



SUBJECT: Union Joint Request for Information

Ms. Schembri,

In order to prepare for upcoming contract negotiations, IFPTE Local 21, MEF and ABMEI are jointly requesting the items of information detailed below. These items are necessary and relevant to the representation of our membership, and we hope that they will help promote productive dialogue in negotiations on issues of recruitment, retention and costing. These requests are also made pursuant to the Freedom of Information Act and any other applicable laws or statutes regarding information requests. We ask that these items be provided by February 27nd:

- 1) The cost of a 1% wage increase for all non-sworn represented bargaining units, with each bargaining unit itemized separately, including the following detail:
 - a. Total base salary cost
 - b. Total fringe cost due to pension and other salary driven payroll costs
- 2) A list of all Local 21 represented employees, including the following:
 - a. Employee name
 - b. Job classification
 - c. Bargaining Unit
 - d. Department
 - e. Date of hire
 - f. Pension tier
 - g. Hours of work
 - h. Budgeted salary
 - i. Other budgeted payroll costs
 - j. Any special pay or differentials
 - k. Source of funds for the position
- 3) A list of all MEF represented employees, including the following:
 - a. Employee name
 - b. Job classification
 - c. Bargaining Unit
 - d. Department
 - e. Date of hire
 - f. Pension tier
 - g. Hours of work
 - h. Budgeted salary
 - i. Other budgeted payroll costs
 - j. Any special pay or differentials
 - k. Source of funds for the position
- 4) A list of all ABMEI represented employees, including the following:
 - a. Employee name
 - b. Job classification
 - c. Bargaining Unit
 - d. Department



- e. Date of hire
 - f. Pension tier
 - g. Hours of work
 - h. Budgeted salary
 - i. Other budgeted payroll costs
 - j. Any special pay or differentials
 - k. Source of funds for the position
- 5) A list of all vacant positions citywide, including the following:
 - a. Job classification
 - b. Bargaining unit
 - c. Budgeted amount for the position
 - d. Date position became vacant
 - e. Date recruitment process was opened for the position or anticipated start date of recruitment process where available
 - f. If a temporary hire or retiree rehire position is linked to/funded by the vacancy
 - 6) A list of all approved Temp-U and Retiree Rehire requests, including job titles and rate of pay or monetary value of the request.
 - 7) A list of all employee departures from city employment for each of the past five years, including departure type (retirement, resignation, termination, etc.), date of departure, length of employment at the city and job classification.
 - 8) A list of non-sworn new hires for each of the past five fiscal years, including whether the employee was hired into a full-time permanent position, part time position, temporary position or a retiree rehire.
 - 9) Results from all employee exit surveys conducted since January 2022, including the primary reasons for leaving city employment.
 - 10) Wage increases received under the Management Performance Program by all Local 21 represented employees since 2020, including the following detail where feasible:
 - a. Employee name
 - b. Employee job classification
 - c. Bargaining unit
 - d. Department
 - e. Date of hire
 - f. Amount of increase
 - g. Date of increase
 - h. Employee gender
 - i. Employee race
 - 11) The current budgeted vacancy rate for each department
 - 12) A list of all vacation sellback requests for Local 21 represented bargaining units, including the total amount of vacation sellback received, for each of the past five fiscal years.
 - 13) The number of employees in each non-sworn bargaining unit who have taken parental leave for each of the past five fiscal years or an estimate if exact data is not available.

Please deliver the requested items as they become available. If any items cannot be delivered within the timeframe requested, please provide the union with a reason for the delay and the date at which the item will be available. This is an initial request for information intended to help the unions craft bargaining



proposals. As a courtesy, the unions would like to note that additional requests for information will be submitted in the coming weeks.

Thank you,

Kristen Schumacher
Research Specialist, IFPTE Local 21