

# LOCAL 21 RATIFICATION VOTE

## February 2 - 7, 2018

Friday, February 2nd, 11:00am – 2:00pm

City Hall, Council Chambers, 3rd Floor

12pm – 1pm: All Chapter Membership Meeting

Monday, February 5th, 11:00am – 2:00pm

7101 Edgewater Drive, Ready Room, Corp Yard

12pm – 1pm: All Chapter Membership Meeting

Tuesday, February 6th, 11:30am – 2:00pm

455 7th Street, Ninth Floor Conference Room, PAB

*\*Escort required for non-OPD employees.\**

12pm – 1pm: All Chapter Membership Meeting

Wednesday, February 7th, 11:00am – 2:00pm

125 14th Street, Second Floor Staff Conference Room, Main Library

Local 21 Office, 1440 Broadway, Suite 610

Friday, February 2nd: 3:30pm – 5:30pm

Monday, February 5th: 3:30pm – 5:30pm

Tuesday, February 6th: 3:30pm – 5:30pm

Wednesday, February 7th: 8:00am – 10:00am



**Vote Count:** Wednesday, February 7, 2018 at 5:00pm  
Local 21 Oakland Office  
1440 Broadway, Suite 610



# Local 21 Oakland Ratification Vote Highlights

The Local 21 Bargaining Team voted to bring the Last, Best and Final Offer (LBFO) and Tentative Agreements from the City to a vote of the membership.

The membership is voting on the City's Last, Best, and Final Offer (LBFO), and the Tentative Agreements. The City and your Bargaining Team have agreed upon more than 70 Tentative Agreements. The Bargaining Team has NOT YET agreed upon the City's LBFO. Note that the Union must accept the terms in the LBFO as they are or the LBFO will be deemed rejected as a whole.

A YES VOTE will conclude bargaining, trigger implementation of the LBFO and all the Tentative Agreements.

A NO VOTE means we will continue negotiations by going to mediation and factfinding, where the outcome would produce a non-binding report on their findings and recommendations. This process could take several months, with no guarantees it will produce different results. Continuing with negotiations would also mean that going on strike again could be a possibility.

Below are highlights of the current offer that reflect priority areas for the Bargaining Team.

**Contract Term:** July 1, 2017 – June 30, 2019

**Wage Increases:** Over term of the Agreement, 5%-6% General Wage Increase for all classifications broken down as follows:

- 4% wage increase retro to July 1, 2017

- 1% wage increase in January 2019

- 1% potential revenue-triggered wage increase effective January 2019

**\*Parity Language:** If the City gives another union representing miscellaneous employees a higher wage increase than what we are getting, Local 21 represented employees will get the same higher increase as the other union.

**Equity Adjustments:** In addition to the General Wage Increases listed above, the following classifications will receive special adjustments: Accountant III; Administrative Analyst I; Administrative Analyst II; Animal Control Supervisor; Assistant Engineer II; Human Resources Analyst; Management Assistant; Neighborhood Services Coordinator; Public Works Supervisor I & II; Planner II; and Senior HR Analyst.

**Shift Differentials:** Swing (an increase of \$429 annually for a full time employee), Graveyard (an increase of \$507 annually for a full time employee), and Rotating (an increase of \$370 annually for a full time employee) shift differentials will be increased to match the rate in the SEIU contract.

**Health and Pension Plans:** Maintain all existing benefits with no take-aways in healthcare or the pension.

**Alternative Work Schedules:** Improved language clarifying the process for departments to grant alternative work schedules.

**One-time Floating Holiday:** If the membership votes to ratify the LBFO and Tentative Agreements by February 8, 2018, Local 21 unit members will get a one-time floating holiday that must be used by June 30, 2018.