



viewpoint

San Diego Municipal Employees Association

Newsletter
Spring/Summer 2017



**Good friends Megan,
Rashaad and Talia
enjoy the Harvest Ball**



on the cover

Megan Butterfield, Rashaad Brooks-Provost and Talia Leiataua were just three of more than 100 teens and adults with various disabilities who attended the Harvest Ball. This is a special annual event that is put on by Park and Recreation's Therapeutic Recreation Services (TRS).

The Harvest Ball takes a great deal of time and resources to put on. Special thanks to the TRS staff who are so dedicated to creating social and recreation programs that focus on celebrating differences and welcoming all teens and adults with any disability.

For more information on the Harvest Ball, please turn to page 14.

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President's Message

I'm Greg Woods and I am a MEA member. I am also proud to be your Union President. I thank you for your

votes, your overwhelming support, your trust and confidence. On behalf of myself and the other elected officers, Steve Ramirez (1st Vice President), Francine Howell (2nd Vice President), Candi Mitchell (Treasurer) and Sam Cerrato (Secretary), we are honored to serve as your Union leadership.

Given the uncertainty of the current political climate, the recent near miss nomination of a National Labor Secretary who stated that he preferred machines over people and the prospects of a U.S. Supreme Court that is not a friend of labor, the following comparison to a quote by Martin Niemoller seems appropriate:

*They came for the minimum wage earners, but my pay exceeded the minimum wage—
So, I said nothing.*

*They came for those with minimal health insurance, but I had better health insurance—
So, I said nothing.*

*They came for new employee's pensions, but I had a pension—
So, I said nothing.*

*They came for my pay, benefits and pension and no one came to help—
Because I had said nothing.*

It isn't difficult to find hard working people who are struggling to get by on their pay, who find

it difficult to provide health insurance for their family or who worry about how they'll support themselves when they are no longer able to work. It is just as easy to find those who campaign against wage increases, employer subsidized health insurance, pensions and an employee's ability to belong to a labor union and pursue a fair wage, decent benefits and safe working conditions.

Although we're in the early years of a four-year contract, it is important that we are vigilant and stand against ideas and efforts that are anti-labor and threaten our future. The landscape of employee rights, pay and benefits has changed unfavorably for many. So, as we see signs of labor unrest, now more than ever, it's important that we pay attention.

It's nearly time to think about open enrollment and your flex benefits that help to pay for your insurance premiums. Keep in mind that on July 1, 2017, you will receive an increase to your flex allotment of \$1,650! While we can't control the cost of health care, your Negotiating Team negotiated a contract to help offset the rise in health care coverage costs.

As always, we need to hear from you. If you have any thoughts, concerns, problems, or you just want to talk, please feel free to contact me. Our Union is a crucial line of defense against the anti-labor movement. While we work in pursuit of our individual career goals, we know that we all rise and fall together. Protect your Union, protect MEA.

Officers

Greg Woods	President
Steve Ramirez	1st Vice President
Francine Howell	2nd Vice President
Candi Mitchell	Treasurer
Sam Cerrato	Secretary

Executive Committee

Mary Enyeart	Police
Pete Lynch	Development Services
Joe Miesner	Library
Steve Ramirez	Environmental Services
Arnile Reyes	Transportation & Storm Water
Cody Wilkinson	Public Utilities

Board of Directors

Brian Anthony	Park & Recreation
Juan Baligad	Public Works
Thomas Battaglia	Financial Management
Isabelle Camacho	Public Works
Sam Cerrato	Library
Michele Chicarelli	Park & Recreation
Mary Enyeart	Police
Sarah Erazo	Park & Recreation
Jennifer Geran	Library
Amy Hill	City Clerk
Stephanie Hoover	Public Utilities
Francine Howell	City Attorney
Graham Hufford	Public Works
Rene Kaprielian	Environmental Services
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
Ty Rogers	Retiree Representative
Jeff Robles	Development Services
Sammie Taylor	Public Utilities
Cody Wilkinson	Public Utilities
Greg Woods	Treasurer
Nick Wright	Fire Rescue

