



MEA NEWSLETTER

March 2010

Second Notice: Special MEA Membership Meeting on Our Response to the Challenges Presented by the CCSF Budget – Monday, March 22, 2010

Meeting 6:00 to 8:00 pm, refreshments start at 5:30pm. Location: San Francisco Main Library Latino/ Hispanic Rooms A&B, 100 Larkin Street at Grove. **The Library is closed on Monday nights, so please plan to arrive before 6:00 p.m.** If you arrive after 6:00 p.m., you can enter at the far right door of the Grove Street entrance by calling the security office at 415-557-4357. RSVP early to staff@sfmea.com.

Agenda:

Labor Coalition Discussions

37.5 Hour Workweek

Report and Recommendation from MEA Budget Response Committee

Next Steps

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Layoff Notices Issued – What Should You Do?

As previously reported, on Friday, March 5 the City did in fact issue 60-day layoff notices to thousands of employees including MEA represented managers. MEA is monitoring the situation and the MEA Board of Directors has authorized staff to develop alternative proposals both in conjunction with the Public Employees Committee (PEC) and through MEA's own Budget Response Committee. **MEA's priority is to come to an understanding with the City that requires the City rescind all layoff notices that were issued with the intent of offering future employment on a part-time basis.** A report and recommendations will be presented at the Membership Meeting on March 22. In the meantime if you received the notice you should take the following steps:

1. If you are asked to sign anything you should note only that "signature indicates receipt."
2. You should not commit to any specific course of action at this time. In other words, do not say "I am retiring now" or "I accept the 37.5 hour job." Simply respond that you understand MEA and the other employee organizations are in discussions with the City and you are waiting to see the outcome of those discussions before making any decisions.
3. Let the MEA office know if the layoff notice has caused you to consider leaving City employment so we can discuss your options.
4. Let the MEA office know if you are told you will not be offered a part-time position as some of the layoff notices may represent actual layoffs as a result of departmental budget cuts.

MEA has already made an extensive information request regarding every layoff noticed. In addition we continue to investigate our legal options and refine our position. We recognize that this is an extremely stressful situation and that timely and accurate information is crucial. MEA is committed to acting swiftly and decisively to provide managers the answers and options that you need to make decisions both collectively and individually.

HSS Open Enrollment April 1-30, 2010:

Open Enrollment for Health Service System (HSS) members takes place **April 1-30, 2010**. Any changes made to benefit elections during Open Enrollment will be effective July 1, 2010.

During Open Enrollment MEA members can:

- Elect a different HSS medical or dental plan.
- Add or drop eligible dependents from HSS medical or dental coverage.
- Enroll in a 2010-2011 Healthcare and/or Dependent Care Flexible Spending Account.
- Allocate Flexible Credits (administered by EBS).

EBS Phone/Fax Flexible Credit Allocation and Flexible Spending Account Enrollment

Allocation of flexible credits and Healthcare or Dependent Care Flexible Spending Account (FSA) enrollments, effective July 1, 2010, are handled by EBS. This year during Open Enrollment MEA members can allocate flexible credits and enroll (or re-enroll) in a Flexible Spending Account by telephone/fax. **Call EBS at (888) 327-2770** for more information about phone/fax enrollment.

If you do not allocate your flexible credits during Open Enrollment your credits will be defaulted to Miscellaneous Reimbursement effective July 1, 2010. **FSA's require enrollment every year, even if you are not making any other benefit election changes. If you do not contact EBS to re-enroll in an FSA by 5:30pm, April 30, 2010, your current FSA contributions will cease the last pay day in June 2010.**

A limited number of EBS appointments will be available at 1145 Market Street, Monday through Friday, April 19-30, and at the Airport on April 5. If you would like to schedule an in-person appointment with EBS call quickly - (888) 327-2770 - to secure your space.

2010-2011 Open Enrollment packets, which will include a list of each member's current benefit elections and covered dependents, will be mailed in late March 2010 to the home address currently on file with your employer. Watch for this important Open Enrollment envelope and read the Management Cafeteria Plan Benefits Guide for details about 2010-2011 health benefits and rate changes. Benefit guides will also be available online at myhss.org in late March.

Completed Open Enrollment applications for medical and dental plan election changes must be received by HSS no later than April 30, 2010 at 5:30pm. Open Enrollment applications can be delivered to HSS in person, sent through the mail or transmitted by fax. If you are enrolling new dependents you must provide documentation proving that your dependents meet eligibility requirements for the coming year. A valid Social Security number must also be provided for all enrolled individuals.

