

STOP MAYOR NEWSOM'S PARTING "CHEAP SHOTS" AT CITY WORKERS

When: MONDAY, DECEMBER 20, 2010 AT 2:00PM

Where: SAN FRANCISCO CITY HALL, ROOM 400

- ✓ **12/20 Civil Service Commission meeting: Discussion to Eliminate Inter-departmental Bumping**
- ✓ **DHR attacks on San Francisco City-Wide Worker Seniority System; Bumping**
- ✓ **DHR rushes to Implement 2005 Civil Service Reform Proposals "Unfinished Business"**

Mayor Newsom and his DHR thug, Micki Callahan are parting the city with last slaps to the face of city workers directed at destroying merit system principles. City worker job protections are up for discussion by the Civil Service Commission. DHR propose to eliminate city-wide seniority or, reduce seniority within a city department effectively making layoffs and privatization by managers a "cake walk".

By comparing apples to oranges, DHR reasons that since managers cannot "bump" other managers with more than five years of seniority in other city departments, this should be applied to all city workers even though managers and DHR were the ones who lobbied to get that change for their own benefit. "What's good for the goose must be good for worker protections too".

DHR is confident that labor unions will happily negotiate away city-wide seniority by June 2012 if changes are not implemented by the Civil Service Commission. Pitting public workers against private workers, the growing awareness of city workers is that their union leaders have sold them out to private sector members suffering from high unemployment. Unions stand to maintain membership and dues coffers by operating with a clear cut conflict of interest.

The other proposal is to reduce the holdover roster for laid off city workers from 5 years to 1 or 2 years or to eliminate the holdover roster all together. While these and many more proposals are clearly punitive anti-worker proposals, city workers have yet to make much more than a peep over the proposals. This could be due to the muzzling effect that union leaders have on city workers by excluding them in the negotiating process. Recent accounts indicate that the city and its unions have worked together as partners against city workers.

A recently filed unfair practice charge(s) filed with the public employees relations board (PERB), alleges that a group of city workers (city painters) were openly threatened by their supervisors and a union official to accept and ratify a 2010-2012 contract proposal or be laid off, now under the boards review.

JOIN IN SOLIDARITY WITH OTHER CITY WORKERS TO SPEAK OUT ABOUT THESE WORKER HOSTILE PROPOSALS!!!

THE COMMISSION WANTS YOUR COMMENTS!!!