



MEA NEWSLETTER

January 2012

Happy New Year

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Mark Your Calendars: This year's MEA Meeting and Member/Retiree Dinner will be held on Wednesday March 28 at the SFO Aviation Museum. Because of the overwhelmingly positive feedback last year, the event is once again being held at the historic SFO museum and library.

MEA 3rd Quarter General Membership Meeting & MEA Member/Retiree Dinner

Wednesday, March 28 from 5-9pm

San Francisco International Airport - Aviation Museum & Library

Invited Guest: Mayor Ed Lee (not yet confirmed)

RSVP by March 15, 2011 to staff@sfmea.com or 415-989-7244

When you RSVP make sure to include current phone contact information and whether you plan to bring a guest

Menu selections are TBD

SPACE IS LIMITED SO RSVP TODAY!

Retirees and MEA Members Attend Free - Guests: \$35.00

Parking is free with validation

MEA President Eileen Hirst Steps Down

At the January 2012 MEA Board Meeting, President Eileen Hirst submitted her resignation, acknowledging that her pending departure from City employment renders her ineligible to serve. During her ten years as President, Eileen guided the Board and members as MEA continued to broaden its mission. As a result MEA took on a larger role in developing public policy, deepened its relationships with other labor organizations in the City, and, most importantly, increased its commitment to member service by expanding resources. Acting President David German noted of Eileen: "Her tenure as President has been marked by strong leadership and increasing recognition of the role Managers play in leading our City. She will be missed." Eileen's dedication to the Union, both members and staff, is deeply appreciated.

The MEA Board has constituted a committee to seek qualified candidates to fill out the end of Eileen's term which runs through 2012. Members who are interested in service to the Union at that or any level are encouraged to contact the MEA office at 415-989-7244 or staff@sfmea.com.

A Word From Eileen Hirst:

Dear Friends and Colleagues --

As many of you know, I recently left my position as Chief of Staff of the Sheriff's Department. Since I am no longer a City employee, I, of course, can no longer serve as President of the Municipal Executives' Association. I have resigned effective January 6.

Please allow me a few inches of the newsletter to tell you how much I enjoyed my affiliation with MEA and how proud I was to represent the people I admire most in City government, you, the managers.

City employees have been through some rough years of late, as the economy has suffered and government agencies have faced difficult decisions in seeking to provide ever higher levels of needed services with ever shrinking budgets. At every turn, you have given unstintingly of your time and considerable talent to find ways to be faithful to our mission statement, to provide the highest possible level of service to the people and visitors of San Francisco. You have taken from your own pocket and agreed to contract concessions that cost you and your families real money, and you did it in service to the common good of our community. You do not get the recognition you deserve, but that hasn't diminished your commitment to public service. Each of you has been a pleasure to know, and I treasure the work we did together.

My best wishes to you and your loved ones for a happy, healthy 2012, and to MEA for continued growth and success.

Eileen

MEA Board Welcomes Newest Member

DPH Manager Wilfredo ("Willie") Lim has joined the MEA Board of Directors effective January 2012. Willie brings extensive experience in CCSF employee organizations to the position, having served as IFPTE Local 21's Treasurer for many years. In addition, Willie is currently serving on the Health Services System Board where he has long advocated on behalf of active employees, retirees and the dependents of both. We welcome him and thank him for his service.

HSS Board Takes Action

To better serve HSS members, the Health Service Board HSS has approved a transition to a calendar-based benefits plan year. Effective in 2013, HSS will begin the first January–December benefits plan year. This means that benefit election changes made during April 2012 Open Enrollment will be in effect for only six months, from July 1 to December 31, 2012. There will be an additional open enrollment in fall 2012 for the new January–December plan year.

The Health Service Board also approved the following member co-pay increases for the upcoming six month benefits period, July 1, 2012 to December 31, 2012.

Kaiser HMO:

\$20 co-pay per office visit, except annual wellness exam, which is \$0 co-pay. (Kaiser office visit co-pay is currently \$15.)

\$35 co-pay outpatient surgery. (Kaiser outpatient surgery co-pay is currently \$15.)

