

THERE IS POWER IN A UNION

IFPTE Local 21 represents over 11,000 public sector professionals, all working in key local government positions around the Bay Area. We understand the role that public servants play in carrying out the missions of city departments and agencies. We are dedicated to serving the public and championing our community.



HIGHER AND MORE EQUAL PAY



EXCELLENT HEALTH AND PENSION BENEFITS



ACCESS TO REPRESENTATION ON EMPLOYMENT MATTERS



ENHANCING AND DEFENDING PROFESSIONAL RIGHTS



STRENGTHENING OUR PUBLIC SERVICES



"The most important thing a public service professional can do is join a union."

Join your coworkers and help us improve our working conditions so that we can better serve the public."

GUS VALLEJO
PRESIDENT, IFPTE LOCAL 21

STAND WITH YOUR COWORKERS AND JOIN THE UNION

Sign-up online at <https://ifpte21.org/join/>



SERVING THE PUBLIC.

CHAMPIONS FOR OUR COMMUNITY.



San Jose Bargaining Summary

March 17, 2021 - June 2022

LARGEST WAGE GAIN IN OVER TWO DECADES

- **Year 1: 3.25%** - For the first time since 1997 in San Jose, we won a pay raise over 3%.
- **Year 2: Guaranteed 3% with a wage reopener in June.**
- Additional **2.5% wage equity adjustment** for recreational supervisors
- **\$1,000 COVID bonus** to employees that worked during the pandemic
- Wage studies for engineers and architects
- Wage studies for recreational supervisors
- We won MPP - **2.5% commendable, 2.75% outstanding**

MORE BENEFITS THAT WE WON



- **160 total hours of parental leave** - 40 hours of new bank for paid leave and 120 hours of use of sick leave for parental leave
- Juneteenth added as a 15th paid holiday
- **No concessions or take backs for healthcare**
- Reallocation appeal to Civil Service returned and bargaining new process
- Political fund check off for COPE
- Improved protections for MPP policy to protect members from "surprise" ratings



Stay informed on the latest updates

See your union siblings in action

Send us your best selfies!



**FOLLOW
US!**



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San Jose Chapter Officers

Association of Engineers and Architects (AEA)

| | | |
|---------------------|-------------------|---------------------------------|
| President | Florin Lapustea | Florin.Lapustea@sanjoseca.gov |
| Vice President | Brian Lee | Brian.Lee@sanjoseca.gov |
| Secretary/Treasurer | Tala Fatolahzadeh | Tala.Fatolahzadeh@sanjoseca.gov |
| Sergeant at arms | Alberto Gaxiola | Alberto.Gaxiola@sanjoseca.gov |

Association of Maintenance Supervisory Personnel (AMSP)

| | | |
|---------------------|---------------|-----------------------------|
| President | Jesse Perez | Jesse.Perez@sanjoseca.gov |
| Vice President | Moses Arroyo | Moses.Arroyo@sanjoseca.gov |
| Secretary/Treasurer | Jeb Welsh | Jeb.Welsh@sanjoseca.gov |
| Board at-large | Rocky Padilla | Rocky.Padilla@sanjoseca.gov |

City Association of Management Personnel (CAMP)

| | | |
|----------------|------------------|---------------------------------|
| President | Olympia Williams | Olympia.Williams@sanjoseca.gov |
| Vice President | Cathy Noonan | Cathy.Noonan@sanjoseca.gov |
| Treasurer | Julie Jennings | Julie.Jennings@sanjoseca.gov |
| Board at-large | Kat Estrada | Katherine.Estrada@sanjoseca.gov |
| Board at-large | David Nerhood | David.Nerhood@sanjoseca.gov |
| Board at-large | Scott Riddle | Scott.Riddle@sanjoseca.gov |
| Board at-large | Catherine Ryan | CJ.Ryan@sanjoseca.gov |

Staff Contacts

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|--|-------------------------|
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| Kristen Schumacher, Research Specialist | kschumacher@ifpte21.org |

KNOW YOUR RIGHTS!



WEINGARTEN RIGHTS

- WEINGARTEN RIGHTS INCLUDE THE RIGHT OF EMPLOYEES TO HAVE UNION REPRESENTATION AT INVESTIGATORY INTERVIEWS.
- AN INVESTIGATORY INTERVIEW OCCURS WHEN A SUPERVISOR QUESTIONS AN EMPLOYEE TO OBTAIN INFORMATION THAT COULD BE USED AS A BASIS FOR DISCIPLINE OR ASKS AN EMPLOYEE TO DEFEND THEIR CONDUCT.
- EMPLOYEES CAN INVOKE THEIR WEINGARTEN RIGHTS AND REQUEST UNION REPRESENTATION IF THEY HAVE A REASONABLE BELIEF THAT DISCIPLINE OR OTHER ADVERSE CONSEQUENCES MAY RESULT FROM WHAT THEY SAY.
- MANAGEMENT IS NOT REQUIRED TO INFORM THE EMPLOYEE OF THEIR RIGHTS; IT IS THE EMPLOYEE'S RESPONSIBILITY TO KNOW AND REQUEST.

