



MEA NEWSLETTER

December 2011

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MEA Membership Endorses SFERS Candidate Landis

At its 2nd Quarter membership meeting of November 14th, those MEA members present overwhelmingly recommended to the MEA PAC that the Association support MEA member Deborah Landis in her race for a seat on the San Francisco Employee Retirement System Board. In addition to her current MEA position, she has also been a member of Local 21. If elected, she would be the only **active miscellaneous** employee on the SFERS Board. The SFERS Board currently has two active city employees serving, both coming out of the safety ranks. Ms. Landis is running against Herb Meiberger, a retired miscellaneous employee. Ms. Landis brings her expertise as a CFO in the City and is endorsed by former SFERS Director Clare Murphy. We hope you will support Ms. Landis when you vote.

HSS and Labor Meet to Discuss Wellness Partnership

On December 1st, HSS and many of the City's unions, including MEA, met to begin a critical conversation about strategies to drive down the overall cost of health care as an alternative to shifting increasing costs onto employees and their families. This is an especially important initiative as we move into collective bargaining for a new MOU. As we begin to focus on wellness, we must also seek to address other significant cost drivers, such as lack of transparency in insurance vendor costs and healthcare provider fee schedules. A key component in driving down costs will be tying any aggregate improvements in the health of our employee population contractually to premium reductions. This will ensure that cost savings achieved from a healthier workforce are directly linked to less costly group premiums for all employees.

Bargaining Process Underway at CCSF and MTA

As we move into bargaining successor Memoranda of Understanding (MOUs) covering managers at both the City and County of San Francisco (CCSF) and the Municipal Transportation Agency (MTA), it is important that you do two things: 1) Make sure we have your home email address for timely communication and 2) fill out the member survey so we know what issues and priorities to focus on during bargaining. The survey can be found online at www.sfmea.com. You can also review regular updates on the website as bargaining gets underway. If you would like MEA to hold a negotiation

briefing at your worksite or off-site with a group of represented managers, give us a call or drop us a line.

The last full negotiation in 2006 resulted in a three-year agreement that was subsequently extended three times and is now set to expire on June 30, 2012. The last Amendment (#4) was the PEC Agreement that resulted in the current twelve-day unpaid furlough program. The next steps include compiling the results of the survey, analyzing the economic climate, researching comparable jurisdictions and developing proposals. If you are interested in working with us in any of these areas – out front or behind the scenes - contact the MEA office at 989-7244 or staff@sfmea.com with CCSF Negotiations in the subject line.

MEA Members Honored for Excellence

On November 11th, on behalf of the CCSF Department of Human Resources, DHR Director Micki Callahan and **MEA members Donna Kotake, Ted Yamasaki and Brent Lewis** received the "Local Government Workforce Excellence Award" from the Center for State and Local Government Excellence. The award recognizes the City for implementing innovative initiatives to invest and develop the City's workforce and promote workforce excellence. This inaugural award was sponsored by the National League of Cities, ICMA, Government Finance Officers Association and International Public Management Association for Human Resources.

Healthy San Francisco has been chosen by Harvard University's "Innovations in American Government Awards" as one of its six finalists - out of 563 applicants from around the country. The city's first-of-its-kind universal health care program is headed by **MEA member Tangerine Brigham**. Brigham said she was delighted to learn her program had been chosen by Harvard as a finalist and that "In government, it's so rare to be able to step back and really think about what's been accomplished and to have that recognized in a meaningful way. Government can really do great things." The finalists will receive \$10,000 and the winner, to be announced early next year, will receive \$100,000.

Manager Hints – Did you know?

Were you aware that as an employee you can report harassment to any manager in the City? Once reported, that manager must report it to their Department EEO Manager or Personnel Officer who in turn must report the complaint to DHR within five (5) days. What that also means is that as a manager who is told by any employee that a violation of the City's Harassment Free Workplace policy has occurred, you have a duty to report that to EEO.

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Happy Holidays from your MEA Board and Staff