

News from: **The City of Oakland**

FOR IMMEDIATE RELEASE

January 19, 2018

City of Oakland Presents IFPTE, Local 21 with City's Last, Best, and Final Offer

Oakland, CA — This afternoon the City of Oakland's bargaining team formally presented International Federation of Professional and Technical Engineers, Local 21 (L21) the City's Last, Best, and Final Offer (LBFO).

After approximately eight months of bargaining, the parties have reached no less than 75 tentative agreements, many of which are on substantive issues, including economic components, that impact a majority of the Union's members.

At this time, the City is awaiting a response from L21.

The City's Last, Best, and Final Offer includes the following (new terms are highlighted in **yellow**, all other terms remain the same as previously offered; tentative agreements are noted by *):

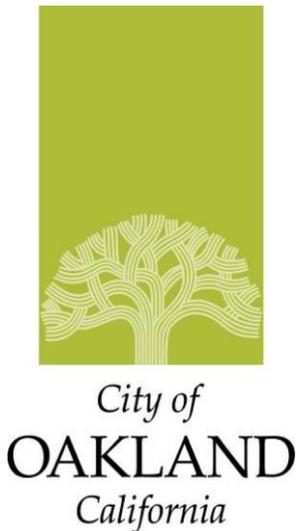
International Federation of Professional and Technical Engineers, Local 21

- Wages – 4% retroactive to July 1, 2017, 1% effective January 2019 and up to 1% additional in the second year of the contract, depending on City revenues, effective January 2019, for a total of up to 6%.

Wage Increase Tied to Revenue Growth: If FY 2018-19 General Purpose Fund unrestricted local tax revenues, as forecast in the Third Quarter Revenue & Expenditure Report **or as confirmed based on audited actuals for FY 2018-19**, exceed the General Purpose Fund unrestricted local tax revenues for FY 2018-19 as approved in the FY 2017-19 Adopted Policy Budget by 4.5% or more, bargaining unit members shall receive an additional 1.0% wage increase effective retroactive to the first pay period after January 1, 2019. This additional language above is designed to provide **a second opportunity for members to trigger the additional 1% increase**, if the actual revenues are above what was projected.

- Equity adjustments for certain classifications, which are **in addition to** the above wage proposal.

-more-



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The City proposes equity adjustments for the following classifications:

| Classification | Effective 1/1/18 | Effective 7/1/18 |
|--------------------------------|------------------|------------------|
| Animal Control Supervisor | 2% | 2% |
| Senior HR Analyst | | 2% |
| Management Assistant | | 2% |
| Accountant III | 2% | |
| Public Works Supervisor I & II | 2% | |

City's modifications to the Union's proposed equity adjustments for the following classifications:

| Classification | Effective 1/1/18 | Effective 7/1/18 |
|--|------------------|------------------|
| Human Resources Analyst | 2% | 2% |
| Administrative Analyst I | 2% | 2% |
| Administrative Analyst II | 2% | 2% |
| Neighborhood Services Coordinator | 2% | 2% |
| Planner II | | 2% |
| Assistant Engineer II | | 2% |

- On a one-time, non-precedent-setting basis, the City will grant **one (1) floating holiday** to all IFPTE, Local 21-represented employees if the MOU is ratified by unit members on or before February 1, 2018 and subsequently ratified by City Council.
- **Alternative Work Schedule** – Allows departments to grant alternative work schedules and clarifies holiday and accrued leave pay
- Baby bonding – Allows for employees to have up to **six weeks of paid baby bonding leave.** *
- **Uniform allowance increases** – Fire Marshall (non-sworn), Assistant Fire Marshall (non-sworn), Latent Print Examiners I & II, Police Communications Dispatch Supervisors and Vegetation Management Supervisor. *
- Safety shoe voucher increase – Shoe allowance **increase from \$115 to \$150.** *
- Sick leave buy back for deferred compensation upon separation – When employees separate after 10 years of service, they can cash out leave on a 3:1 ratio. That cash out can be **rolled into deferred compensation.** *

- Use all but 10 days for caring for family – Employees would now have access to their entire leave balances for FMLA purposes. *
- Sick leave donation – Employees can **donate sick leave on a 3:1 ratio** to fellow employees if they have over 10 years of service. *
- Improved management leave provision – Allows employees to be awarded management leave if they work extra hours OR demonstrate exceptional service. *
- Shift differential increases – **All shift differentials increase** to align with SEIU. *
- Oakland Police Department Labor Management Meetings – Ensures there is continued dialogue between the parties at the Oakland Police Department. *
- Tuition reimbursement process enhancement – Accelerates the process for tuition reimbursement approval. *
- Training Committee – Establishes a joint labor management committee to make recommendations for employee training and growth opportunities *
- **Heath Retirement Savings Arrangement Committee – Creates a Committee made up of union and City members to discuss the implementation of a Health Retirement Savings Arrangement that will allow L21 members who reach the cap on paid sick leave (150 days) to contribute each calendar year up to six (6) days of accrued, paid sick leave to a Health Retirement Savings Arrangement**
- **Transit Pass Program – Provides all Local 21 members AC Transit passes with an employee contribution of \$20.00**
- **Severance Payments – Allows the City Attorney to pay severance payments to represented employees in Unit U41 upon separation of employment**
- **The City agrees to add “Senior” to the title of Deputy City Attorney IV**

SEIU, Local 1021: The Parties remain at impasse and the City is awaiting notification as to whether the union will invoke fact finding.

IBEW, Local 1245 and CMEA: The City reached final agreements with these unions and their contracts are closed through June 30, 2019.