"I am concerned that this discussion could lead to disciplinary action being taken against me or affect my personal working conditions.

I request that my IFPTE Local 21 representative be present at this meeting. Without representation, I choose not to answer any questions."

Learn more at <https://ifpte21.org/weingarten/>

DO WE STILL NEED UNIONS TODAY?

WE NEED UNIONS MORE THAN EVER.

BIG CORPORATIONS AND WALL STREET BANKERS ARE DISMANTLING THE AMERICAN DREAM by outsourcing our jobs, slashing wages and eliminating retirement just to get bigger bonuses for themselves. Today, the only thing that stands in their way is **working people standing together to make sure everyone has a fair shot.**

California LABOR

www.CaliforniaLabor.org



For additional copies of this publication, email: info@calaborfed.org



WHAT IS A UNION?

IT'S SIMPLE, REALLY

UNIONS ARE WORKERS WHO STAND TOGETHER

to bargain with their bosses for better pay, safer working conditions and decent benefits. When workers stand together, we have power. And that power makes the American Dream more possible for everyone.

California LABOR

WORKING PEOPLE STANDING TOGETHER

WHO NEEDS UNIONS?

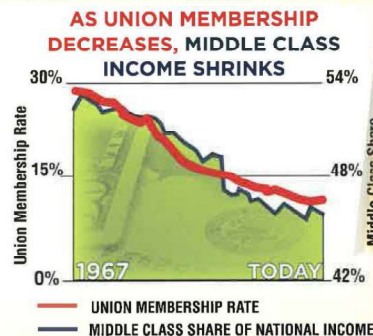
WE ALL DO. Corporate CEOs have gotten rich by negotiating multi-million dollar pay packages for themselves while not allowing workers to negotiate a living wage for our families. Unions even the playing field for all workers by standing up to big corporations and fighting for laws that protect everyone.

WHAT HAVE UNIONS DONE FOR ME?

WORKING PEOPLE STOOD TOGETHER in their unions to create the 40-hour work week, paid vacations and good American wages. Today, unions are still the only counterbalance to corporate power.

UNIONS RAISE STANDARDS FOR ALL WORKERS

- FAMILY & MEDICAL LEAVE ACT
- PREGNANCY & PARENTAL LEAVE
- ALL BREAKS AT WORK (INCLUDING LUNCH BREAKS)
- WEEKENDS & PAID VACATION
- SICK LEAVE
- MINIMUM WAGE
- SOCIAL SECURITY
- OVERTIME & HOLIDAY PAY
- CHILD LABOR LAWS
- PRIVACY RIGHTS
- CIVIL RIGHTS
- HOMEOWNERS' BILL OF RIGHTS
- 40-HOUR WORK WEEK
- OCCUPATIONAL SAFETY & HEALTH ACT (OSHA)
- 8-HOUR WORK DAY
- MILITARY LEAVE
- PROTECTIONS FOR IMMIGRANT WORKERS
- WORKERS' COMPENSATION
- UNEMPLOYMENT INSURANCE
- WRONGFUL TERMINATION LAWS
- SEXUAL HARASSMENT LAWS
- AMERICANS WITH DISABILITIES ACT (ADA)
- EMPLOYER DENTAL, LIFE, & VISION INSURANCE
- EQUAL PAY ACTS OF 1963 & 2011
- AND MORE!**



Credit: Center for American Progress



Money-Saving Programs For IFPTE MEMBERS



Union Plus Credit Card Program

We offer several card choices¹. Each card has different features and all offer competitive rates. After three months, you may be eligible for exclusive hardship assistance grants² in times of need.



Union Plus AT&T Discount Program

Save up to \$10 per line per month on AT&T's best unlimited plan plus other exclusive benefits through Union Plus. AT&T is the only nationwide unionized wireless carrier.



Union Plus Mortgage Program

Buying or refinancing a home for you and your children is easy and affordable with the Union Plus Mortgage Program. Our unique assistance program helps you make mortgage payments in times of need.



Union Plus Auto Buying Service

No hassle car buying service helps you save time and thousands of dollars when buying a new or used car or truck. Lock in your member savings from home.

Union Plus Everyday Discounts

Your one stop shop for booking travel and accessing discounts on movie tickets, shopping, restaurants and more. We also offer savings at theme parks (including Disney), concerts, theaters and sporting events.

Union Plus Free College Program

Earn an associate degree completely online—for FREE! Take advantage of this accessible, debt-free and convenient higher education opportunity for members and their families.



See more at unionplus.org



¹ Credit approval required. Terms and Conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A. pursuant to a license by Mastercard International Incorporated. Mastercard is a registered trademark, and the circles design is a trademark of Mastercard International Incorporated.

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² Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance.