

## MEA DECEMBER 2005 NEWSLETTER

**Holidays** - Thanksgiving is over and more Holidays are coming. MEA's Officers, Board Members and Staff wish you and yours best wishes for the holiday season. Remember it is only five weeks until the New Year. See to those last-minute details; use some of your vacation, floating holidays, Administrative or Executive leave to enjoy the season; prepare for the negotiations season, which will be full of strangeness to say the least.

January 11, 2006 — Please clear your calendars for the evening hours, as MEA will host a **dinner meeting with Mayor Newsom**. As always, the membership is interested in the Mayor's plans for San Francisco's future. MEA would also like a preview of the Mayor's plans regarding upcoming negotiations, the City's finances, M CCP, and Civil Service reform, particularly as these issues pertain to MEA.

At the same time, we would like the Mayor to see a good part of our 600 members so that he connects the relationship between the City's managers and their bargaining agent - MEA.

The meeting will be held at the San Francisco Zoo, in the Great Hall of the Lurie building. Free parking and Zoo tours will be available for those who arrive at the Zoo before the 6PM start. Since MEA last held a meeting at the Zoo, this facility joins the Museums, the Library, and the baseball stadium as one of San Francisco's most improved facilities. Space is available for more than 200 people. We are charging only \$10 for the dinner. Help MEA show its strength by attending.

Maps and information will soon be available on the web site. **Please RSVP by phone (415 989-7244) or e-mail ([staff@sfmea.com](mailto:staff@sfmea.com)) if you can attend.** More information will follow, but please plan to attend.

**San Francisco Housing Authority Negotiations** - The Authority has unilaterally implemented its 7% takeaway from MEA-represented employees. MEA has filed Unfair Labor Practice Charges with the State's Public Employee Relations Board. We are awaiting their response. The Authority has imposed this takeaway only on MEA, while providing modest compensation increases for workers represented by the nine other Unions representing Housing Authority employees. While the Unfair Labor Practice Charges will not lead directly to a contract settlement, it is hoped that if we are successful, the takeaway will be restored and negotiations can be restarted. At the same time we are reaching out to Housing Authority Commissioners and others in our attempt to receive the equal consideration provided to all other Authority employees.

**NEGOTIATIONS** - In addition to the Housing Authority contract, the most important scheduled negotiations are for the successor contract to the "miscellaneous" agreement scheduled to expire on June 30, 2006. This contract covers approximately 800 employees in the more than fifty City Departments. It is believed that the City will propose a three- year contract that would expire June 30, 2009.

The City is expected to cite the Bay Area Cost of Living, as measured by the Department of Labor's Consumer Price Index (CPI) as increasing by approximately 5.5% between June 2001 and February 2005. MEA's negotiated compensation increases totaled 17% from July 1, 2001 through June 30, 2005. It is assumed that the City will also claim that while deducting the 7.5% retirement giveback (scheduled to end 6/30/06) the City has kept employees ahead of the CPI without calculating the employer's increasing contributions to the Health Service and Retirement Systems.

In addition to the cost of living adjustments (COLAS) that will be negotiated for Fiscal years 2007, 2008, and 2009, MEA is determined to reach agreement regarding movement within MCCP ranges A and B. Remember, these ranges do not have steps; instead there are "points on each range". MEA will propose a specific minimum annual increase for members in each of the two ranges. MEA will propose increases in range A to be based only on time in class; movement within range B will also have a guaranteed minimum increase based on time in class, but it is expected that the City will insist on some attainable performance measure for movement in range B.

Compensation increases as provided for in the MCCP will likely provide the largest compensation increase for the majority of MEA members. We believe that approximately 520 MEA-represented employees are currently being paid at less than the top salary rate in either MMCP range. It is vital for MEA and each member that the importance and value of MCCP implementation be clearly understood.

Included in this newsletter is the current MCCP salary schedule. Please familiarize yourself with **what your current salary is in your allocated MCCP classification**. Please do this whether you have accepted an MCCP classification, or continue to hold and be paid in a Permanent Civil Service Classification. Make sure you can identify the difference in your current salary and the maximum salary provided in the MCCP A or B range to which your position has been allocated.

In the next few weeks you will receive a questionnaire designed to provide information to the bargaining committee. That information will be the primary source for drafting MEA's initial contract proposal and the subsequent bargaining strategy. The information you provide regarding MCCP is incredibly important if we are to negotiate the best possible result.

**RETIREMENT SYSTEM ELECTION** - MEA's Board of Directors, acting as the Political Action Committee has unanimously endorsed the candidacy of Joe Driscoll for reelection to the Retirement Board. In addition to his academic qualifications (B.A. in Accounting, M.B.A. in Finance, Chartered Financial Analyst), Joe has a demonstrated record of accomplishment that benefits all City employees and retirees. The system has grown from 38,000 to 51,000 active and retirees during his tenure. At the same time, assets have grown from \$2.2 billion to over \$12 billion. The San Francisco system is one of the most securely funded pension plans in the country. One only has to look at the problems the San Diego retirement system is facing to understand the important role commissioners play in insuring that adequate funds are

collected and wisely invested. Under the guidance of the commission, SFERS managers have insured that funds exist sufficient to pay the voter-approved pensions City employees have earned. At the same time the commission policy has created reserves to fund improvements when and if they are approved by the voters. Please consider the PAC's endorsement and remember to vote. The election will take place from January 16 — January 31, 2006.

Assembly member Richman has reintroduced his legislation to eliminate defined benefit pension plans for public employees hired after July 1, 2007. MEA and other public employee unions continue to monitor the progress of this legislation. We also must be prepared to participate in defeating this measure.

### **NEW MEMBERS**

Lois Dobbs, Courts; Micki Callahan, DHR; Telicia Ann Lewis, Courts; Paul Carlisle, DPH; Anne Hinton, Commission on Aging; Amy Hart, Medical Examiner.

### **RETIRED**

Neal Doten, Airport; John Barnett, DTIS

### **KATRINA RELIEF / HABITAT FOR HUMANITY DONORS**

Thank You to the following individuals who (in Alphabetical order) generously sent in checks:

Romaine Boldridge, John Francis Brown, Carl Friedman, Joe Grubb, Jean Mariani, Carol Sam, Bill Maher, Eileen Hirst, Christine Wachsmuth, Delene Wolf, Dorothy Yee. MEA will send off the matching check to Habitat for Humanity.