



SACRAMENTO
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February 12, 2018

VIA E-MAIL AND U.S. MAIL

LaWanna Preston
Employee Relations Manager
City and County of San Francisco
Department of Human Resources
One South Van Ness Avenue
4th Floor
San Francisco, CA 94103

Re: POA Negotiations

Dear LaWanna:

Negotiations hit a rough patch on Friday. It didn't help that half the City team didn't show up.

The City seems unfocused on these negotiations. Last June, we advised its team of the enormity of our collective task to get a new contract. Much of the MOU was untouched in ten years. Police work has changed dramatically in that period.

We asked to start bargaining collaboratively last August. The City refused. We sent a financial proposal to the City on September 1st, but it refused to meet until October 11. Five and half months, and ten face-to-face bargaining sessions, later, we await a response to that proposal.

For the last two months, the City's excuse was that it wanted the POA's entire financial package. All proposals were on the table by January 23rd. Yet, twenty days later, we still await a comprehensive financial counter-proposal from the City.

The City has made 52 proposals and the POA 54. As of February 9, the POA has accepted 18 of the City Proposals, including three on Friday. *The City has yet to accept a single POA proposal.* That's right: 18 to nil.

We have repeatedly urged the City to engage meaningfully with us because of the May 15 Charter deadline. Those pleas were disregarded. With mediation scheduled to begin on March 26, we now have only 42 days to negotiate financial terms and 70 other proposals. In that same timeframe, the City is now demanding that we negotiate new discipline appeal procedures, significant changes to the Body Worn Cameras policy, and new General Orders on written communications and ICE protocols.

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The City seems to be sleepwalking to mediation and arbitration. However, if mediation starts it will signal the parties' failure to reach agreement by themselves.

Contrast that with the four times since 2008 when the City asked the POA for concessions—on furloughs, on pension contributions, on healthcare costs, and for two years of zero increases. Every time, the POA stepped up, voluntarily, without delay and without mediators, and did the right thing for the City and its citizens. Yet now, at a time when the City enjoys unprecedented financial well-being, and our Department is understaffed, low in morale and trails other Bay Area cities in wages and benefits, the City is absent on the job.

Very truly yours,

MESSING ADAM & JASMINE LLP



Gregg McLean Adam

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cc: Trevor J. Koski, Deputy City Attorney
San Francisco POA Negotiations Team

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