



San Diego Municipal Employees Association

Newsletter

Spring/Summer 2016

viewpoint



**Introducing MEA's
2016 Steward Team**



on the cover

MEA is pleased to recognize our Union's Stewards (including Steward of the Year recipient Alice Daniels). Stewards represent MEA-represented employees on a wide variety of issues ranging from written warnings and counselings to annual performance reports and formal grievances.

MEA Stewards are hardworking people who care about their fellow workers and are committed to standing up to injustices in the workplace. They are also fair, professional and enthusiastic about their Union work.

Thank you to our dedicated Stewards who do so much to defend the rights of their Union colleagues.

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President's Message



What was seemingly a time of more of the same at the City became a time of gains and victory for MEA. We finally have some things to celebrate!

In September, MEA's Negotiating Team and the City agreed on a new four-year contract for MEA-represented employees. Our constructive approach resulted in a tentative agreement that MEA presented to the membership for ratification. In October, members overwhelmingly supported our new contract that includes a host of benefit increases and the first pensionable pay increase in nearly ten years.

At the end of December, the Public Employment Relations Board issued a ruling in favor of MEA's premise that the City had failed to meet and confer as required by law on changes to terms and conditions of employment related to Proposition B. The City is currently appealing that ruling and we will keep you apprised with any updates.

In as much as we deserve to celebrate our recent gains, we must also remember that we have and will continue to fight hard. There are still challenges and

obstacles and this is not a time for us to sit back and rest on our laurels. We will continue to push for progress on wage adjustments, healthy work environments and retaining and recruiting high caliber City employees.

We are also mindful of the anti-labor foes such as Carl DeMaio and others who try to hamper our Union's ability to protect and defend our hard working public employees. Just as it was in our most recent victories, our commitment and dedication as a united Union provides us with the strength to weather the legal storms and setbacks.

Comments from members such as Christina Hernandez who recently said, "I find comfort knowing that MEA works tirelessly for city employees," and Sonja Mack who told me, "MEA responds in a timely manner and MEA's staff has proven to be very personable and supportive" and Fernando Lasaga who said, "If you're forced to travel difficult terrain in your city employment, then make sure that you have your MEA card" lets us know that we're on the track to providing the high level of service and protection that you deserve. If you have something that you'd like to share or if you have a question, please don't hesitate to call the MEA office or contact me directly.

Thank you for your support of our Union!

Gregory Wood



Thank you Jennifer for supporting our 4 year contract!

Officers

Greg Woods	President
Jan Lord	2nd Vice President
Candi Mitchell	Treasurer
Lisa Goehring	Secretary

Executive Committee

Sam Cerrato	Library
Mary Enyeart	Police
Francine Howell	City Attorney
Pete Lynch	Development Services
Joe Miesner	Library
Steve Ramirez	Environmental Services

Board of Directors

Brian Anthony	Park & Recreation
Juan Baligad	Public Works
Thomas Battaglia	Financial Management
Isabelle Camacho	Public Works
Sam Cerrato	Library
Michele Chicarella	Park & Recreation
Mary Enyeart	Police
Sarah Erazo	Park & Recreation
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Francine Howell	City Attorney
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Jan Lord	Human Resources
Pete Lynch	Development Services
Dominic Marostica	Library
Erika McNeill	Public Utilities
Gabrielle Mead	Police
Joe Miesner	Library
Candi Mitchell	Public Utilities
Michael Prinz	Planning
Steve Ramirez	Environmental Services
Arnilda Reyes	Transportation & Storm Water
Catherine Rivera	Police
Scott Robinson	Communications
Jeff Robles	Development Services
Georgia Sparks	Retiree Representative
Sammie Taylor	Public Utilities
Susan Taylor	Real Estate Assets
Cody Wilkinson	Public Utilities
Greg Woods	Treasurer
Nick Wright	Fire Rescue

MEA Stewards

Francine Howell	Chief Steward
Karina Balinda	Library
Terrell Breaux	Public Utilities
Adele Campbell	Police
Kathryn Campbell	Library
Michele Chicarella	Park and Recreation
Dwayne Clayton	Comptroller
Alice Daniels	Environmental Services
Albert Elguira	Library
Mary Enyeart	Police
Patricia Foss	Comptroller
Chris Gehrki	Public Utilities
Atur Gilou	City Clerk
Graham Hufford	Public Works
Jan Lord	Human Resources
Cassandra Maslowski	Development Services
Gabrielle Mead	Police
Yaulande Miller	Police
Kirk Momon	Environmental Services
Steve Ramirez	Environmental Services
Sherry Riley	Development Services
Catherine Rivera	Public Utilities
Leon Sauls	Transportation & Storm Water
Janice Stevenson	City Attorney
Charlette Strong-Williams	Planning
Sammie Taylor	Public Utilities
Kimberly Vance	Economic Development
Greg Woods	Treasurer



New Labor Contract and Prop B Victory...A Good End to 2015!

I know it is a little late for this, but I want to wish everyone a Happy New Year and a happy and healthy 2016. Here's to another year filled with forward progress for our City and especially for City employees.

MEA-represented employees ended 2015 with a new 4-year labor contract and another legal victory in the fight against Mayor Sanders' 2012 Proposition B ballot initiative. Our Prop B victory in front of the California Public Employment Relations Board now heads to the California Court of Appeals, where MEA attorney Ann Smith will continue to fight for justice with respect to the City's violation of State bargaining laws. For more on that, please check out Ann's Legal Report which begins on the next page.

As for our new labor contract with the City, we are pleased that Mayor Faulconer recognized the value of agreeing to new contract terms with MEA that provide increases in Flex Benefit allotments, salaries and a number of other improvements over the next four years. After a decade of pay freezes and cuts, this four-year deal is certainly a breath of fresh air for MEA-represented employees.

The contract includes a Flex allotment increase of \$1,500 (to a new total of \$10,055) this July 1. On July 1, 2017, your Flex will grow an additional \$1,650 to \$11,705. On July 1, 2018, which is the first day that across-the-board salary increases are allowed under the City's

Charter (thanks to Prop B), you will receive a general salary increase of 3.3%. An additional 3.3% general salary increase will happen on July 1, 2019.

Based on the average salary of MEA-represented employees, these Flex and general salary increases represent an approximate 13% increase in total compensation over four years. Other economic improvements that take effect on the first day of the new contract this July 1 include:

- 24 hours of discretionary leave in each year of the contract
- A first-ever four week paid parental leave benefit
- An increase (by about \$500) in the City's subsidy for those who pay to park downtown
- The tuition reimbursement maximum benefit will double from \$1,000 to \$2,000 annually
- Increased uniform allowances
- An improved bereavement leave benefit which will now include grandparents, grandchildren, step-parents, step siblings and mother-in-laws and father-in-laws
- Additional Special Salary Adjustments (SSAs) for hundreds of employees across nearly two dozen MEA-represented classifications

These are all very positive and overdue contract enhancements, which is why MEA's membership voted overwhelmingly to ratify this agreement with 94% voting YES.

