



MEA NEWSLETTER

July 2011

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MEA 1st Quarter General Membership and PAC Meetings

Monday, August 29 at 6pm

Membership Meeting Agenda Includes

Report on 10-11 Year End Financial Report

Update on November Ballot Charter Amendments

PAC Meeting Agenda Includes

PAC Report on November 2011 Election

Consensus Benefit Measure Endorsement Vote

The first meeting of 11-12 will be held at San Francisco Main Library Latino/Hispanic Rooms A&B, 100 Larkin Street at Grove. **The Library is closed on Monday nights, so please plan to arrive before 6:00 p.m.** If you arrive after 6:00 p.m., you can enter at the far right door of the Grove Street entrance by calling the security office at 415-557-4357. Please remember to RSVP by emailing staff@sfmea.com or calling 415-989-7244. Refreshments are available starting at 5:30pm.

Important HSS Benefit Update

- Flex Credits

By law, **MEA members have until September 30, 2011 to submit reimbursement documentation for flex credits** to EBS (888-327-2770; www.ebsbenefits.com) and to FBMC for FSA healthcare and dependent care reimbursements (800-342-8017; www.myfbmc.com/ccsf). Failure to submit by the September 30 deadline will result in forfeiture.

- Dental Plan

MEA-represented employees who opted for the Delta Dental PPO premium pickup and allocated flex credits to healthcare premiums during Open Enrollment will pay for premiums pre-tax using flex credit dollars. Delta Dental premium contributions are: \$2.31 per month for employee only, \$4.62 per month for employee plus one dependent and \$6.92 per month for employee plus two or more dependents. If you do not have flex credits, the same amounts will be deducted pre-tax from your wages. Delta Dental premium contributions went into effect in July.

“Members Only” Program in Development

As a result of the Board’s commitment to increasing MEA’s relevance to, and relationship with, the people it represents, MEA is developing a “members only” benefit program to be provided as part of MEA membership. MEA is looking for your input about what you’d like to see. Some ideas currently under discussion are retirement planning, professional coaching, expanding networking opportunities and mentorship programs. Although MEA’s primary purpose remains contract negotiation and enforcement, the Board wants to broaden MEA’s appeal and further increase its membership which has grown by more than 20% since 2007.

Note: Because the Management Training and Equipment Program are the result of collective bargaining, they are available to all MEA-represented managers, members and non-members alike.

A Reminder about Floating Holidays in 11-12

If you are covered by the PEC Agreement with the City, the second year of the two year agreement begins in July of 2011. Just a few reminders on how the floating holidays work. In FY 11-12, MEA represented employees will once again receive a total of seventeen (17) floating holidays – five (5) that are already in the contract and twelve (12) additional that were agreed to as part of the PEC Agreement. There is no cap on the accumulation or carry-over of floating holidays from FY10-11 through FY14-15.

- The twelve (12) additional floating holidays will be credited to you on a quarterly basis, with the first three (3) being credited on July 1, and three more credited in October, January and April.
- The Department of Human Resources has not yet confirmed to the PEC that they want to institute Minimum Staffing Days (MSDs) during this fiscal year. When we hear back, we will let you know exactly how many of your floating holidays you will need to have available if your department/ division/unit closes on the previously identified MSDs (Wednesday prior to Thanksgiving and the work days between Christmas and New Years Day).
- Retirement Restoration: Your use of the extra twelve (12) floating days in your final year before retirement is limited since you will be “made whole” for those days as part of the restoration process. If you are thinking of retiring and have questions about how this or any other element of the concession will impact your retirement, please contact the MEA office to discuss.

MEA Board Policy on Use of City Email

The MEA Board of Directors took the opportunity at the end of last year to reaffirm their long-standing policy as it pertains to prohibiting the use of City email addresses for MEA business. Because MEA represents managers who are often responsible for managing employees in other bargaining units, and because sometimes that requires implementation and enforcement of departmental or citywide rules regarding email, the MEA Board has determined that MEA business conducted through email must be done using personal email addresses. **If you wish to receive up to the minute information from MEA, we must have your personal, non-City email address.**

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