



## MEA NEWSLETTER

### August 2010

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**MEA 1st Quarter Membership Meeting and PAC Interviews  
Monday, September 13, 6-8pm**

**Confirmed Supervisorial Candidates from Districts 2, 6, 8 and 10**

The meeting will be held at 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. Please remember to RSVP by calling 415-989-7244. Refreshments available starting at 5:30pm

**Back by Popular Demand: iPad Raffle**

**Extra ticket for those who RSVP by Friday September 10**

**Adachi's Proposition B – A Direct Attack on Your Health Care**

MEA has been working with the newly-formed "Stand Up For Working Families" Coalition on defeating the poorly drafted and ill-conceived Proposition B which is being billed as "pension reform" but is actually a direct attack on health care benefits for working San Franciscans and their families. You can get information about that effort including the text of the pending legal challenge on the website at [www.sfmea.com](http://www.sfmea.com). It is clear from the Controller's report and our own actuarial and legal analysis that this measure will increase the cost of health care for employees at the School District, Community College and Courts. It also poses a direct threat to the ability of retirees to afford and maintain their benefits. This is how it will impact you and your dependents:

<b>Plan</b>	<b># Enrolled</b>	<b>Current Monthly Premium</b>	<b>Monthly Increase in Medical and Dental</b>	<b>Total Monthly Cost</b>
Employee Only				
Kaiser	3517	0	<b>\$25.78</b>	<b>\$25.78</b>
Blue Shield	4641	0	<b>\$137.82</b>	<b>\$137.82</b>
City Plan	751	0	<b>\$470.74</b>	<b>\$470.74</b>
Employee +1				
Kaiser	3039	\$8.84	<b>\$291.11</b>	<b>\$299.95</b>
Blue Shield	4036	\$120.88	<b>\$403.19</b>	<b>\$524.07</b>
City Plan	311	\$679.46	<b>\$470.15</b>	<b>\$1,149.61</b>
Employee +2 or more				
Kaiser	3545	\$228.74	<b>\$302.83</b>	<b>\$531.57</b>
Blue Shield	4400	\$545.86	<b>\$302.83</b>	<b>\$848.69</b>
City Plan	123	\$1410.22	<b>\$302.83</b>	<b>\$1,713.05</b>

If you want to volunteer to work on this tremendously important campaign, please contact the MEA office via email at [staff@sfmea.com](mailto:staff@sfmea.com) and leave your name, home email and cell or home phone number. Among the tasks we are asking members to specifically commit to:

- Talk to your family, friends and neighbors about the measure
- Distribute leaflets at designated locations
- Make Calls to voters
- Walk door to door to persuade and get out the vote
- Make a donation to the SUWF PAC to fight this measure

### **MEA Focus Groups Next Step in Strategic Plan**

MEA continues its work in defining and implementing its vision for the future. We are looking for a random sampling of MEA members to participate in two days of small focus groups on Wednesday, August 25<sup>th</sup> and Thursday August 26<sup>th</sup>. The scheduled times and location for the August 25<sup>th</sup> focus groups are: 8:30 – 10:00 am, 11:30 – 1pm, and 5 – 6:30pm at the Hotel Whitcomb on Market Street at 8<sup>th</sup>. The scheduled times and locations for the August 26<sup>th</sup> focus groups are 11:30 – 1pm at the Best Western Grosvenor, near SFO and 5 – 6:30 pm at the Irish Cultural Center. Food will be provided at all groups. We will be scheduling one group of managers who have not joined MEA in early September, date to be determined. It is critical that we hear from you about what you perceive as our strengths and our challenges. If you are interested in participating in one of the groups please contact our office at [staff@sfmea.com](mailto:staff@sfmea.com) and note “focus groups” in the subject line and specify which group you want to attend.

### **How do the Floating Holidays in the 2010-2012 MOU Work?**

If you are confused about the way the additional floating holidays and Minimum Staffing Days (MSDs) recently negotiated as part of the PEC Agreement work,

you are not alone. Here is an overview of how they are accumulated and used during the current extended MOU.