With that said, the City's recruitment and retention challenges are getting worse, not better, and we believe that more needs to be done to address the compensation and benefit disparity that City employees face compared to other jurisdictions. From 911 dispatchers to engineers to Workers' Comp claims reps to dozens of other job classifications, the City is finding out the hard way that it is very challenging to recruit and then retain talented employees in a tight job market with compensation levels that are simply not competitive.

To address this, MEA's new contract calls for the review of additional Special Salary Adjustments by the Civil Service Commission, the City's Human Resources Office and the Mayor in each year of the contract. By mutual agreement, we believe that additional SSAs should and will be approved by the Mayor's

office based on the real operational challenges that are becoming more widespread throughout MEA-represented job classifications.

City Politics 2016

Don't worry...I promise not to discuss or even mention the Presidential race or any of the in-your-face, nonstop campaigning going on right now. I do want to mention however that 2016 is shaping up to be an incredibly important election year for the City of San Diego and for City employees. MEA is going to be very involved in several local campaigns that have the potential to really shape how the City is run for the better part of the next decade.

For starters, all of the "odd" City Council districts are up for election this year (Districts 1, 3, 5, 7 and 9). Two of the races are open seats, meaning there is no incumbent running for re-election. Also, City Attorney Jan Goldsmith is leaving office this year, and there is a crowded field of candidates vying to replace him.

We know better than anyone how important and powerful the position of City Attorney can be, with first Mike Aguirre and then Jan Goldsmith spending a significant portion of their time in office litigating against City employees and trying to roll back earned benefits in the courts. It is a true blessing to have the talents of MEA attorney Ann Smith on our side to successfully defend these legal attacks, but wouldn't it also be nice to elect a City Attorney who didn't attack the City's own employees in the first place?

Finally, Mayor Kevin Faulconer is up for re-election in 2016. MEA has endorsed Mayor Faulconer's re-election campaign based on our successful working relationship with him in his first two years in office. We may not agree with the Mayor on all issues, but Mayor Faulconer has demonstrated through both his words and his actions that he values City employees as partners and assets. We look forward to another four years of forward progress with Mayor Faulconer.

If you are interested in participating in campaign activities to support MEA-endorsed candidates, please email (chiggins@sdmea.org) or call (619-264-6632) Cathleen Higgins at MEA to get signed up for some political action this year!

PERB Rejected The City's "Private Citizen" Ruse As A Means to Dodge the State's Bargaining Laws Over Prop B

The state's Public Employment Relations Board has issued its decision affirming an Administrative Law Judge's determination after a 4-day hearing – with 245 exhibits admitted into evidence and multiple witnesses having testified, including former Mayor Jerry Sanders on subpoena by MEA – that the City violated state bargaining laws (the Meyers-Milias-Brown Act, Government Code section 3500 *et seq.* or "MMBA") in connection with the passage of Proposition B in 2012. In response, with City Council authorization, the City has filed a "Petition for Extraordinary Writ of Relief" asking the Fourth District Court of Appeal to vacate the PERB Decision and dismiss the case.

The City admits that the subject matter covered by Prop B (pensions and pensionable pay) would have required a good faith "meet and confer" process if the City had been involved. But, wait, you might be thinking – I thought Prop B was Mayor Sanders' legacy pension reform initiative? Yes, it was -- and Mayor Sanders testified under oath that he devoted his last two years *in office* to getting Prop B passed *for the City's benefit*.

So here's the disconnect: the City's argument is that everything Mayor Sanders *did* – from soup to nuts in getting Prop B passed – he did as a *private citizen*. And Mayor Sanders openly explained his purpose under oath: by acting as a *private citizen* and gathering signatures for his initiative, he did not need to bring his pension reform proposals to the City Council and could "avoid any obligation to meet and confer with the City's recognized employee organizations."

The real question for the Court is whether the City can get away with its "Mayor-as-private-citizen" ruse to dodge the MMBA. MEA doesn't buy it

and neither did PERB. So now Jan Goldsmith is off to what he calls a "real court" to try to get some traction. But "real" judges are just as likely as PERB's administrative law judge to smell a rat on review of this airtight factual record. Here's a sampling of the facts established at the hearing before PERB which are now "conclusive" for purposes of the court's review:

- The City Attorney's Office (under Goldsmith) published a Memorandum of Law in January 2009 to make clear that PERB will consider the actions of all officials and representatives acting on behalf of the City when determining whether or not the City has committed an unfair labor practice in violation of the MMBA.
- The City Charter confers all executive authority, power and responsibilities on the Mayor, including, as Mayor Sanders testified, the duty to fulfill the City's obligations under the MMBA, to conduct the "meet and confer" process with the City's recognized employee organizations, and, as lead negotiator, to determine what the City's objectives ought to be. The Mayor then pushes "these objectives forward to the City Council through his Negotiating Team" and "takes input from the Council since, ultimately, the Council must act to adopt any agreements reached."
- The City Attorney's Office (under Aguirre) published a Memorandum of Law in June 2008 – which remained posted on the City's website *after* Goldsmith's 2009 Memorandum -- concluding that, if Mayor Sanders initiated or sponsored a "citizen's initiative," he would be acting with apparent City authority because of his position as Mayor and because of his rights and responsibilities under the "Strong Mayor"

Charter provisions to represent the City regarding labor issues and negotiations, including employee pensions – such that the City would have the same meet and confer obligations with its unions regarding a Mayoral-sponsored initiative.

- On November 19, 2010, an announcement appeared on the City's website on the Mayor's home page – prepared by City-paid staff – accompanied by a picture of Mayor Sanders and the City seal: "Mayor will push ballot measure to eliminate traditional pensions for new hires . . . Mayor will place an initiative on the ballot . . . will craft the ballot initiative language and lead the signature-gathering effort . . ." City-paid staff prepared and issued a news release with the same information, as well as a mass e-mail message to several thousand community leaders and "all sorts of people" from JerrySanders@sandiego.gov.

- With assistance from City-paid staff, Mayor Sanders led a press conference on the 11th floor of City Hall to announce and promote his initiative – with Councilmember Faulconer, City Attorney Jan Goldsmith, and COO Jay Goldstone at his side. Sanders invited Goldsmith because, as he explained under oath: "There would be legal issues involved in all of this and it was important for him to be there to guide us." NBC San Diego news coverage included a photograph of the Mayor standing under the City seal – with the headline: "Mayor proposes to replace pensions with 401(k) retirement plans."

- Former COO Jay Goldstone testified that a decision was made "within the Mayor's Office, under the Mayor's leadership, that Mayor Sanders would promote and pursue a 401(k)-style pension concept as his focus during the last two years of his term in office."

- Mayor Sanders initiated and presided over a 2-hour meeting in December 2010 at the Paul Robinson law firm downtown – with "probably 20 or so people" present, including "official" Prop B ballot proponents Steve Williams, April Boling and T. J. Zane – to strategize over his pension reform ballot measure.

- In addition to Mayor Sanders himself, other Mayoral staff (Dubick, Faucett, Pudgil, Caldwell, Laing, Roth, Klein) provided services at the City's expense to promote and pursue

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If you're injured, turn to a trusted legal team that will fight for you.

Serving MEA and its Members since 1985

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Members Ratify a New 4 Year Contract

Thank you to all of those members who took the time to vote on the new contract. We are happy to report that the turnout for this ratification was very high with 93.8% of members voting to support the recommendation of MEA's Negotiating Team.

Your active participation and Union support continues to be critical to our collective success at the bargaining table.

We also want to acknowledge MEA's Negotiating Team and the tireless efforts of both General Manager Mike Zuchet and Legal Counsel Ann Smith. Their unwavering commitment was instrumental in getting the best possible contract for MEA-represented City employees.

The entire Team sacrificed a great deal of their personal and professional time in order to best

represent the interests of their colleagues and Union family.

If you would like more information about the ratified Tentative Agreement, please visit MEA's website (www.sdmea.org) or call the office at 619-264-6632. Thank you again to everyone who contributed to the negotiation process and for those who participated in the ratification vote.



MEA Is Working For You...



Legal Counsel Ann Smith, President Greg Woods, Boardmembers and members represented MEA at the All Peoples Breakfast in honor of Dr. Martin Luther King.



General Manager Mike Zucchet met with members in the Risk Management Department to discuss our ratified contract, the PERB ruling and recruitment and retention issues.



MEA's Political Action Committee interviewed several City Council candidates including Ricardo Flores who is running for the 9th Council District seat. Ricardo has since been endorsed by MEA.



Boardmember Issy Camacho, MEA staffer Cathleen Higgins and Social & Recreation Chair Francine Howell greet members and their families at the annual Children's Party at The Boardwalk.



MEA staff members Kelly Cruz, Nichole Johnson and Marin Mejia greet and check guests in at the MEA Holiday Party at the Four Points Sheraton.



General Manager Mike Zucchet discusses PERB ruling in MEA's favor with Councilmember Chris Cate on KPBS Midday Edition.

Amy Hill

City Clerk's Office

Please provide a brief history of yourself—where you were born, where you went to school, some jobs you had before working for the City, stories about your siblings and family, etc.

I was born in the Capital City of Yerevan, right in the heart of beautiful Armenia. I lived there for 7 ½ years before my family decided to come to the United States in the 1980's.

I lived in Los Angeles for about 22 years before getting married. I grew up with loving parents, my brother whom I look up to, and my sweet grandmother. The Armenian culture is very rich in its family values so from a very young age, I understood what that meant and the blessings of a family.

I started off as a psychology major at Glendale Community College which is when I discovered my strong passion for politics and international relations.

I received my Bachelors Degree from Woodbury University in 2008 with a double major in Political Science and History. In 2006, I met my husband here in San Diego while I was on vacation.

In my spare time, I love skyping my two beautiful munchkins who live in Los Angeles. My niece, Christina, and my nephew, Michael, have been my shining stars and most of my energy goes to making sure they grow up with the same love and respect that my parents gave us.

What was the best birthday you ever had?

All of my birthdays have been great but, one in particular was my Sweet 16, when my family surprised me with a huge banquet party. I have such remarkable memories of that day and received such sentimental gifts.

Do you have any hidden talents?

I am an artist and I sing. I have taken private singing and art classes, although,

they both come naturally because no one really has taught me how to draw or sing. It has definitely sharpened my skills though.

What is one thing you miss about being on vacation as a kid?

The one thing I miss about being on vacation as a kid was having my mom pack for me. A mother's touch in packing was always better.

If your house was on fire and you could grab only 3 things before leaving, what would they be?

I would grab my doggie, laptop and important documents. All the rest is replaceable!

What is the kindest thing that someone has ever done for you?

I have been blessed with so much kindness but one memory that I will always cherish was when I was in Ireland. A wonderful family invited me to their family dinner party and gave me a lift when it was pouring outside.

What, if anything, have you ever re-gifted?

I normally don't like to re-gift, but I do enjoy giving things away just because and for no occasion.

What was the first week like at the City? Any good "transition" stories?

The first week at the City of San Diego was very rewarding. I was blessed to have a job as I was new to San Diego altogether. I was hired at the Public Utilities Department where I was given a very nice work space and was introduced to so many wonderful individuals who I currently count as friends. My overall week was great!

What is something that you would like MEA members to know about you?

I would like MEA to know that I am a dedicated, professional and genuine individual who loves to serve the public. I am also an artist on the side who specializes in scratchboard art and I've had the opportunity to travel to Italy, Russia, England, Ireland, Wales and Mexico.



Celebrating the 21st Anniversary of Adopt a Senior

For more than twenty years, MEA has had the privilege of honoring and acknowledging our Park and Recreation Department's senior volunteers. This year, Saint Paul's Villa hosted the event and our seniors were thanked for their many years of service and presented with a special gift. After the gift giving, this fantastic group of seniors feasted on a gourmet breakfast and listened to holiday music played by a talented saxophone player.

Senior volunteers field calls and assist guests who call and visit various public locations including Balboa Park's Senior Lounge and the City Administration Building. In total, senior volunteers account for over 1,000 volunteer hours each month!

We are so fortunate to have such a willing and knowledgeable group of volunteers who lend their time and institutional knowledge to help others. Every year, MEA looks forward to taking part in this event in order to highlight the volunteer efforts of our fantastic seniors.

Just as in years past, this event would not be possible without the generous donations from Ann Smith and the law office of Smith, Steiner, Vanderpool & Wax. Thank you again Ann for your continued commitment and generosity!



PERB Rejected The City's "Private Citizen" Ruse As A Means to Dodge the State's Bargaining Laws Over Prop B

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Mayor Sanders' pension reform initiative. For example, his Director of Communications Darren Pudgil prepared the Mayor's "talking points" on the subject for meetings and press appearances, accompanied the Mayor to meetings and media events, and solicited local and national press attention for what "(his) boss San Diego Mayor Jerry Sanders . . . is doing here in San Diego to eliminate employee pensions as we know them and put in place a 401(k) plan like the private sector."

- Mayoral Deputy Chief of Staff Aimee Faucett testified that there was an "expectation" that the Mayor's staff would support his efforts at pension reform and no one was ever advised that doing so was "voluntary." Mayor Sanders' testimony likewise confirmed his expectation that his staff would regard the pension reform measure as City business and within the scope of their official duties.

- Mayor Sanders formed a committee in January 2011 called "San Diegans for Pension Reform" to raise and spend money for his initiative. City-paid Mayoral staff member Aimee Faucett testified under oath that she "was keeping tabs on the activities of the committee."

