



October 2007

MEA NEWSLETTER

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MEA Retirees Flock to Annual Gathering:

On Wednesday, October 17, nearly 50 retirees and over 20 actives came together for the 2007 MEA Retiree Dinner at the Green Room of the War Memorial Building. The evening featured Clare Murphy giving an update on the health of the SF Retirement System interspersed with bursts of applause and appreciation. After a wine and beer cocktail hour, the attendees enjoyed a dinner of tri-tip or chicken picatta, followed by Board Member Cheryl Austin's traditional cash giveaway for those retirees who had served under the most mayors (8), been retired the longest (30 years), retired the most recently (several this past June 30) and were the oldest (We'll never tell) – one of the few venues where birthdates are shouted out with pride and glee. Finally, MEA President Eileen Hirst presented Clare Murphy with a special award on behalf of MEA: "*In Deepest Appreciation For Her Wise Counsel, Her Steadfast Stewardship of the San Francisco Employees Retirement System, And Her Unstinting Generosity of Spirit*".

Court Employees Select Bargaining Committee and Begin Proposal Development:

With the December 31 expiration of the 2005-2007 MEA MOU covering managers at the Courts, the MEA represented managers have formed their bargaining committee to begin the process of developing proposals and laying out a timeline and strategy for negotiations.

MTA Pay for Performance Dispute Settled:

After months of discussion, MEA and MTA settled their dispute about the application of the Pay for Performance money in the 07-08 fiscal year. At MTA, the 1.5% will remain in bi-weekly payroll, except in those cases where managers who are entitled to the bonus leave MTA, in which case it will be paid out in line with the past practice. MTA was scheduled to move back to the lump-sum payout model along with the citywide managers, but ultimately agreed to retain the money as part of bi-weekly payroll.

B&C Adjustment Committees Meet:

The 07-08 MCCC B&C process for the Citywide Unit got underway on Wednesday, October 24 with over \$1 million available for ongoing and one-time allocations. Requests were considered from a number of small and large departments including the Airport, CPC, DPH, GSA, DHR, the Police Department and PUC. More than 100 MEA represented managers were put forth and approved for adjustments totaling more than \$600,000. The next meeting is set for early 2008.

In addition, the MTAM (MTA) B&C Committee for 07-08 also met that same week – on Thursday – and over \$105,000 in ongoing and one-time allocations were made to 18 MEA represented managers.

MEA continues to advocate for **full and widespread use** of all B&C funds in recognition of the fact that the money allocated came out of MEA wages.

Citywide Pay for Performance Lump Sum Checks Are Issued:

By now – assuming the criteria are met – MEA represented managers should have received the 1.5% lump sum pay for performance bonus as part of your second October payroll check.

MEA and Central Labor Council Work in Coalition on GASB/Pension Package:

For the second time in the last six months (MTA Prop A was the first), MEA has joined with the other SF unions, including Local 21, SEIU & the Building Trades, to facilitate a united response to proposed legislation. In the face of the City's plan to seek a Charter Amendment on Retiree Medical Benefits, the **Coalition for Pension Reform (CPR)** is developing a comprehensive strategy, complete with actuarial expertise and campaign funding, to advocate for legislation that not only addresses some of the City's issues but begins to diminish retiree health care costs by creating an incentive for CCSF employees to continue working between the ages of 60 and 65. Although the plan is in its early stages, it follows the MTA model that recognizes a shared challenge, identifies a shared interest in dealing with it, and then works to develop and support a sound public policy solution that does not undermine public employees or services.

IMS: The Multi-Generational Workplace: Leveraging the Power of Age Diversity Wednesday, December 12, 9am-4pm, Carnelian Room, 555 California Street

Find out why generational awareness is important in today's workplace and – through hands on exercises - how you can lead, manage, and team build with Matures, Boomers, Generation Xers and Generation Nexters. Dr. Delorese Ambrose, founder of Ambrose Consulting & Training, brings her extensive experience with diverse clients such as Shell Oil, AT&T, Hallmark Cards, the U.S. Environment Protection Agency and the Oncology Nursing Society as well as her extensive experience in academia to this emergent topic. Contact the MEA office to enroll.

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