team and Local 21 at any point in time. Hopefully, it won't come to that, but it did in 2012 when both SEIU and Local 21 were out on strike for one day. This time around the differences between the City and Local 21's salary positions are so wide that a longer strike can be anticipated.

What is the City's current wage increase proposal?

It 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.

How do 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>

What Tentative Agreements (TAs) do we have so far?

Regular bulletins and flash updates have been sent out with news from the bargaining table and campaign. Recent bargaining updates can be found here: <http://www.ifpte21.org/regions/oakland>. Additionally, a prepared summary of all TAs will also be distributed prior to the strike vote so there is absolute clarity on what people are voting to accept or reject. This will also be posted on the Local 21 website in the near future.

If the City is proposing 2% raises in years one and two for a total of 4%, what is our Bargaining Team's latest salary proposal? What are SEIU 1021 & IBEW's salary proposals?

The Local 21 Bargaining Team is currently asking for a 6% raise in year one and 6% in year two of the contract, with 2% "signing bonuses" each year for a total of 16% over the two years. SEIU 1021 is currently asking for a 5.5% for each year (11% over two years), and IBEW's latest proposal is 4% for each year (8% over two years.)

Can the City ask us if we intend to go on strike and honor the picket line or work during the job action?

The City may ask employees whether they intend to cross the picket line, but such an inquiry must be solely for purposes of planning for the action, and must include the assurance that you are free to make your own decision and that no retaliatory actions will be taken against you if you decline to answer or if you say you will honor the picket line. If you are asked whether you are going to honor the picket line, you may say: "Yes," or "I'd rather not discuss it," or "I haven't decided."

It is illegal to attempt to coerce, harass or threaten you in any way. If you feel that you are being harassed or threatened, document the incident and call Local 21.

If we go out on strike, how long will it last, and if I honor the picket lines, how long would I be out of work?

There is no way to predict how long a strike will last. There was a joint strike with SEIU and Local 21 in Oakland in 2012 when negotiations collapsed. The strike lasted only one day and was a spirited and successful event. A favorable agreement was reached the day of the strike with City negotiators, and everyone returned to work the next day. If a strike was to occur in this year's negotiations, it would be a mistake to assume it will be a short one however. The last SEIU strike in Contra Costa County lasted two weeks, and their strike in Solano lasted one week.

Why aren't SEIU 1021 and Local 21 coordinating and going on strike at the same time?

There is a lot of coordinated planning and support between Local 1021 and Local 21. Both local unions have engaged in joint rallies and other political events. Contract Action Teams and Bargaining Teams from both locals are in constant communications. But both locals are on different tracts, with different issues, timing, and salary proposals. A coordinated strike with both locals remains a possibility, but we have to hold our own strike vote before that can happen.

If Local 1021 strikes again and Local 21 does not call a strike, will we be asked to honor their picket line or go to work?

Under state law, you have the right to honor the picket line as a matter of conscience. You can stand in solidarity with your SEIU represented colleagues, or you may decide to simply stay away from the office during the job action. However, the decision to honor an SEIU picket line will be an individual decision. Local 21 will support a strike by SEIU in any way that we can, and we encourage all our members to do the same. Because the Local 21's contract has expired, there are no restrictions on individual Local 21 members honoring the SEIU picket lines. The City can dock your pay for not working, of course. Local 21's legal team will be available to assist the Local and members with any legal issues associated with the strike if it occurs.

Can I lose my job if I go on strike, honor the picket line and don't go in to work?

While our contract is expired, under the law you have a right to honor a picket line or go on strike. If the City tries to discipline you, Local 21 will take legal action to defend you.

Can I use sick leave or vacation to go on strike?

No, in the last strike the City made it very clear in a memo to all City employees that all sick leave and vacation use would be denied for the day of the strike. You should expect to lose your wages for the days that you honor or participating in a strike.