- During the City Council session in January 2011, Mayor Sanders fulfilled his obligation as Mayor to deliver his "State of the City." He said: "A few months ago, Councilmember Kevin Faulconer, the City Attorney and I announced we would bring to voters an initiative that would end public pensions as we know them in San Diego and replace them with a 401(k) plan similar to what is used in the private sector. We are doing this in the public interest, but as private citizens, and we welcome to this effort anyone who shares our goal."

- City-paid staffer Pudgil prepared and issued another "Mayor Jerry Sanders Fact Sheet" with the headline: "Mayor lays out vigorous agenda for 2011" -- pledging to "use a ballot initiative to eliminate traditional pensions and replace them with a 401(k) style plan."

- From January through March 2011, COO Goldstone provided his fiscal and operational expertise -- working with the City's outside actuarial consultants -- to develop the fiscal analysis needed for Mayor Sanders to "sell" his initiative. As Goldstone admitted under oath, this analysis required access to SDCERS' actuarial database and "not just anybody can get that."

- Mayor Sanders was raising money through San

Diegans for Pension Reform to fund a signature drive and pay for legal research and advice related to his initiative.

- On March 24, 2011, with assistance from City-paid staff, Mayor Sanders led another press conference saying: "Councilmember Faulconer and I recently announced that we -- as private citizens -- had begun exploring the idea of placing an initiative on the ballot that would eliminate traditional pensions . . . and replace them with private-sector 401(k)-style plans. Today, we are here to announce that not only will we be putting such a measure on the June 2012 ballot, but that we will bolster it with new caps and restrictions that will make it even stronger and produce greater savings to taxpayers . . . This initiative is the answer to our pension challenges. It's a common sense approach that I believe is legally defensible and can be put into effect immediately." The Union-Tribune reported this press conference quoting City COO Goldstone's budget savings projections and describing the measure as Sanders' "legacy as Mayor."

- Mayor Sanders, his Chief of Staff (Dubick), and his Deputy Chief of Staff (Faucett) all participated in negotiations with others outside the City about what the terms of the initiative would look like and about fund-raising. The three "official" ballot proponents, Williams, Zane and Boling, were included in those meetings -- and, as Mayor Sanders testified, were "among the principal people involved in the negotiations." COO Goldstone and City Attorney Jan Goldsmith attended at least one of these "negotiations" before the press conference on April 5, 2011.

- Mayor Sanders testified that, because he "obviously has power and influence" -- though no vote on the City Council -- the City's Municipal Lobbying Ordinance requires disclosure when an attempt is made to influence him "in his capacity as Mayor" about a "municipal decision." Attendees at these "negotiations" filed lobbying reports disclosing their efforts with Mayor Sanders, Councilmember Faulconer, City Attorney Goldsmith, COO Goldstone and Mayoral Chief of Staff Dubick, to influence a "municipal decision" related to the "revision of City employee pension proposals by an amendment of the City Charter by election ballot."

- Mayor Sanders' Chief of Staff (Dubick), COO Goldstone, and City Attorney Goldsmith all reviewed drafts of the initiative to assure that the text achieved the proponents' "negotiated" terms.

Mayor Sanders testified that "somebody legal reviewed it" on his behalf before the April 5, 2011 press conference.

- Midday on Tuesday, April 5th, Mayor Sanders led a press conference on the City Concourse outside City Hall. City-paid staff Darren Pudgil and Alex Roth also attended -- as did City Attorney Goldsmith and at least two of the "official" ballot proponents, April Boling and T. J. Zane. The Mayor said this measure would create a national model -- explaining: "We worked with a coalition of concerned citizens and the result is a legally defensible measure that will save taxpayers hundreds of millions of dollars that can be used to enhance vital City services for decades to come." Published press accounts cited City Attorney Jan Goldsmith's opinion that "CPRI does provide pension relief within legal parameters."

- Mayor Sanders was asked -- and agreed -- that T. J. Zane, one of the three signatories on the Notice of Intent to Circulate Petition, "could run the ballot initiative from the Lincoln Club."

- Every piece of news coverage related to this initiative effort focused on Mayor Sanders as its helmsman: for example, Union Tribune, VOSD, NBC, KUSI, MSNBC, Fox Business News, *San Diego CityBeat*, *The Bond Buyer*, *Bloomberg Today*, and www.governing.com. As the Mayor's Director of Special Projects Gerard Braun testified under oath: "I think that everyone was aware that the Mayor was working on this (initiative) and it was the subject of conversation and news broadcasts, and you know, I think my neighbors were aware of it."

- All of the funds Mayor Sanders had raised through "San Diegans for Pension Reform" were transferred to the Lincoln Club's "Comprehensive Pension Reform for San Diego" ("CPR") Committee which, before April 1st, had only an initial \$1,000 set-up contribution from the Lincoln Club itself. Mayor Sanders continued his public appearances to drum up support for the signature drive and to raise the funds needed. A "Letter from Mayor Jerry Sanders" went out to individual business members of the San Diego Regional Chamber of Commerce urging their action, financial support and assistance "in meeting our signature goals" in order to "lock in permanent, lasting reforms to the city's pension system" and "help put San Diego on a sustainable fiscal path for the future."

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Labor Representative Overview

August - December 2015

A total of 89 new cases were opened in the last half of the year, resulting in a total of 234 cases for 2015.

MEA's Labor Representatives worked on issues related to workplace conflicts, written counselings and warnings, fact findings and grievances.

In addition, there were meet and confers in several departments. In the Police Department, MEA continues to work with the dispatchers regarding the minimal staffing levels and mandatory overtime. MEA staff and team members met with Library Administration and City Human Resources representatives to discuss expanded Library hours and the schedule for full and half time employees. The new schedule will be implemented on a six month trial basis.

Numerous Labor Management Committees (LMCs) took place in a variety of departments. The Public Works LMC/Article 73 continues to address ways that both labor and management can move outside contracts forward as part of the CIP process. MEA is mindful that we must do this without jeopardizing or outsourcing City employee work.

Development Services LMC members met in January to discuss the issues with the new bridge renovation at the City Operations Building (COB) as well as relocation issues in both Planning and Neighborhood Code Compliance.

Street Division's LMC is focusing on matters related to the 6 a.m. start time for some employees. The group is also looking into street repair efficiencies while contending with a wet El Nino season.

The Print Shop LMC met in February to discuss the future of the department as it reaches its 5 year sunset of their Managed Competition MEGO (most efficient government organization) and mutually agreed to keep things status quo.

Lastly, a big thank you to our awesome MEA Stewards who do such a fantastic job in representing their Union colleagues. We couldn't do it without you!



MEA staff member Kelly Cruz goes over some case notes with Steward Mary Enyeart.

Know Your Rights: Labor Management Committees

We all have those days when we wish we were anywhere but at work. Hopefully, you have more days when you find yourself heartily laughing with a co-worker, smiling after receiving a compliment from a constituent or boss or breathing a sigh of relief after a project is successfully completed. Yet when you do have ongoing workplace concerns, MEA can help.