Blue Shield Access+ HMO:

\$25 co-pay per office visit, except annual wellness exam, which is \$0 co-pay. (Blue Shield office visit co-pay is currently \$20.)

\$100 co-pay outpatient surgery. (Blue Shield outpatient surgery co-pay is currently \$50.)

\$200 co-pay inpatient hospitalization, per admittance. (Blue Shield inpatient hospital co-pay is currently \$150.)

Regular pharmacy (30-day supply): \$10 generic; \$25 brand name; \$50 non-formulary. (Currently \$5/\$20/\$45.)

Mail-order pharmacy (90-day supply): \$20 generic; \$50 brand name; \$100 non-formulary. (Currently \$10/\$40/\$90.)

In addition, the annual out-of-pocket maximum for hospitalization under the Blue Shield plan is increasing to \$2,000 for an individual and \$4,000 for a family. (Currently \$1,000/\$2,000.)

These changes are being made to help contain the total health premium costs paid jointly by City employers, employees and retirees.

Proposition C Implementation Timeline

With the voter's passage of Proposition C last November, a number of changes were put into place that impact both retirement and health care. Not all of them are applicable to everyone, and the long-term ramifications of some are difficult to project. Set out below is a basic guide to what will happen and who it affects. For questions specific to you, or more detailed general information, please contact MEA, HSS or SFERS.

Current Employees: Employees on staff as of January 6, 2012 will see no changes to their existing SFERS or PERS retirement benefits, except in the Supplemental COLA once they retire as noted below. Starting July 1, 2012, additional employee contributions may be required from both SFERS and PERS employees on a sliding scale that is linked to the level of the City's contribution. Preliminary estimates indicate that the pre-tax employee contribution for 2012-2013 will be in the plus 3% range in addition to the 7.5%.

New Employees: Employees hired on or after January 7, 2012 will receive retirement benefits under the newest SFERS retirement plan. Employees hired after January 7, 2012 into job classes formerly covered by PERS will now become members of SFERS. Among the specific plan changes applicable to these new employees: increased minimum and maximum retirement ages, a three-year final compensation calculation and a cap on pensionable income. In addition, the Supplemental COLA for this group will not be permanent and compounded.

Current Retirees: Those former employees who are already retired, and current employees as they retire, will receive a supplemental COLA (permanent and compounded) when the market performs well and the funds are fully funded. The basic COLA provided to all current and future retirees is unchanged.

Health Care Governance and Administration:

- The HSS Board will include 3 appointments, 3 elected and 1 representative from the Controller’s Office ratified by the other 6.
- Allow some HSS funds to be used for member wellness programs, actuarial expenses and other expenses incurred to reduce overall health care costs.

Retiree Health Care:

- Starting in July of 2016, current employees hired before January 9, 2009 will make quarter-percent (.25%) payments into the Retiree Health Care Trust Fund in that and each of the following three years to total an ongoing payment towards retiree health care of 1%. Note: Those employees hired on or after January 9, 2009 are already making 2% payments into the same fund pursuant to 2009’s Proposition B.
- Allow the City to retain certain “gap” dollars (those allocated towards retiree health care) when they are not necessary to fund benefits.

Manager Hints – Weingarten Rights

In 1975 the United States Supreme Court, in the case of NLRB v. J. Weingarten, Inc., 420 U.S. 251 (1975), upheld a National Labor Relations Board (NLRB) decision that employees have a right to union representation at investigatory interviews. These rights have become known as the **Weingarten Rights**.

During an investigatory interview, the Supreme Court ruled that the following rules apply:

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options. The employer must: grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; deny the request and end the interview immediately; or give the employee a choice of having the interview without representation or ending the interview.

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

MEA Bargaining Survey Online at www.sfmea.com – take it today!

MEA Board:

David German, Acting President
Mary Fitzpatrick, Treasurer
Vacant, Secretary

Crispin Hollings
Rafael Centeno
Florence Cheng
Mark Culkins

Martha Knutzen
Wilfredo Lim
Matt Smyth
Bob Thomas

Staff:

Rebecca Rhine
Raquel Silva
Camaguey Corvinelli