

July 2006 MEA NEWSLETTER

MEETING NOTICES – Summer is for vacation and fun. MEA's Officers, Board Members, and staff hope you are enjoying this special time. In the midst of these events, please remember to mark your calendars for these two special events:

MEA has scheduled a General Membership Meeting for **Wednesday August 30, 2006 @ 5:30 pm at Moscone Center**. The agenda will include:

- 1) Presentation of the FY 2005-2006 Financial Report.**
- 2) **Nominations** - In addition to the slate selected by the Nominations Committee, which appears below, Nominations from the floor will be in order.

Officers:

- 1) President – Eileen Hirst - Chief of Staff, Sheriff's Department
- 2) Vice President - David German Manager, Admin Services/Reproduction Bureau
- 3) Treasurer – Mary Fitzpatrick, Manager Systems and Reporting Controller's Office
- 4) Secretary – Carl Friedman – Director, Animal Care and Control

Board Members:

- 5) Cheryl Austin – Assistant Administrator, DPH/LH
- 6) Matt Smyth – Manager, Bureau of Building Repair DPW
- 7) Sharyn Saslafsky - Manager of Special Projects, PUC
- 8) Jean Mariani – Assistant Sheriff
- 9) Darnisha Wright - Executive Assistant, Emergency Communications Department
- 10) Rafael Centeno – Assistant Director, Admin, SFO
- 11) Bob Thomas - Senior Department Personnel Officer, DPH

Nominations from the floor must be accompanied by the signatures of fifty MEA members (bylaws section 6.3).

- 3) **Candidates' Night** – Currently there are 31 announced candidates for the Board of Supervisors. Additionally, there are Municipal and State ballot issues of importance to MEA. Candidates and proponents/opponents of ballot measures will be invited to make presentations. In the past, we have invited candidates who were thought to have a reasonable chance of winning. However, if there is any candidate or proposition of interest to you, please call the MEA office to make sure that the appropriate candidate or group is invited.

As in the past refreshments will be provided. To make sure there is enough food and drink, please RSVP at your earliest convenience.

RETIREEES DINNER – Contract negotiations and other business has caused the postponement of the 2006 Retiree Dinner. This annual event is well attended by retirees. Active members are always surprised at the good time, fellowship, and communications that occur at this event. The dinner is scheduled for September 20th; details will be provided next month.

CCSF CONTRACTS – Both the City and MTA contracts are available at MEA's web site as well as the City web site through the DHR page. Next month's newsletter will review some of the contract changes. However, in reviewing the contracts, if you have questions please call the office. It is important to note that the Adjustment Committee which is the "gate keeper" to placement in MCCP Ranges B & C (paragraph 239) is scheduled to meet for the first time on July 21st. A summary of that meeting will also be included in the August newsletter.

HOUSING AUTHORITY – As members are aware, at the insistence of the employer, all contracts with the Unions representing SFHA employees expire September 30, 2006. It is anticipated that the employer will soon seek to commence negotiations. This action is caused by what is assumed to be the continuing budget problems facing HUD Housing programs across the nation. It is also assumed that the employer will, in the very near future, brief employees and Union representatives about the financial situation. Immediately thereafter, members will receive written questionnaires seeking input for negotiations.

Several union representatives have been in contact to investigate to what extent common strategies may be agreed upon. It is believed that negotiations will be difficult and member support will again be required. MEA is committed to keeping the membership informed.

Civil Service Reform – In the last year many positive initiatives have occurred regarding this topic. Position based recruitment, citywide training, and competent and effective evaluations as a requirement for step increases are examples of ideas frequently suggested by managers. More information on this topic is provided at DHR's web site.

The most pressing proposal that impacts MEA is the proposed elimination of interdepartmental bumping rights for managers. Bumping rights are governed by the Civil Service Commission (CSC). Changes in the rules are subject to the "meet and confer" process but are not subject to an arbiter's final and binding decision. Veteran City employees remember that prior to the mid-nineties many employees were in classes that did not have interdepartmental or Citywide bumping rights. Subsequent to the passage of the Charter changes that allowed for "fuller" collective bargaining rights for municipal employees, the CSC Commission changed its rules to provide citywide bumping for almost all PCS, employees.

Bumping for City employees is limited to being eligible to bump only the least senior employee or a vacant position in a class. Certain positions/requisitions have exceptions to the order of layoff (EOLS); EOLS describe skills and/or experience that a senior employee must possess before being allowed to bump into a position.

Under this scenario one layoff may cause five or more subsequent displacements as employees bump employees who in turn bump other junior employees in subordinate classes. As you can imagine, the system can become chaotic.

MEA as well as other Unions were aware, prior to the most recent round of negotiations, of the City's intent to propose this change. This led to

MEA's proposing and the City's agreeing to an improved severance package that allows a laid off employee to receive up to 26 weeks' pay if laid off. An employee must agree to waive all legal rights to reemployment in order to receive this benefit. In other words, after accepting a severance package you might apply for City employment but you would not be entitled to reemployment.

In addition to bumping currently laid off employees are be placed on holdover list(s) for previously held job classifications for up to five years. During that time an employee would be appointed to a vacant position in a covered classification in order of seniority. While on a holdover list employees without employer provided medical benefits are eligible to receive City provided medical benefits on the same basis as active employees.

If a new rule were adopted the significant change is that laid off managers would not bump a junior manager in the same class. The laid off manager would be on a holdover list for that class and returned to duty by seniority over other applicants in that classification as vacancies. Laid off managers would retain the right to reinstate in previously held classifications even if exercising that right led to additional displacements.

HOUSEKEEPING - If you move, change your e-mail address or wish to stop receiving this newsletter, we would be happy to make those changes. Of course, that is difficult unless you advise us of the changes, so please remember to keep us in the "loop".

New Members:

Sam Kwong DTIS; John Fournet PUC; Cynthia Caporizzo City Attorney; Timothy Moses Convention Facilities; Wilson Johnson Jr MTA; Amy Brown Real Estate Director; Corazon Dino Airport; Jay Ach Port; Paul Isakson DPH Laguna Honda; Donald Del Rosario DPH - SFGH; Salla Vaerma-Jadlos Admin Serv.; Bruce McGurk Hetch Hetchy; Mohammed Nuru DPW; David Assman Environment; Peter Acton Airport; Christine Magoffin Airport; Ken Lam DTIS; Mark Culkins Courts; George Putris Treasurers; Russell Abel DPW; Barbara Schulteis; Angela Patane PUC; Jeffrey Anderson PUC.