

Local 21 Bargaining

*Serving the Public,
Champions for Our Community*

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Supervisors to Investigate Abuse of Exempt Positions After Local 21 Advocacy

Also, City rejects our proposals on outsourcing

Local 21 recently met with San Francisco Supervisors to talk about our priority issues in bargaining. After meeting with us, Supervisor Sandra Lee Fewer called for a hearing on growing use of Exempt positions in CCSF. “Exempt employees are at will, meaning they can be terminated at any time for any reason, or no reason. Growing numbers of at will employees may increase the potential for gender and racial discrimination in city government, creating work environments where employees are afraid to speak out,” said Fewer at the March 5 Board meeting. Supervisor Fewer explained that both of her parents had been public servants, and benefited from a permanent civil service hiring process.



San Francisco Spends Millions Outsourcing Geotechnical Work Critical to Public Safety

Yet another example of wasteful outsourcing that costs more for less

Over the past 3 years the City has spent \$5,409,989 outsourcing critical geotechnical engineering work to outside firms for San Francisco’s Department of Public Works, while employing only 2 Geotechnical Engineers.

Local 21 member and Geotechnical Engineer Kit Tung provided a memo for bargaining that outlines the outsourcing of these Geotechnical Engineering jobs. Hourly costs for these contractors range from \$232 to \$240, while a city worker’s wages and benefits total \$208.30 for the same work. Mr. Tung points out another key difference between public

Exempt Continued

“Civil service jobs in San Francisco provide a real pathway for economic stability for thousands of people and their families,”
Fewer continued.

Local 21 members will be at the City Hall Exempt Hearing on April 4, at 10 am, in a show of force on this important issue (see the box for more details!). With almost 25% of Local 21 members now hired as exempt (temporary) employees without the job protections that permanent civil service workers have, this issue is coming to a boiling point. Workers who can be terminated without just cause are less likely to speak up about issues that arise in their workplace, and are much more subject to problems like discrimination and favoritism.

The Local 21 Bargaining Team continues to press for full job rights for workers who have been classified as exempt, while solidarity actions and the Exempt Hearing can put pressure on the City to stop the rampant overuse of these positions going forward.

In other bargaining news, last week the City rejected all parts of Local 21's proposal to limit outsourcing of Local 21 work, despite strong presentations from members on the consequences for institutional knowledge, permanent middle-class jobs for San Franciscans, and the budget. Local 21 has passed multiple proposals across the table, including fixes to various types of differential pay, equity adjustments, and also a proposal for the Mayor to endorse legislation that would create a Public Bank.

Outsourcing Continued

servants and contractors, “Contractors have to serve both their for-profit companies and their client (the City). Public workers just focus on serving the residents of San Francisco.”

Geotechnical engineering is a highly specialized field that is concerned with what happens below ground, as opposed to engineers who work on structures above ground. Geotechnical Engineers are needed in the planning and design phase, and also for emergencies. The work, says Tung, is critical to the residents of San Francisco because it's necessary for public safety. When structures are being planned, or modifications are being made, Tung and his supervisor, Reza Baradaran, determine things like seismic risk, and what kinds of foundational support structures are needed based on the ground composition. The geotechnical team also gets emergency calls, such as to assess ground stability and the potential for landslides stemming from the recent rain.

Despite having enough work for millions of dollars of contractor hours, the City is only hiring for one additional Geotechnical Engineer. And by contracting work the out, the City is not cultivating learning and knowledge about San Francisco geology among city workers. “When the job ends, the knowledge gained from the project leaves with the contractors,” Tung says.

RSVP to Attend the Exempt Hearing!

This hearing concerns the growing abuse of temporary positions in San Francisco. We made this hearing happen, let's make sure the City knows that every San Francisco city worker must have rights!

Thursday, April 4
10 am, SF City Hall
(Rm # TBD)

Don't forget! Wear blue to the hearing and every Thursday to support bargaining!

RSVP Here:

<http://tinyurl.com/y44mdm4c>



Or take a picture with your phone and go right to the RSVP page!

See the full articles in our upcoming eblast!