



## 7/19/21 Civil Service Commission Agenda Item PSC 48746 20/21 – Local 39 Protest/Appeal Comments

### Local 39 and Airport Q&A - Review and Responses

1. **Airport Response:** Terminal 2 – The BHS was maintained by San Francisco Foreign Flag Carrier (SFFFC), a Terminal Company, prior to relocation of international operation to the new International Terminal circa year 2000.

**Local 39 Response:** Since 2000, the Airport has continually outsourced the work. City employees should have assumed the work over the last 21 years.

The City has civil service classifications that can perform all aspects of the scope of work, many, if not all, the Airport currently employs. The Airport has provided the Union and the Commission a chart that indicates several City civil service classifications that can perform the SOW. There seem to be no disagreement that there are civil services classifications that can perform the SOW, however, it appears that the Airport prefers to have the SOW performed with a minimal number of different classifications and that the PBB and BHS are too technical and complex for City employees.

2. **Airport Response:** Currently the following Airlines provide maintenance to the following Airport-owned PBBs.
  - Terminal 1 - Airport provides maintenance to eighteen (18) PBBs. Nine (9) PBBs since 2019 and nine (9) additional PBBs since 2020.
  - Terminal 2 – Alaska Airlines, ten (10) PBBs, since 2011, United Airlines, one (1) PBB, since 2020, Delta Airlines, one (1) PBB, since 2020.
  - Terminal 3 - United Airlines, thirteen (13) PBBs, since 2015.
  - International Terminal – Maintained by San Francisco Terminal Equipment Company LLC (SFOTEC) on behalf of all the international airlines since the International Terminal opened in 2000.

**Local 39 Response:** As indicated in the Airports response above, the listed Airlines above currently perform the SOW on PBB. It is Local 39 opinion that Civil Service Classifications can assume the SOW. Again, the Airport has provided the Union and the Commission a chart that indicates several City civil service classifications that can perform the SOW.



## 7/19/21 Civil Service Commission Agenda Item PSC 48746 20/21 – Local 39 Protest/Appeal Comments

### PSC Notice - Review and Responses

#### 1. What efforts has the department made to obtain these services through available resources within the City?

**Airports Response:** Civil Service classifications were reviewed, and none included the combined knowledge and experience required. There are currently no civil service classes that can perform the entire scope of the work required for the maintenance and repair of Airport-owned PBBs and BHSs.

**Local 39 Response:** Currently, each contractor for each of the terminals utilize employees specialized in different aspect of the SOW. It is of Local 39 understanding that the City has civil service classifications that can perform the full scope of work.

#### 2. Explain why civil services classes are not applicable:

**Airport Response:** This work requires a unique combination of engineering discipline that integrates controls with computer programming, conveyors and electrical equipment for the PBBs and BHSs. The existing civil service classifications do not have the required combination of knowledge and experience to operate, maintain and repair the PBBs and BHSs. In addition, there is no current civil service class with essential duties that match the scope of work required for PBBs and BHSs at the Airport, and therefore, employees would be working out of class.

**Local 39 Response:** The Airports response is untrue. Many, if not all of items listed within the SOW is included within civil services classification. Specifically, but not limited to 7238, 7345, 9240, 9242, 7334, 7335, 9232, 7318, 7329, 7263, 0922, 7514, 7344, 1052, 1093. Again, the Airport has provided the Union and the Commission a chart that indicates several City civil service classifications that can perform the SOW.

#### 3. Would it be practical to adopt a new civil service class to perform this work? Explain:

**Airports Response:** No, it would not be practical to adopt a new civil service class because this work is highly specialized and only performed at the Airport (not Citywide). In addition, the number of Airport-owned PBBs and BHSs requiring operations, maintenance and repairs is dependent upon the airlines' agreements with the Airport; therefore, we could not hire permanent civil service. Under the current Lease and Use Agreement, the Airport's tenant airlines can request to maintain the PBBs and BHSs assigned to them on a preferential basis.



## 7/19/21 Civil Service Commission Agenda Item PSC 48746 20/21 – Local 39 Protest/Appeal Comments

**Local 39 Response:** The Airports response is untrue. Many, if not all of items listed within the SOW is included within civil services classification. Specifically, but not limited to 7238, 7345, 9240, 9242, 7334, 7335, 9232, 7318, 7329, 7263, 0922, 7514, 7344, 1052, 1093. In addition, the SOW has consistently been outsourced for more than twenty years. Again, the Airport has provided the Union and the Commission a chart that indicates several City civil service classifications that can perform the SOW.

