



What We Won

Contract Highlights

A resounding 83.7% of our Oakland membership voted 'Yes' to ratify the Tentative Agreement that we reached with the City Administration in August. Our new contract will last until June 30, 2026.

This contract includes important wins that will help retain staff to make our public services strong. Below are some highlights.



WAGES

- ✓ **One-Time Bonus:** \$3000 for permanent full-time employees, \$2500 for permanent part-time employees, \$1500 for temporary part-time employees. The bonus is not PERSable and will be taxed.
- ✓ **A Pathway to 3% Wage Increase:** For each \$150,000 in revenue above budget, we will receive a 0.05% ongoing increase in wages with a cap of 3%. The trigger will be based on revenues in the third quarter financial report released in May.

TELECOMMUTING

We won an extension of the current LOU through June 30, 2026, and two new points:

- ✓ Memorialized two days of telecommuting.
- ✓ Up to 5 days of telecommuting for pregnant persons and after family leave for baby bonding.

REDUCTION IN FORCE

With 41 members up for layoff this spring, it was important for us to make changes to our reduction in force language. The new language says, “in the event of a Reduction in Force (RIF), in addition to the rights set forth in the Personnel Manual/Civil Service Rules, the City will make reasonable efforts to ‘redeploy’ qualified individuals who have been laid off from City employment.” This lasts until December 31, 2026.

ALTERNATIVE WORK SCHEDULES (AWS)

Expanded AWS rights for city employees to match what is currently applied in OPD. “Employees may participate in an alternative work schedule of four-days per week (4/10 or 4/37.5 as applicable) with department head or designee approval.” AWS is at the request of the employee not the City and cannot be mandated.

STATE DISABILITY INSURANCE (SDI)

We won language that allows us to negotiate a transition to worker-funded SDI from the existing privately provided short-term disability insurance program.

SDI provides:

- Easier access to existing benefits
- Higher level of wage replacement for existing benefits
- New paid family leave benefits

CIVILIANIZATION

We’ve outlined a meet and confer process that will allow for the conversion of specific Local 21 Police Department positions that are currently filled by sworn police officers. This issue has been approved by council multiple times in past years and for the first time we have real, actionable next steps.

CLIPPER BAY PASS

The City and the Union agree to discuss the feasibility of participating in the Clipper Bay Pass Pilot Program offered by Metropolitan Transportation Commission.

CONTRACTING OUT REVIEW

Contractors are often a higher cost to the City, an infringement on our work, and require fixes from permanent staff. The language we won will help us get better reports of executed contracts so that we can bargain for staffing improvements where contracting out is most frequent.

ADDITIONAL ENGINEER LICENSE INCENTIVES

Concrete date by which incentive pay should be added to paycheck. If it is not added within thirty days, there is a preset date to use for back pay calculations.

DCA TERMINATION

Reduced the Deputy City Attorney (DCA) probationary period of employment from two years to one year. The City Attorney can extend by two 6-month periods.

**Make our union strong by
joining IFPTE Local 21**
ifpte21.org/join