- In FY 10-11 and 11-12, MEA represented employees will receive a total of seventeen (17) floating holidays – five (5) that are already in the contract and twelve (12) additional that were agreed to as part of the concession package voted on by MEA members. There is no cap on the accumulation of furlough days between FY10-11 through FY14-15.
- The twelve (12) additional floating days will be credited to you on a quarterly basis, with the first three (3) being credited on July 1, and three more credited in October, January and April.
- The Department of Human Resources has told the PEC that they want to institute MSDs at most if not all City departments during this fiscal year. **That means you will need to use five (5) of your floating holidays if your department/division/unit closes on the identified MSDs (Wednesday prior to Thanksgiving and the four work days between Christmas and New Year).** MEA will post the official MSD departmental list on our webpage once it is finalized.
- In FY 11-12, the same floating holiday provisions as for FY 2010-11 apply, unless the City's General Fund deficit in FY 2011-12 is projected to be less than \$261 million in which case there will be a reduction of the twelve (12) days according to the following schedule: (1) Deficit of \$150-\$261 million: five (5) days; (2) Deficit from \$100 up to \$150 million: three (3) days; (3) Deficit less than \$100 million: zero (0) days.
- Retirement Restoration: Your use of floating days in your final year before retirement is limited since you will be "made whole" for those days as part of the restoration process. If you are thinking of retiring and have questions about how this or any other element of the concession will impact your retirement, please contact the MEA office to discuss.

### **2010/2011 Management Training/Equipment Guidelines**

MEA has hired a part-time staff person, Alicenne Passavanti, who will be administering the Training and Equipment Reimbursement Program. Again utilizing surplus funding, the MEA Board has allocated \$175,000 to the MEA Training Reimbursement Fund and \$100,000 to the MEA Equipment Reimbursement Fund for FY 10/11. The following guidelines will be used in processing requests:

1. Close of business on the last business day in June 2011, or the point at which we exhaust funding, will be the cut-off date for reimbursement requests submitted to and processed by MEA for FY 10/11 (equipment and or training, depending on the status of the funds);
2. Close of business on the last business day in April, or the point at which we process 100 applications, whichever occurs first, will be the cut-off date for MEA to issue "ok to buy" letters under the Equipment Program;

3. For the first six months of FY 10/11 equipment program approvals will be issued to only those MEA represented managers who have not previously participated in the program. Based on available funding MEA will process second requests starting in January 2011 on a first come, first served basis;
4. Written pre-approval by MEA is required prior to purchase of equipment in order to be reimbursed;
5. iPads are not reimbursable under the MEA Equipment Program; and
6. Attendance at IMS seminars will be counted against an MEA represented employee's yearly allotment, i.e. \$325 per seminar will be deducted upon confirmation of attendance by IMS.

**Reminder: MEA Board Election Process and Correction**

Per the MEA By-Laws, Section 6.2, the Associations' Nominating Committee prepared and distributed the list of nominees for the MEA Board at least thirty (30) days prior to the first quarter general membership meeting of the fiscal year **Additional nominations for alternative slates may be made from the floor by members of the Association during the general membership meeting of September 13, 2010.** To be eligible for election such nominations must be accompanied by a petition of support signed by at least 50 active members. Elections shall take place at the second quarter general membership meeting of the fiscal year and officers shall be installed at that same meeting.

**Note:** The report of the Nominating Committee published in the July 2010 MEA Newsletter misstated nominee Neal Taniguchi's position and department. He is currently serving as the Chief Financial Officer at the Department of Emergency Management. We regret the error.

**2010 Willie L. Brown Leadership Program Underway**

The 2010 Willie L. Brown Leadership Development Program at San Francisco State University is designed to carry out the Brown Center's mission of connecting the University and local public service opportunities. The specific goal of the leadership program is to assist local governments in the education and training of their executive workforce for the 21<sup>st</sup> century. The Leadership Development Program has three phases: Pre-workshop consultation, 3-day Workshop and follow-up and reinforcement

Application Process: Applicants must be nominated by their immediate supervisor or manager. **Deadline for applications is October 1, 2010.** Participants will be notified of their acceptance at least two weeks prior to the start of the formal program.

Cost:	\$850.00	Class size:	Not to exceed 15
Location:	SF State University Main Campus, Seven Hills Center		
Dates:	October 19-21, 2010		

Applications are available by contacting the MEA office.