

DEPUTY CITY ATTORNEYS ASSOCIATION
OF SAN DIEGO

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SINCE 2005

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The DCAA is a collective bargaining unit which represents the interests of all Deputy City Attorneys for the City of San Diego. In 2004, the DCAA formed with by-laws that outlined the following purposes:

- To act in the interests of maintaining a highly skilled and professionally competent staff of attorneys serving the City of San Diego;
- To represent its members in employment relationships with the City of San Diego;
- To cultivate social interaction among members of the Association;
- To promote sound administration of justice for the City of San Diego;
- To promote public awareness of the Office of the City Attorney;
- To facilitate communication between the Deputy City Attorneys and the City Attorney, City Departments, other agencies, and the general public; and
- To assist with the transition from administration to administration.

It is the intent of the DCAA to represent its membership in a fair and balanced manner and give equal representation to both the criminal and civil divisions.

The DCAA is a recognized bargaining unit in the City of San Diego. As such, the DCAA bargains with City management and City Attorney management, on terms and conditions of employment including salaries and benefits.

FAQ

Why should I join?

The DCAA represents you and needs your input. The organization will be stronger if everyone becomes a dues-paying member. We are a collective voice that provides a conduit for communication and negotiation with City Attorney management. Because of the Association, management can no longer impose financial hardships such as increasing our contribution to retirement or mandatory furlough without coming to the table to negotiate.

What are the DCAA's goals?

We strive to create a harmonious and secure working environment that smoothly withstands transitions from one administration to the next. We are attempting to

maintain a measure of employment protection which prohibits termination without just cause for all deputy city attorneys.

Do other public attorneys have associations?

Yes. San Diego County District Attorneys, Deputy Public Defenders, and County Counsel Attorneys all have associations. Los Angeles and San Francisco Deputy City Attorneys have been unionized for years and enjoy much greater protection than deputy city attorneys in San Diego.

If I join will I become a civil service employee?

No. Under the City Charter, Deputy City Attorneys are unclassified employees and thus not subject to the civil service rules and regulations.

How much will it cost?

Dues are .04% of your base salary, deducted from each paycheck. Through certified elections, deputies in this office elected to become a union and then elected to become an "agency shop." This means that anyone who is not exempt (such as upper-level management), must either pay dues, a fee or can attempt to qualify as a conscientious objector and pay the fee amount to one of three charities we were required to identify when we became an agency shop.

The main benefits of being a DCAA dues-payer are that you can serve on the DCAA Board, you can vote in DCAA elections, vote on DCAA issues, and participate in DCAA General Membership Meetings and committees where you can express your views and concerns. Fee-payers are traditionally not invited to these meetings (unless there are issues that should be addressed to all represented employees).

Typically, there would be a difference between the contribution amounts of dues-payers and fee-payers. This difference would be based on the Association spending money in the areas that do not directly impact wages, working conditions, and benefits. However, every penny we spend goes to those areas, thus the amount contributed by the Deputies is the same for both groups.

What does DCAA do with the money?

The majority of our income goes toward paying legal fees (for the attorney(s) who represents us in negotiations, labor hearings, etc). We do not use the money for political purposes.

Will I get in trouble if I join?

No. The law of this state protects individuals who exercise their right to organize. On April 6, 2005, we were officially recognized as "the exclusive bargaining representative" for the Deputy City Attorneys in the City of San Diego. Joining our organization as a dues-payer is a fundamental right recognized by management.

Please fill out the attached election form and become a dues-paying member today.