

## MEA NOVEMBER 2006 NEWSLETTER

**Thanksgiving** – By the time you receive this, the election will be over, Veterans Day will have occurred, followed by Thanksgiving. MEA's Board and staff sincerely wish that during this time each member encounters something to be thankful for.

**Housing Authority** – Progress has been made at the bargaining table. All proposed takeaways to our contract have been withdrawn. Members have been credited with 80 hours of MTO. The additional cash-out of MTO provided in FY 2005-06 has been paid to eligible employees. We are scheduled to again meet on November 14<sup>th</sup> hopefully to finalize negotiations and reach agreement on economic improvements for the term of the new contract.

The bad news is that 27 Housing Authority members, including 8 MEA represented individuals, were laid off last week. That means more work and responsibility will accrue to the remaining managers.

**Courts** – Through the Administrative Office of the Courts, the San Francisco Superior Courts have received notice of an increase in funding for employee compensation totaling \$1,652,719, or 3.7%, effective December 1, 2006. After deducting the increases in medical and dental employer contributions to PERS, OSDI, step increases etc., the increased allocation provides a 2.4% salary increase. The bargaining committee is reviewing this information and will provide additional information.

**MTA** – MTA has fifty-nine MEA represented managers. Of those, 32 were scheduled to receive step increases within Range A of MTAM (MTA has negotiated a separate contract with MEA and MCCP became MTAM for that agency). Soon we will have the final numbers for the members covered by the City agreement which provides a 2% COLA to all represented employees and the step increase, for those eligible, within MCCP's Range A effective December 30, 2006.

**General Membership Meeting** – The proposed change regarding **bumping/reinstatement rights** was narrowly approved at this meeting. The truth is that litigation would, at best, only result in delaying the Civil Service Commission in its intent to initiate the change. It is also true that there is no legal requirement that changes to Civil Service Rules be ratified by a Union's membership. In fact it is a rare occurrence that such matters are ratified by any Union. However, your board thought it appropriate to deal with this issue in an open and transparent manner. The explanation of this change, which was presented at the meeting, is attached.

A more positive development is that the City agreed to allow members to use up to half (\$1,000) of the annual training allowance, under the Controller's guidelines, to offset the costs of travel and lodging to attend approved trainings. More details will be provided next month. The guidelines will be included on the MEA web site.

**MCCP REPORT** – Forty-three requests for appointment to MCCP Range B were reviewed by the Adjustment Committee (Controller Ed Harrington, DHR Director Phil Ginsburg, and MEA Executive Director Ed Lieberman). All the requests were approved. The committee has previously agreed to pool the smaller departments with an allocation of less than \$10,000. However, in some cases the total dollar amounts recommended so exceeded the ¾% of a department's MEA payroll that a lesser amount was approved.

Lastly, the unspent reserve accrued over the last 6+ years in the **negotiated training fund** approaches \$400,000. More than half of our membership will reach the average MEA retirement age in the next five years. Using this money to prepare managers for professional as well as personal advancement presents a great opportunity. Meetings regarding efficiently using this fund will take place in 2007. If you have thoughts about this issue please communicate them to the office.