

Local 21 Bargaining

*Serving the Public,
Champions for Our Community*

Local 21 CCSF Bargaining Flash 2/20/19

Local 21 to City: Discrimination is Real, Our Exempt Workers Lack Protections

Bargaining Continued the week of February 4th as both Local 21 and the City traded proposals on key issues for City workers. Front and center for Local 21 was the issue of discrimination in the workplace. Bargaining Team member Michelle Pollard presented Local 21 proposals aimed at making real systemic changes in city departments to address discrimination. Those proposals included mandatory training, Local 21 participation on the Citywide Racial Equity Team, production and release of statistical reports pertaining to retention, recruitment, hiring, promotions, and disciplinary actions, and regular meetings with DHR / stakeholders to evaluate progress on this vital issue. Pollard says, "The

systems in place are not enough. We are still hearing from Local 21 members who are experiencing discrimination and harassment in the workplace. That is unacceptable, and we have to do more." These proposals, she says, are aimed at making discrimination a regular ongoing focus for the City, and on holding the City accountable.

Our proposals came just prior to a report released by the City which found that "a number of MTA employees and managers describe bullying and verbally abusive behavior as being tolerated in the workplace" and recommends trainings and increased staffing levels for the Labor/ Relations Team. The report also recommends that MTA revisit the number of Exempt (temporary) positions in the department, because employees who don't have job protections are less able to speak up about these issues in their workplace. After the report was released, the San Francisco Examiner published an article that stated "Since

Rally on February 21 at Noon on the Steps of City Hall!

Our sister unions have a bargaining rally scheduled for Thursday, February 21 at noon on the steps of City Hall. We will be there in solidarity to send a message to the City: All CCSF union members are standing together to WIN. Plan to wear your Local 21Beans!
(If you didn't get one at the last rally, we will have more available for this rally!)

Continued

the culture of harassment and assault surfaced, more than 70 women inside the agency have banded together to form Muni's own #MeToo movement, a group called "ChangeSFMTA" (Rodriguez, Joe F., (2019, February 7).

Local 21 also passed proposals aimed at covering all Exempt workers with full job protections. Bargaining Team Members spoke passionately about the use of Exempt positions in their departments. Kim Thompson told the City that Exempt colleagues are doing permanent ongoing work just like the Permanent Civil Service workers, and that such abuse of Exempt workers creates problems with morale and with members' ability to speak up when there are issues. Marilyn Thompson said that her department is made up of 38-40% Exempt workers, who are being hired for projects like bond programs that are more than three years out, despite the fact that such workers are only supposed to be hired for projects that are shorter than three years. Tina Cen said that 20 out of 20 Project Managers in the Capital Project Division of Recreation and Parks are Exempt, even though their work is permanent and not temporary project based.

On the other side of the table, the City passed

a number of proposals including a major proposal that would make it harder for Local 21 to grieve violations of our contract. The City is seeking to shorten the time we have to discover and file a grievance while lengthening the time a supervisor has to respond to a grievance, significantly shorten the time we have to escalate a grievance that the City doesn't respond to, allow the City to throw out grievances that don't include a new list of information, prevent probationary workers from having access to union protections in key situations, and add an extra step to escalating a grievance to arbitration which, if missed, would allow the City to deem the whole case withdrawn. Also, the City is proposing to prevent an Arbitrator from awarding any "monetary relief" going back further than 30 calendar days from the date of the grievance, or having to pay our attorney fees when a case is found in our favor. This proposal strikes at some of the most fundamental ways we have to enforce our contract when it is violated and our members are wronged. These proposals do not show respect for city workers.

Bargaining continues every Thursday, make sure to show your support by wearing blue and rocking your union swag at work!



TAKE ACTION!

Wear blue every Thursday to support bargaining!

Send a pic of you and your co-workers rocking your blue to jbowker@ifpte21.org and see your pic on the Local 21 Facebook page:



Want to build the union?
Volunteer to join the Contract Action Team.
Email us at: union21@ifpte21.org

See the full article in our upcoming e-bulletin!