Article 54 of our MOU states, "Management and MEA will establish a joint committee for the purpose of discussing common problems including, but not limited to, safety issues and policies, contract interpretation and administration, application and administration of the grievance procedure, the exceptional merit cash payment program, SPSP, clerical work stations, air quality in City buildings, alternate work schedules, and use of limited appointments. The Committee shall meet quarterly, or more frequently if needed, at a time and for a duration that is mutually agreeable to both Management and MEA. MEA and Management will be able to appoint three members to this Committee."

So if you feel that there are issues or concerns in your department which need to be discussed and addressed, please let us know. Your MEA Representative would be happy to meet with you to discuss your concerns and to facilitate a Labor Management Committee (LMC) meeting with employees and management from your department. Together, we can establish goals and find meaningful solutions which improve your workplace environment.

Flexible Benefit Cash Payout Changes Coming in July – Plan Your Personal Budgets Accordingly!

All City employees need to prepare for a major change coming this July in the way the City pays out Flex benefit cash. This will only affect employees who receive Flex cash payments because they don't "spend" all of their Flex allotment on health benefits and/or 401(k) contributions.

Currently this Flex cash is paid out to employees over the course of the year in 26 payments each payday. That payout schedule has been in place since 2009. Before then, however, the City paid out Flex cash in two lump sum payments, and the City is going back to that twice-annual payout schedule for the new Fiscal Year beginning this July.

So beginning this July, any Flex dollars you allocate to cash during open enrollment will be paid out in two chunks, the first in December 2016 (covering the period from July 1st) and

your second lump sum payout in July 2017 (covering the remaining months from December through June 30, 2017). These two larger cash payouts will replace the current system whereby you get a little piece of your Flex cash each payday.

If you have been counting on this extra Flex cash being available to spend each payday, you need to make budgeting changes before July. Beginning in July, those Flex cash dollars will be "banked"; they will not be paid out in small increments each payday but "saved" up for a larger lump sum payout twice a year. You will still receive every penny of Flex cash that you are due -- and in fact your total Flex allotment is increasing next year by \$1,500 to over \$10,000 because of MEA's new labor contract. But the *timing* of the payouts will affect how much money you have available to spend *each* payday.

You should plan your personal budgets to account for this change back to the City's original pre-2009 methodology of paying out Flex cash only twice a year. If you retire or leave City employment, your "banked" Flex cash will be paid out as part of your final paycheck.

The City's insistence on this change in timing from every payday to twice a year results from a legal opinion from City Attorney Jan Goldsmith and is being implemented for all City employees regardless of contract status beginning this July. MEA fought this change when the City proposed it last year, and in fact we were successful in delaying the implementation of the change until next Fiscal Year (some non-MEA-represented City employees are already under the new payout schedule this year). But at the end of the day, this payout schedule change is happening whether we like it or not and may require budget planning changes on your part.

PERB Rejected The City's "Private Citizen" Ruse As A Means to Dodge the State's Bargaining Laws Over Prop B

...continued from page 10

- When the initiative qualified for the ballot, Mayor Sanders told the UT and *City News*: "I've been in San Diego for more than 40 years and I can't think of a ballot initiative more critical to our City's future than this one. Hopefully, the voters will embrace and approve it." Mayor Sanders also "made the rounds" on the morning television shows to promote the initiative. Darren Pudgil was with him, tweeting from JerrySanders@MayorSanders' Twitter account: "Look for Mayor on the morning shows today making pitch for his pension reform initiative now headed for June ballot. Many people to thank." On election morning, Pudgil e-mailed the national media and cable networks to invite interviews with "San Diego Mayor Jerry Sanders, the initiative's primary backer."

- On election night, Mayor Sanders addressed a crowd at the U. S. Grant Hotel to declare victory -- having been introduced by "official" ballot proponent T. J. Zane.

Nearly a year before the June 2012 election -- and months before Mayor Sanders' initiative qualified for the ballot -- MEA made a series of

written demands for meet and confer over the Mayor's "pension reform" objectives. Mayor Sanders let the City Attorney's Office reject each of these demands because, he testified, "it was settled" in his mind, based on what the City Attorney's Office told him, that he "had no duty to meet and confer."

Mayor Sanders admits that he *never* brought his 2011 "pension reform" subject matter to the bargaining table with MEA or any other recognized employee organization. Even after MEA had filed and served its "refusal to bargain" unfair practice charge against the City in January 2012 -- with months to go before the June election -- the City failed and refused to meet and confer over this clearly negotiable subject matter. My demand-to-bargain letters to the City in the summer of 2011 emphasized that the balance of power and shared governance established by the City Charter required the Mayor to fulfill his Charter-mandated role as CEO and Chief Negotiator in good faith by complying with the MMBA and by giving the City Council the opportunity to influence the Mayor's bargaining position on negotiable subjects on behalf of

represented residents. Though individual members of the City Council were copied with MEA's bargaining demands -- as well as the "refusals" issued by the City Attorney's Office -- the City had no helmsman and no rudder. Mayor Sanders was playing *private citizen* "acting in the City's interest" and City Attorney Goldsmith was *actively and visibly* supporting this *private* effort. The City Council was left adrift and thus failed to perform its *duty* to comply with the MMBA on behalf of the City.

The legal battle over the City's "private citizen" ruse is now back before the Fourth District Court of Appeal where MEA won its Writ in 2012 -- ordering the City to participate in the PERB proceedings that led to this favorable 12/29/15 decision. PERB will file the full administrative record by April 5th; the City's Opening Brief will be due in mid-May; PERB's Brief in response -- as well as MEA's and the other three unions as "real parties in interest" -- will be due by late June/early July -- followed by the City's Reply. A panel of three Justices will hear oral argument in the case before a written opinion is issued.

MEA Children's Holiday Party

With another year came another fantastic Children's Party. MEA members and their families enjoyed a Sunday afternoon of pizza, games, goody bags and a special visit from Santa Claus himself!

The youngsters were all smiles and had a great time playing the arcade games and riding the amusement rides at The Boardwalk.

For many children (and those young at heart), this has become a family event that they look forward to every year.

Thank you to the Social and Recreation Committee, Committee Chair Francine Howell and the MEA staff members who volunteered on their day off in order to help

make the Children's Party such a fun and special event.

We are already planning for next year's Children's Party and we look forward to seeing how much all of the babies and kids will have grown by next December!



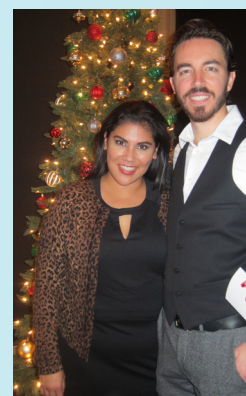
2015 MEA Holiday Party

December wouldn't be the same without ringing in the holiday season with your Union family at MEA's Holiday Party. Just as in previous years, this event sold out before Thanksgiving! Next year, we encourage you to get your tickets well in advance in order to secure your place at one of our most popular annual events. The 300 members and their guests who were lucky enough to get a ticket enjoyed a delicious dinner, took candid photos in the photo booth and danced late into the evening.

