

Discussions Update

4.7.09

As in virtually every other state, city, county and school district in California, San Francisco is facing a large budget deficit because of the worst economic crisis in our country in 70 years. As a result, Local 1021 members are facing layoffs, and the mayor has proposed withholding our 3.75% pay increase this year.

The Local 1021 bargaining committee entered into discussions with three main goals:

1. Minimize job losses, which will require some shared sacrifice for all of us.
2. Protect the services we deliver to the people of San Francisco.
3. Safeguard the integrity of our contract, which was under attack by the city and county.

Note: We must complete discussions with the City on specific language if we amend the agreement, prior to any voting by the membership. This could have an important impact on some of the provisions below. We will report the outcome of those talks as soon as they are completed.

Key Provisions

Term

The contract would be extended one year, through June 30, 2011.

Raises

There would be 10.75% in total raises as follows:

- 8% raise on April 4, 2009.* The adjusted gross pay would be slightly less than it currently is.
- 1% raise on July 1, 2010, provided the City and County deficit is under \$100 million.
- 1.75% on July 1, 2011. *Note: If the deficit is over \$100 million in 2010, then we would receive a 2.75% raise on May 28, 2011.*

**To fully understand this provision, see the next section on our pension contributions.*

Pension Contributions

Members would contribute 7.5% to the pension plan to retain our full pension benefits. This would be offset by the 8% raise. The contribution is pre-tax.

The City and County's original concept was to give us no pay raise. But taking a raise, and then using that raise to pay pension contributions, increases our base wages. That, in turn, would make our pensions bigger when we retire (our wages, from which the pension is calculated, would be 8% higher), and it would make future raises and premium pay larger because our base wages also would be 8% higher.

Healthcare

The amended agreement would maintain our current healthcare for more than two years (27 months).

Job Security

If we amend the agreement, it would delay layoffs scheduled for May 1 until August, giving us time to continue working with the City to find savings and avoid the layoffs altogether, and after August prohibits any layoffs for the rest of the year, which the city estimates would save 460 jobs. Many members who had been notified they would be cut are already receiving notices that they will not be laid off at this time if the amended agreement is approved.

Improving Revenue

The City and County agreed to work with Local 1021 members and other community allies to put a measure on the November 2008 ballot to increase revenue and save jobs and services. Members would be encouraged to use their furlough days in the fall to help campaign for the revenue increase measures.

Furloughs

To pay for minimizing layoffs, the amended agreement would call for five furlough days through next year, and four furlough days in the second year. Employees can elect which days or hours to take off.

CNAs

The amended agreement would stop the plan to lay off CNAs and then rehire them in lower classifications. CNAs would remain in their classifications with no pay loss if we amend the agreement

Labor-Management Committee

The labor-management committee would review all contracting out and utilization of temporary/as-needed employees and make quarterly recommendations.

Other Provisions

Employees would forgo one floating holiday in fiscal year 2009-10. The City-Wide Pilot Wellness Program and Childcare Fund would sunset on June 30, 2009. (Commitments are in place for childcare facilities upon completion of construction of new building at San Francisco General Hospital.)

We will be sending out updates as soon as we have them