

To: ABAG Administrative Committee and MTC Planning Committee

From: ABAG Chapter SEIU 1021

Employee Transition Issues

Parity Issues

These parity issues impact every ABAG SEIU 1021 Union member. In public service, our career develops over time and is reflected in the progression through classifications and steps within those classifications. These yearly merit increases acknowledge that the employee is getting to know the agency better, can perform job duties more efficiently and effectively, and that the employee is a bank of institutional knowledge that serves the agency. These career paths are well documented at ABAG. Ultimately, these parity issues acknowledge that we are not simply new employees at MTC but are ABAG employees being transitioned to MTC in a manner that respects and acknowledges our current career path and status.

1. Service time Parity
 - a. MTC's promotional system requires, in some cases, that an employee serves a number of years within their classification before they can be considered for a promotion into the next higher classification in addition to any technical, educational, and experience requirements. The Assistant to Associate promotional requirements is one such example. We would like to ensure that each individual's tenure in ABAG's current classification system is applied to these time requirements once ABAG staff is moved into MTC's system.
2. Top of Class Parity
 - a. ABAG has a number of individuals that are currently at the top of their classification. Some have been at the top of their classification for many years. These individuals that are at the top of their classification should be considered for assignment into a higher classification at MTC to honor and reflect their career path, abilities, skill sets, and institutional knowledge.
3. Level/Step Parity
 - a. We seek parity in career path as we are assigned levels/steps within classifications at MTC. By this, we are asking that our current position within ABAG's classification system be mirrored at MTC. If an employee is mid-range within a classification system at ABAG, that career path should be recognized by placing that employee midrange in the assigned classification at MTC.
4. Senior Parity
 - a. It is our understanding that there are MTC employees, currently classified as Seniors (IX) who do not manage any employees but are being "grandfathered" into the new MTC Classification as a Principal (IX) class. We believe that current ABAG Seniors who are in this same circumstance need to be treated similarly and be "grandfathered" in as Principals (IX) so that this criterion is not inequitably applied to the two staffs.
5. Associate Parity
 - a. In the executive memo from MTC executive staff to the MTC Administrative Committee, dated March 01, 2017 (Agenda Item 3b), a recommendation was made "to evaluate all current MTC associates for consideration into the new Senior VIIIb position by July 1,

2017, to make any reclassifications concurrent with the MTC/ABAG staff consolidation.” We believe that all current P3 classified ABAG employees should be evaluated for the new Senior (VIIIb) position and that if they meet the requirements for this classification description, that they be assigned into the Senior (VIIIb) classification as opposed to the Associate (VIII).

Guaranteed Lifetime Retiree Medical Coverage

SEIU 1021’s contract with ABAG currently guarantees 100% Kaiser Rate medical coverage for ABAG legacy employees when they retire. MTC’s retiree medical benefit does not provide this same guarantee. We consider this a significant loss of benefit for our legacy members, and we request that either the guaranteed lifetime retiree medical coverage for the legacy employees be honored by MTC for the legacy ABAG employees or to add this guarantee for all MTC employees.

Participation in MTC Organizational Study

As all ABAG employees will become MTC employees in the transition, the MTC Organizational Study will have direct impact on all transitioned ABAG employees, and representatives for ABAG employees must participate in the discussion, meetings, and decisions related to the Organizational Study. Although ABAG staff has been invited, we have been told that we cannot bring or legally designated representation from SEIU 1021. Given that this study will have direct impact on our membership and their conditions of employment, our participation in this organizational study must include our field representative from SEIU 1021.

Job Offers for All Represented Employees

Throughout the staff integration process, it has been stated all represented ABAG employees will be offered equivalent positions at MTC. The current employee transition does not offer a position for one of our represented members. Although it has been explained to us that this member was hired on a temporary basis, the temporary nature of the position was artificially created by the staff merger process and that the work currently being done by Ofelia will need to continue. This individual is a represented member of the Union, in good standing at ABAG, and a valued member of the planning team. We request that this member be included in the list of employees to be transitioned to MTC, especially considering that the recently released MTC Org Chart lists at least two vacancies in the combined planning department.