In between dinner and dancing, MEA President and Membership Committee Chair Greg Woods called out the winning raffle ticket numbers with many lucky members walking away with some great prizes including a flat screen television.

Thank you to MEA's Membership Committee and staff who worked so hard to put on such a special and successful event. Also, thank you to the many members who come out and make this such an enjoyable and lively night. We hope that all of our guests had as much fun as we did hosting it! If you weren't able to attend this year, we hope that you can make it to next year's evening of fun and festivities.





INTRODUCING YOUR NEW BOARD OF DIRECTORS

At the September Board meeting, MEA was pleased to have Council President Sherri Lightner deliver the installation oath to the new Board of Directors. Sherri also provided an update on City business and took questions from the group.

The Board of Directors serves a two year term and meets every month to discuss and make decisions on behalf of nearly 4,000 MEA-represented City employees. The Board is also responsible for approving the organization's budget and for setting policy on MEA matters. Thank you to everyone who sacrifices so much of their personal time to serve on behalf of all MEA members!





Greg Woods
President
Treasurer



Jan Lord
2nd Vice President
Human Resources



Candi Mitchell
Treasurer
Public Utilities



Lisa Goehring
Secretary
Communications



Samuel Cerrato
Executive Board
Library



Mary Enyeart
Executive Board
Police



Francine Howell
Executive Board
City Attorney



Pete Lynch
Executive Board
Development Services



Joseph Miesner
Executive Board
Library



Steve Ramirez
Executive Board
Environmental Services



Brian Anthony
Park & Recreation



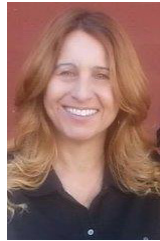
Juan Baligad
Public Works



Tom Battaglia
Financial
Management



Issy Camacho
Public Works



Michele Chicharelli
Park & Recreation



Sarah Erazo
Park & Recreation



Jennifer Geran
Library



Amy Hill
City Clerk



Stephanie Hoover
Public Utilities



Graham Hufford
Public Works



Rene Kaprielian
Environmental
Services



Dominic Marostica
Library



Erika McNeill
Public Utilities



Gabrielle Mead
Police



Michael Prinz
Planning



Arnie Reyes
Environmental
Services



Catherine Rivera
Public Utilities



Scott Robinson
Communications



Jeff Robles
Development
Services



Sammie Taylor
Public Utilities



Susan Taylor
Real Estate Assets



Cody Wilkinson
Public Utilities



Nick Wright
Fire-Rescue

Reflecting Back and Looking Forward

MEA would like to acknowledge the many contributions and years of service of recently retired MEA-represented City employees. We wish you all the best as you embark on the next chapter of your life!



Barry Ayers

I started my career with the City a little over 26 years ago and retired as a Wastewater Operations Superintendent. I started work as a ranger/diver and have been scuba diving the City reservoirs for various underwater construction and inspection jobs. We also completed cliff rescue training which entailed repelling over the face of the Lake Murray Dam. I won't soon forget being the first responder to accidents in the back country city lakes when people had driven off the mountain roads.

My days as a ranger/diver could be pretty exciting, especially when we were training and would stand on the skids of a helicopter while it airlifted us in diving equipment. It felt like you were flying!

Some points during my job tenure weren't always positive. For instance, when then Mayor Jerry Sanders took office and asked for all unclassified employees to give him their "letter of resignation" which would potentially stay on file, even if the unclassified employee stayed on at the City. Maybe he was trying to motivate the workforce but all it did was motivate me to stay in a represented MEA classification!



I will always remember the opportunities the City provided where I was able to advance from an entry level diver and eventually promote to Wastewater Operations Superintendent. To get there, I had to take a lot of classes and it didn't hurt that I established a career goal early on. Fortunately, I really enjoyed the time spent learning new techniques in my job. I was later able to train others on how to do the job and I enjoyed the comradery that it brought with my friends at the City.

Retirement has provided me the opportunity to work in the Wastewater field as an instructor to develop a Wastewater Academy to help train Wastewater Operators to pass their state certification exams. I'm also developing and teaching courses at Cuyamaca College on water repurification technology. I have always loved teaching and being able to share my knowledge with people. Even with a full retirement plate, I'm really going to miss seeing and working with the people that I knew for so many years.



Connie Van Keuran

I started out at the City as a part-time swim teacher in 1972. From there, I worked in the Water Department in billing. I left the City for 19 years in order to raise my children. When I left, the City was just getting started with computers. When I came back, everything was based on computers so I started out in the clerical pool. At the time, I didn't even know how to turn on a computer! After a few years in Public Utilities, I transferred to Facilities Maintenance. I eventually ended up at the North City Reclamation Plant in La Jolla. In total, I worked for the City for a little over 16 years.

I have a lot of memories working alongside my wonderful colleagues. I worked with Linda Wood as a dispatcher for Facilities Maintenance. We were called when there were plumbing, electrical and roofing emergencies in City buildings. On one occasion, we had over 100 calls in one day because of heavy rains. Roofs were leaking, mostly libraries, and books were

getting the brunt of it. Museums in Balboa Park were also leaking and valuable paintings were getting wet. Over the years, the number one call we used to get was for clogged bathrooms which kept the plumbers busy. Mind you, it was never the women's restrooms, it was always the men's side.

Linda Wood, my partner in crime at work, also has a lot of fond memories with our close knit group. Linda recalled that we were serious about our jobs, but we also balanced that focus with a great sense of humor that made it easy to come to work. Yet even with the pranks and silliness, "When times got rough, like when we lost the best boss, Ron Smith to a heart attack or when we all sat and cried in from the of tv as we watched 9/11 unfold, our bond always got us through." Linda is absolutely right and retirement won't affect the bond that we all share.

When there wasn't an emergency, we had a fun time as an office. The plumbers knew that Linda wasn't a big fan of bugs. So imagine her shock and horror when she opened an interoffice envelope full of crickets that jumped all over her! On a different occasion, those same plumbers (who will go unnamed) crushed a small stink bomb in our office right before the Deputy Director and some other big honchos came by. They were convinced that we had a broken sewer line in our office and none of us said a word.

I'm looking forward to life outside the walls of the City and the freedom to try something new. Retirement will also provide me with an opportunity to get more involved with my grandchildren, church and just slowing down and talking to strangers without being in a hurry. With that being said, I'm really going to miss my friends at North City and my wonderful boss, Ernie Molas.



Steve Bal

I worked as a full time permanent employee for a total of about 25 years. The first 9 years were with the Community Services Program, and the last 16 years were with the Economic Development Division/Department. Prior to my full-time employment, I worked 3 years as an Administrative Intern for the City Clerk's Office.