4. **Will the contractor train employees? If so, please explain what that will entail; if not, explain why not.:**

**Airport Response:** no

**Local 39 Response:** If specialized training is deemed necessary, the Airport shall require that the contractor provide it to City employees during a transition period. There is absolutely no reason that City employees cannot advance their skill set, especially if the SOW is already within their civil service classification.

5. **Describe Training including number of hours. Indicate occupational type of employees. If no training, please explain:**

**Airport Response:** No. Training will not be provided as part of these services.

**Local 39 Response:** Again, if specialized training is deemed necessary, the Airport shall require that the contractor provide it to City employees during a transition period.

6. **Is there a plan to transition this work back to the City? Please explain why or why not – historical PSC please answer.:**

**Airport Response:** No, there is no plan to transition this work back to the City. It would not be practical to adopt a new civil service classification as this work is highly specialized and only performed at the Airport. Additionally, the number of Airport-owned PBBs and BHSs requiring operations, maintenance and repairs may fluctuate from time to time depending upon the airlines' agreements with the Airport.



## 7/19/21 Civil Service Commission Agenda Item PSC 48746 20/21 – Local 39 Protest/Appeal Comments

**Local 39 Response:** Existing civil service classifications should be performing the SOW. The Airport alludes that a single, or limited number of classifications is needed to perform all aspects of the SOW. Currently, the BHS and PBB contractors utilize many different job classifications, each specializing in various skill sets, to perform the SOW, which is typical.

### 7. What support will the department provide to help build internal capacity to do this work? - historical PSC, please answer:

**Airport Response:** None, it is not practical to create a new classification to perform this highly specialized work which is only performed at the Airport.

**Local 39 Response:** Existing civil service classifications cover the SOW. It is of Local 39 opinion that no new classifications are necessary. Local 39 seeks for the Airport to transition the SOW to City employees. The Airport currently employs employees in various classification that should be performing the SOW.

### 8. Has a board or commission determined that contracting is the most effective way to provide this service?

**Airport Response:** no

**Local 39 Response:** Local 39 ask that the commission and DHR do a thorough review prior to continually allowing the Airport to outsource the SOW year after year.

### General Review and Comments

1. The PBB and BHS are not an overly sophisticated piece of equipment or system. In review of the contractor's job classification descriptions of their employees, it is a clear that the SOW is no more sophisticated than what current City employees are responsible for. It is clear to Local 39 that many aspects of the SOW are already contained within Local 39 represented civil service classification as well as other City classification. In addition, the Airport currently has employees in these classifications performing similar work.
2. BHS and BHS are not proprietary systems. Agencies other than the manufacturer, operates, maintains, and repairs such systems.



## 7/19/21 Civil Service Commission Agenda Item PSC 48746 20/21 – Local 39 Protest/Appeal Comments

3. The Airport owns many PBB and BHS, much more than what is currently being discussed and that of which is included in this PSC. If the Airport transitioned all outsourced work on PBB and BHS to City employees, the City would gain the flexibility of coverage between each terminal, whereas currently each terminal is under separate contract so each contractor must maintain their own staffing level to ensure response to system upsets.
4. The SOW contains operations, maintenance, and repair of equipment. Local 39 represented City employees performs just that on many different pieces of equipment and systems throughout the City, anything from basic systems to life safety equipment, and on systems that the residents of the City and County rely on, such as the City's water, wastewater, and power systems. Local 39 represented classification, as well as some other civil service classifications, keep all City facilities, equipment and systems operating and maintained, such as critical facilities and systems located at, for example: City hospitals, police, sheriff, jails and detention facilities, emergency response centers and data centers, service critical systems within MTA, to name some. BHS and PBB systems are not sophisticated any more than typical facility systems. Also, for BHS and PBB, a formal training program or apprenticeship program does not exist for these specific systems, nor are there requirement for specialized certifications to operate, maintain and repair these systems.
5. It is also understood that the manufacturer and installer of these systems can provide training to City employees. In addition to the training available to City employees through other training programs. As a matter of fact, manufacturer training and support has been provided to United Airline (non-manufacturer of BHS and PBB) employees currently at the Airport. In addition, there is additional training available to City employees through other training programs.
6. It is of Local 39 interest, and should be of the Airport's, to transition the SOW to City employees. It has been outsourced year after year for well over 20 years. City employees are equally capable of maintaining the skill set required to perform the SOW. In addition, this would allow the City to expand their resources further, whereas the SOW is currently being outsources to employers located outside of City limits and outside of California.