



## MEA NEWSLETTER

April 2010

### MEMBERSHIP MEETING REMINDER

#### **PEC Unions, City Reach Tentative Agreement**

#### **MEA Member Informational Meeting and Possible Voting Monday April 12, 6 -8 pm**

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](mailto:staff@sfmea.com). Assuming the package is finalized, additional Polling locations will be open for voting on Wednesday, April 14:**

#### **San Francisco General Hospital**

Café Room No. 1 (back of cafeteria)  
11 am – 1 pm  
CHN Annex 4 pm – 6 pm

#### **Department of Public Health**

101 Grove Street  
Room 220 11 am – 1 pm  
Room 302 4 pm – 6 pm

#### **San Francisco International Airport**

Delta Building  
710 N. McDonnell Road  
Conference Room C  
11 am – 1pm and 4 pm – 6 pm

**SINCE NEGOTIATIONS ARE STILL ONGOING YOU MUST CALL (415) 989-7245 PRIOR TO 11AM ON APRIL 14 TO CONFIRM THAT THE AGREEMENT HAS BEEN FINALIZED AND THAT VOTING WILL TAKE PLACE!**

**Also in this issue...**

- **Tentative Agreement Protects 40 Hour Workweek**
- **Wellness Program Set to Expire**
- **MEA Management Training Fund Update**
- **HSS Open Enrollment Period – April 1-30, 2010**

#### **37.5 Hour Proposal from City**

- Layoff notices imposed without discussions with public employee Unions
- 37.5 hour work week = **6.25%**
- All city employees would have become permanently part time
- Retirement would have been permanently reduced
- Benefit accrual would have been permanently reduced
- 37.5 hours is the maximum number of hours allowed, with no guarantee that all employees would be rehired at the maximum number of hours
- 4 furlough days already agreed to in addition to part time work week (6.25% + 1.50% = 7.75% total reduction in pay)

#### **Proposed PEC / Union Framework**

- ✓ Public Employee Committee (PEC) Unions, including MEA, negotiated an equitable framework with the City
- ✓ 12 furlough days = **4.62%**
- ✓ Full Time status maintained and reduction is temporary
- ✓ Retirement is protected
- ✓ Benefit accrual remains unchanged
- ✓ The 4 furlough days already agreed to are included in the 12 furlough days of the new tentative agreement
- ✓ All PEC unions make comparable sacrifices for a balanced budget
- ✓ The framework will limit the number of city workers that can be laid off
- ✓ No agreement is final without a ratification vote of the MEA membership.

## **Wellness Program Set to Expire**

**The City's Wellness Program will sunset for MEA managers on June 30, 2010.** As a result we expect a surge in retirements in the months to come as people seek to take advantage of this benefit before that date. As a reminder, employees are only eligible for the wellness payout if they leave the City upon a service or disability retirement. Those employees that leave the City based on a vested retirement are not eligible. For a service retirement, one must be at least age 50 with at least 20 years of service credit, or at least age 60 with at least 10 years of service credit. Check with your DPO to determine whether you meet the criteria for a wellness payout. Contact the San Francisco Employees' Retirement System (SFERS) directly should you decide to retire.

## **Management Training Update:**

At the beginning of FY 09-10, the MEA Board allocated \$175,000 to the MEA Management Training Reimbursement Program and \$50,000 to the MEA Equipment Program. As reported earlier, the equipment program funds were depleted in January 2010. No new requests have been accepted and first time users have been instructed to submit requests in July 2010. Effective April 16, 2010 MEA will no longer accept Management Training Fund requests for reimbursement as the Training Fund allocation is also almost depleted. Any requests received prior to that date will be processed for reimbursement. Since IMS training funds are also paid out of the MEA Training Fund, MEA will no longer approve payment for these seminars through the Fund. MEA will announce the FY 10-11 Training and Equipment Program allocations in June. Training Fund reimbursement requests will be accepted and processed in July 2010 for training scheduled in July and forward through the new fiscal year. If you have any questions please contact Raquel Silva at [raquel@sfmea.com](mailto:raquel@sfmea.com) or at (415) 989-7244.

## **HSS Open Enrollment Continues 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. **FSAs 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.**

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.

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