I've had a couple of notable experiences during my time with the City. I remember when President Reagan gave a speech at the Concourse on behalf of Vice President George H.W. Bush who was running for President. That was the closest that I've ever been to a President in person! But overall, the best experiences were with citizens who were appreciative of the service that my colleagues and I provided them.

In general, my co-workers were wonderful and caring people! Actually, they were like a second family to me. I had a great working relationship with them, and they were the ones that made our office such a nice environment to work in.

There were numerous lean budget years during my time with the City, which meant less staff and resources to perform our goals and objectives. However, the work never went away (it only seemed to increase each fiscal year!). Also, I lost count of how many times our Economic Development team was reorganized, renamed and restructured. We were always considered a "Division" and each newly elected Mayor would place us in a different department, including Planning and Development Services. We were all very happy when Mayor Faulconer recognized the importance of our work in creating the Economic Development Department last fiscal year.

I'm most looking forward to travelling around the U.S. and throughout the world. My first couple of trips will most likely be cruises to Alaska and maybe to Mexico. I'd also like to take a cruise down the Mississippi River.

I have other interests and hobbies to pursue including astronomy (I recently purchased my first telescope), learning to play guitar, visiting museums and historical sites, reading more, listening to more music and attending concerts. Also, I plan to exercise more frequently (running, bicycling and weight lifting) to stay in shape.

I'll definitely miss my colleagues in Economic Development and from other City offices, since they're much more than just co-workers to me. Also, I'll miss the people from the many non-profit agencies that I had the good fortune to work with.

I would like to take this moment to say hello to all of my friends and co-workers who have previously retired. Also, I wish to express my gratitude to the people within the City that were instrumental in helping me "get my foot in the door," especially in the City Clerk's Office. Thank you for so many wonderful years and memories!



MEA members Making Us Proud

Congratulations to MEA member Nicole McNeil who is the recipient of the City of San Diego/ National University Professional Development Scholarship. Nicole is a pool manager in the City Heights community and will use the scholarship to earn a Bachelor Of Arts Degree in Integrated Marketing Communications.



In addition to Nicole, MEA members Brad Hawthorne and Sonia Castro were the other two finalists with more than 50 City employees applying for the scholarship. Sonia is a Legal Secretary in the City Attorney's Office and Brad is a Fleet Repair Supervisor.

Congratulations to Nicole, Brad and Sonia who have all demonstrated their scholastic abilities in addition to their commitment and many contributions to the City of San Diego.



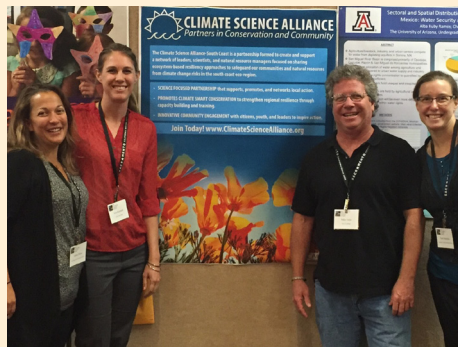
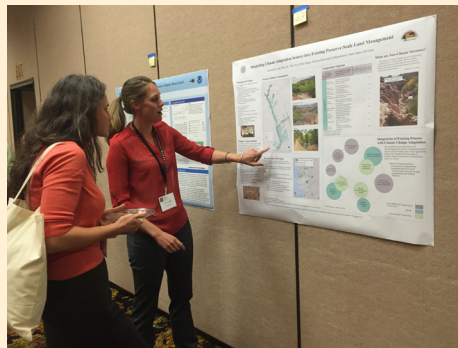
Open Space Rangers Jason Allen, Mika Shimada, and Josh Lambdin directed over 200 volunteers in multiple projects around Emerald Hills Neighborhood Park. After just a few hours, a

large dumpster was filled with trash and debris including carpet, car seats and old tires.



ANNOYING 7 HOUR ROAD TRIP
White Rhino
Subscribe 5,035
5,437,864 views
Add to Share More

Congratulations to MEA member and Fire dispatcher Brian Anderson whose YouTube video went viral with over 5.4 million views. Brian's hilarious road trip video documents his eclectic musical taste (which he knows all of the words to!) which clearly annoys his sister.



Open Space Biologist Kim Roeland presented on climate change and Natural Resource Management Planning at the 2015 California Climate Change Symposium in Sacramento.



Congratulations to MEA member Josh Lambdin and his wife on their first baby. Caleb was born on November 15th and weighed 7 pounds, 3 ounces. Josh and his wife couldn't be more proud of their little guy!



Congratulations to MEA member Dana Garrett who married Ted Collins on November 8, 2015. Dana is a dispatcher and Ted is a Patrol Sergeant for the San Diego Police Department. The couple got married at Sea Grove Park and it was a very small ceremony with just their parents and siblings. Dana and Ted honeymooned in Utah, Nevada and southern California where they went to 7 parks in 10 days including the Grand Canyon, Zion National Park and Bryce Canyon.

The couple ended their honeymoon in Las Vegas and watched a Cirque du Soleil to celebrate Ted's birthday. Then they went to Disneyland which is where they had originally gotten engaged in September. Congratulations you two!



SHOW US YOUR VIEWPOINT

The Viewpoint features a section of MEA members photographed with their Viewpoint in different locations throughout the world. So on your next trip, don't forget to pack your Viewpoint and take a picture. If your photograph is featured, you will receive a pair of movie tickets.



Rachel Esguerra brought her Viewpoint on vacation to Maui and to the California Library Association Conference in Pasadena (also included in the photo were Pete Miesner, Bob Cronk, Laura Anthony and Alan Bugg).



MEA Steward of the Year, Alice Daniels, went on a Caribbean cruise and to Puerto Rico. Thanks Alice for remembering to take your Viewpoint!



MEA members Buffy Budz and Lisa Matt took their Viewpoint across the border to the Virgen de Guadalupe celebration in Tijuana.



MEA retiree Leslie Simmons and member Sue Bonfils took their Viewpoint along with them to Yosemite National Park.



MEA Boardmember and Steward Bree Mead travelled to Peru where she went to the Cusco Maras salt mines, handled an anaconda and visited Machu Pichu!



Member Phet Guiney celebrated her 50th birthday in Ireland where she stopped at the Killiney Castle and at the Cliffs of Moher.



Catastrophic and Medical Leave Requests

The following MEA members have established catastrophic leave accounts and request your generosity in helping donate annual leave in their time of need. If you are able to help, please contact your Payroll Specialist for the proper paperwork. Every hour helps!

Monica Smith

My name is Monica Smith and I work for Public Utilities as an Account Clerk for Water Operations. I had an MRI done in September and it was discovered that I have a torn rotator cuff. Unfortunately, I don't have enough time to cover all my time off for surgery, and physical therapy. I requested and got approved for a Catastrophic Leave bank. If you are able and willing to donate some time, I would greatly be appreciative. I will not be informed who or how much anyone will be donating. So, I would like to thank you in advance. I'm hoping and praying for a speedy recovery.

