



MEA NEWSLETTER

January 2010

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Save Monday, February 22 for MEA Membership Meeting with BOS President Chiu

SAVE the DATE for the next MEA Membership Meeting with Special Guest, Board of Supervisors' President David Chiu. 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.

Informal Retirement Survey - 2010

As we continue to prepare for what is sure to be a bruising budget cycle, it would be helpful for us to have a sense of how many MEA represented managers are planning on retiring by or before June 30, 2010. Our sense is there may be a larger than normal group based upon three factors: 1) the end of the Wellness Program, 2) the improved retirement formula under Prop B and c) an economic climate that won't produce significant wage increases for "highest year" purposes. If you are willing to share this information with MEA we will use it only in generalized form, keeping individual names confidential. You can email the information to Rebecca@sfmea.com and note "Retirement Information" in the subject line.

Serve Your Colleagues on the MEA Board of Directors

The MEA Board of Directors is looking for candidates to fill the Board vacancy created by Tina Olson's recent departure from CCSF. The MEA Board sets policy for the organization, acts as the Political Action Committee (PAC), identifies and funds initiatives and works in collaboration with the staff to implement MEA's mission and vision. The commitment requires attendance at monthly Board meetings and quarterly membership meetings as well as additional duties as assigned by the President. On the MEA Board you can both serve your colleagues and promote and protect vital public services that the City's residents depend upon. If you are interested please contact the office or a member of the MEA Board (listed below). First consideration will be given to managers from departments not already represented on the Board. MEA is only as strong as the commitment and participation of its members so we look forward to hearing from you.

MEA Office Closed on January 29

The MEA office will be closed for the day on Friday, January 29. The MEA Board of Directors will be participating in a retreat to discuss short and long term goals for the organization as we develop a

framework for implementing our vision over the next five years to be presented to the membership for their consideration and input.

State Disability Insurance – Some MEA Classifications Still Not Covered:

In late 2008, the majority MEA represented managers employed by the City and County of San Francisco (CCSF) and the Municipal Transportation Agency (MTA) elected to participate in State Disability Insurance (SDI). However, because the election had to be conducted separately by classification, there remain a number of groups that either actively declined coverage or that had no or low voter turnout which resulted in their coverage status remaining unchanged. Those MEA classifications that do not have automatic SDI coverage are:

0964	1381	5125	8186
0965	1843	5150	8326
1071	1879	5166	8330
1110	2108	5189	8340
1117	2235	5193	8344
1164	2237	5246	8413
1374	2459	5634	8418
1375	3233	7263	8435
1377	3486	8150	8436
1378	3488	8184	

Although the classifications did not elect SDI, and therefore new employees in those classifications do not receive coverage, some managers within the classifications listed may have retained coverage based upon a prior position. Check your paystub to confirm your individual SDI status. In the event you would like to revisit the coverage issue through a classification election, let us know and we will begin that process.

Upcoming Institute for Management Studies (IMS) Seminars in 2010

Continuing our long-standing partnership with IMS, among the one-day seminars available to MEA represented managers during the first quarter of 2010:

- January 26: Building Trust: The Cornerstone of Employee Engagement and Accountability with Dr. Dennis Reina
- February 24: Negotiating Successful Outcomes: Strategies for Both Collaborative and Competitive Situations with Dr. Holly Schroth
- March 10: Achieving Rapid Performance Improvement: The Two Minute Drill Approach to Leadership with Dr. Clinton Longnecker
- April 22: Aligning the Key Elements that Drive Performance: Strategic Leadership with Dr. Albert Vicere

Reservations for IMS seminars can be made directly with Ginny Von der Schmidt at IMS (925-736-8059) or through the MEA office. All San Francisco seminars will be held at the Hotel Nikko at 222 Mason Street. The \$325 cost is applied towards the annual MEA Management Training Fund limit.

Keep Us Posted: Changes of Address:

We cannot keep you informed if we do not know where you are! Make sure we have your **current home address and personal email** on file if you want to receive timely information about your contract, your benefits and your union. This information can be emailed to staff@sfmea.com. Please include a phone number so we can contact you if we have questions.

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	Tina Olson	Bob Thomas	

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