In addition to mandatory flexible credit allocation and optional FSA enrollment through EBS, a voluntary HSS Open Enrollment Open House will take place at 1145 Market Street, from 8:00am to 5:00pm, Monday through Friday, April 1-16, 2010. From Monday through Friday, April 19-30, HSS will hold extended hours - 7:30am to 5:30pm - and medical and dental vendors will be on site. Members can receive in-person assistance with medical and dental enrollment at the Open House on a first come first serve basis, although such assistance is not required for enrollment. Call HSS Member Services at 415-554-1750 if you need additional information.

Martha Knutzen Joins MEA Board of Directors

The MEA Board has filled the vacant seat with the Manager of Legal Operations at the District Attorney's office Martha Knutzen. Martha is responsible for the support staff, including paralegals, secretaries, clericals, law library, reception and records room. In addition she has been very involved in local politics, serving on the board for many years of the Alice B. Toklas Democratic Club, served as a member of the Democratic County Central Committee, and as a Human Rights Commissioner. She will be a great addition as MEA expands efforts to become more politically active as well as maintaining its mission for the professional development of managers in the City.

Charter Amendment on Retirement Moves to Ballot

In late 2009, Supervisor Sean Elsbernd introduced legislation designed to address both the City's increasing pension costs as a result of the stock market downturn as well as the continued unfunded liability attached to retiree health care. While the escalating cost of retiree health care was slowed by the passage of Proposition B in 2008 - which required both longer service for eligibility and a 2% contribution from new employees - the recent financial market collapse has created another challenge. The investment returns that had sustained SFERS and spared CCSF from having to make regular contributions into the Fund for close to a decade are no longer feasible in the current market environment. That means that the City now has to make up the difference between the 7.5% contribution made by most employees and the amount necessary to ensure SFERS can meet its obligations each year. In 09-10 that resulted in a CCSF obligation of 9.49% and in 10-11 that amount will increase to 13.56%.

The legislation was the subject of a number of meet and confer sessions and ultimately was split into two bills – Elsbernd's original and a modified version sponsored by Supervisors Mar and Campos. Ultimately the Mar/Campos bill which represented the compromise position brought forward by labor was sent forward to the June ballot. The bill:

- **Increases the contribution to 9% for new Safety and CalPERS participants;**
- **Calculates pensions on the average of the last/highest consecutive two years rather than the current last/highest single year for new participants in both SFERS and CalPERS;**
- **Mandates a City contribution to fund pensions or retiree health care costs in years where the City's contribution to SFERS is less than the employer normal cost (currently 10.67%);**

The original bill would have prohibited the City from agreeing to pick up any portion of the employee contribution in future collective bargaining but that was successfully opposed by labor as an unwelcome limitation on future flexibility. The same labor coalition that worked together successfully on Prop B came together again to successfully advocate for good public policy that is also good for public employees.

MEA Settles MCCP B&C and Dual Concession Grievances

In response to the City's repeated failure to convene the MCCP B&C Committee in 2009-2010, MEA has filed a grievance and settlement discussions are currently underway. While MEA is sensitive to the current economic climate, we also believe the City must honor the agreements it makes and make the MCCP B&C money available to deal with structural inequities and retention issues that arise over the life of the MOU.

In addition to the grievance filed over the MCCP, MEA has also filed a grievance to rectify an unintended consequence of the recent round of concessionary bargaining. Specifically per our MOU, MEA represented managers are being paid 78.5 hours per pay period in order to smooth out the value of five (5) unpaid furlough days. The managers at issue in this grievance are also experiencing a secondary reduction in their hourly wage rate because Local 21 reduced their hourly rates (rather than reducing actual hours) in order to implement their furlough day

smoothing. The end result is that some managers are giving back to the City twice. DHR has agreed to a settlement of this claim for those managers who have been identified and for any others who come forward with the same problem. Please contact the MEA office if you believe you have been impacted in this way.

Equipment Program Funding Exhausted for FY 09-10

Due to continued high demand for equipment by first time applicants, the \$50,000 from the MEA Management Training Fund for that program in 09-10 has been exhausted. All of the funds were expended on first time applicants to the Equipment Program. Once the FY 09-10 Fund review and reconciliation is completed a decision will be made about allocations for the 10-11 program.

MEA Offices Move Completed

MEA relocated effective February 8. We are still in the Flood Building at 870 Market Street but now we're in Suite 840. Stop by and say hello if you're in the neighborhood.

MEA Mission Statement: To enhance the quality of life for all San Franciscans and visitors by promoting sound government practices, supporting professional excellence for our City's managers, and maintaining the highest ethical standards in the delivery of service to the public.

MEA Board:	Mary Fitzpatrick, Treasurer	Sharyn Saslafsky	Staff:
Eileen Hirst, President	Rafael Centeno	Matt Smyth	Rebecca Rhine
David German, VP	Mark Culkins	Neal Taniguchi	Raquel Silva
Cheryl Austin, Secretary		Bob Thomas	

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