Joe Storniolo

For over the past 5 years my wife has had serious health issues due to bariatric and intestinal illness. She has had to undergo multiple surgeries and hospitalizations with her last hospitalization as recent as three weeks ago. During this time it has been impossible for me to build up any leave hours and have had to go with no pay on some occasions.

During her last hospital stay I was visiting her and received a phone call that my son had been assaulted at Petco Park following a Padre game. He had been punched in the mouth breaking his upper jaw, knocking out his front tooth and damaging three others. While the surgeon was able to save three teeth one is gone and the jaw needed to be repaired with a metal bracket and pins implanted for six months giving the bones time to heal. There will be procedures done during the next six months during the healing process.

Both my wife and son were discharged last week and I am caring for both at home. There is constant need for cleaning to prevent infection and nutrition (spoon feeding baby food) for my son. I also must care for my wife during this time. I know many of you have worked hard over the years as I have to accumulate your time which is precious but if you are able to help my family with a donation of any kind I would deeply appreciate it.

new MEA members

Agata Sliwowski
Aida Vance
Aimal Laiq
Alexandre Shadyab
Ali Mahjoubfar
Alysandra Perez
Angelica Rojas-Colin
Ashley Josephson
Bao Phan
Barbara Jacala
Bennie Johnson
Bradley Cornair
Brian Benjamin
Brian Knerr
Brianna Menke
Christina Paddack
Christina Vasquez
Christine Forney
Christopher Johnson
Christopher Tracy
Ciara Payan
Colleen Kelly
Colleen Williams
Connie Figueroa
Coral Ramirez
Courtney Holowach
Cuathemoc Solis
Daniel Nutter
Darren Keller
Denise Amavizca
Derek Grant
Desiree Davalos
Diana Penaloza
Douglas Allen
Douglas Thomsen
Dushyant Dave
Ehsan Mohajerani
Elizabeth Gloria
Elizabeth Schroth-Nichols
Evonne Broz
Fabiola Munoz Genovese
Gale Nelson
Garrett Smith
Gary Horn
Genevieve Hernandez
Ghassan Choueiry
Gretchen Eichar
Hooman Kalantari
Isis Mendoza Sanchez
Israel Rueda
Jacob Pickett
James Carter
James Noland
Jane Andreasik
Jared Karatkiewicz
Jenna Mizicko

Jennifer Jenkins
Jennifer Scott
Jennifer Wakem
Jessie Mullan
Jimmy Combs
Jo Nelson
Jose Limon
Joseph Hanlon
Juanita Castaneda
Juli Darantinao
Julie Adam
Julie Heinz
Kamara Kuznicki
Kathryn Samuels
Kenneth Franklyn
Kenneth Mills
Kevin Perez
Kimberly Baker
Kimberly Corbilla
Kristal Feilen
Kristine George
Lauren Edwards
Lionel Moreno
Marco Lopez
Maria Baer
Maria Macias
Maria Silva
Mariann Misleh
Marilyn Gallegos
Marisa Blancarte
Marlon Perez
Matthew Garcia
Melody Luong
Micah Cooper
Michael Azhocar Jr
Michael Baccarella
Michael Perez
Michael Savage
Miguel Arciniega Jr
Minsung Sohn
Monica Arredondo
Nadine Blanco
Nancy Yeskett
Negar Kahnmaouie

Nenad Damjanovic
Nicholas Camacho
Nicole Darling
Nicole Grimaud
Ollie Shepherd
Oscar Miranda Sandoval
Patricia Campos-Valdes
Paul Brencick Sr
Pedro Valera
Penina Payne
Perette Godwin
Rachel Lange
Raul Sanchez
Rebecca Lowndes
Rebecca Popoff
Richard McIntosh
Rimon Zaky
Roberto Brooks
Rodolfo Casilang Jr
Rosendo Gamba
Ryan Michel
Saad Bourachi
Saif Ahmed
Same Ma
Sanaz Sarafranz
Sanoubar Mousavi Aghdam
Sara Moffatt
Sarah Hatinen
Shaniqua Codrington
Shanna Lyn Harger
Shannon Scoggins
Shari Williams
Shawn Holder
Sheila Madrak
Sheryl Nooney
Sonia Pacheco Olivares
Steven Fox
Taylor Cox
Thanh Ly
Thien-Long Tran
Vanessa Wright
Victor Robles
Whitney Roux
Yesenia Fabian



Anthony
Santacroce



Noha
Abdelmottaleb

MEA Discount Tickets for Members

events

Please call or stop by the MEA office for your discount tickets

Discount Ticket	MEA Price	Regular Price
San Diego Zoo Deluxe Package		
Adults	\$42.50	\$50.00
Children (Ages 3-11)	\$34.00	\$40.00
San Diego Safari Park Deluxe Package		
Adults	\$42.50	\$50.00
Children (Ages 3-11)	\$34.00	\$40.00
K1 Speedway		
(Must be 4'11")	\$15.00	\$25.95
AMC Green		
Reading	\$9.00	
Regal Unrestricted	\$7.50	
	\$8.50	

Prices subject to change without notice

The following tickets are available through
MEA's website only:

Sea World		
Day Pass	\$69.00	\$89.00
Legoland		
Adult Day Pass	\$71.00	\$85.00
Adult Hopper	\$76.00	\$109.00
Child Day Pass	\$66.00	\$79.00
Child Hopper	\$71.00	\$103.00
Six Flags Magic Mountain		
	\$44.99	\$76.99
Knott's Berry Farm		
Adult Day Pass	\$39.00	\$72.00
Child Day Pass	\$34.00	\$49.00

March

3: Finance and Executive Committee meetings
9: Executive Committee and Board of Directors meetings
13: Daylight Savings Time
17: Saint Patrick's Day
22: Steward Meeting
24: Executive Committee Meeting
27: Easter Sunday
31: Cesar Chavez Day

April

7: Finance and Executive Committee meetings
13: Executive Committee and Board of Directors meetings
15: Tax Day
26: Steward Meeting
27: Administrative Professionals Day
28: Executive Committee Meeting

May

5: Finance and Executive Committee meetings
8: Mother's Day
11: Executive Committee and Board of Directors meetings
24: Steward Meeting
26: Executive Committee Meeting
30: Memorial Day

June

2: Finance and Executive Committee meetings
8: Executive Committee and Board of Directors meetings
19: Father's Day
23: Executive Committee Meeting
28: Steward Meeting

July

4: Independence Day
7: Finance and Executive Committee meetings
13: Executive Committee and Board of Directors meetings
24: Parents' Day
26: Steward Meeting
28: Executive Committee Meeting

August

4: Finance and Executive Committee meetings
10: Executive Committee and Board of Directors meetings
21: Senior Citizens Day
23: Steward Meeting
25: Executive Committee Meeting



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