MEA Stewards

Leon Sauls	Chief Steward
Karina Balinda	Library
Terrell Breaux	Public Utilities
Adele Campbell	Police
Kathryn Campbell	Library
Sam Cerrato	Library
Michele Chicarelli	Park and Recreation
Albert Elguira	Library
Mary Enyeart	Police
Patricia Foss	Comptroller
Chris Gehrk	Public Utilities
Atur Gilou	City Clerk
Francine Howell	City Attorney
Graham Hufford	Public Works
Jan Lord	Human Resources
Yaulande Miller	Police
Kirk Momon	Environmental Services
Steve Ramirez	Environmental Services
Catherine Rivera	Public Utilities
Janice Stevenson	City Attorney
Sammie Taylor	Public Utilities
Greg Woods	Treasurer



In January, automaker Fiat Chrysler announced it had finalized plans to invest about \$1 billion in manufacturing plants in Michigan and Ohio, adding a few thousand jobs to its American payroll. Not surprisingly, Donald Trump immediately tweeted his approval and took full credit for the decision.

Also not surprisingly, Trump had no idea what he was talking about. Those American manufacturing jobs didn't come about because of government action or political pressure. They happened because a labor union negotiated them. In its 2015 contract negotiations with Chrysler, the United Auto Workers made the Michigan and Ohio jobs a specific demand of their final agreement on wages and benefits on behalf of its 40,000 represented American workers.

I mention this anecdote not to pick on the tweeter-in-chief, but rather to stress the importance for all of us and the American public to remember the fact that labor unions have helped to make America great.

Many of the things American workers take for granted today came as a direct result of the creation of labor unions during the industrial revolution and their proliferation throughout the last century. Weekends. The 40-hour workweek. Paid time off. Workplace safety. Countless commonplace

rules taken for granted in just about every (union or non-union) workplace are attributable to difficult, bitter and sometimes even bloody unionization and collective bargaining efforts over decades.

From these broader workplace conditions to more localized issues, the contract provisions a labor union negotiates on behalf of its own members affects workers well beyond those directly represented by a union.

In MEA's current contract for instance, we were able to secure a paid parental leave benefit that is believed to be the first of its kind in the public sector in California. Since our contract was ratified, not only have other City unions asked for the same benefit, but other jurisdictions in the County and State are putting pressure on their employers to follow suit. Over time, these union contract provisions build on each other, improving the working conditions and quality of life not only for union members but for all workers.

It is with this in mind that we all watch with frustration as the current national political winds blow against labor unions and even basic collective bargaining rights. Cheered on and funded by corporate America, the political right wing of our country has made anti-union rhetoric, legislation and litigation one of the cornerstones of its national strategy. Unfortunately, they have had some success convincing many disenfranchised and disaffected American workers to turn against some of the very institutions that are unequivocally on their side.

In January, the same month that workers from Detroit to San Diego and across the country reaped the benefits of their union membership, the United States Congress introduced national anti-union "right to work" legislation, and our President nominated a new Supreme Court Justice who will add a fifth vote to eliminate the Court's four-decade precedent in support of fair share agreements for public sector unions.

The irony of this culmination of the political right's decades-long anti-union stance is that they are being cheered on by many Americans who have benefitted the most from the fruits of the work of unions over the years -- and they are also the same workers who will be hurt the most if corporations and the political right continue to be successful at diminishing the ability of workers to collectively bargain.

On the bright side, we live in California. California boasts the largest union membership in the nation and is one of the few states where that membership is not declining. Over 2.7 million Californians are represented by a union contract, a number that has actually grown slightly over the last decade. As discussed above, that union concentration benefits not just union members but all Californians.

The California State Legislature supports the rights of workers and understands the benefits of collective bargaining and -- to the extent they can -- will fight against the counterproductive initiatives that may come from Congress or the Supreme Court. And in the City of San Diego, the vast majority of our elected leaders (including many Republicans) share our priority of supporting workers, and understand and support the value of functional, mutually beneficial employer-employee relations through collective bargaining.

So as we observe what is going on in Washington with union politics, we take some solace in the fact that we live in a state and in a city with more enlightened thinking and political leadership.

We must remain vigilant and continue to work hard to protect what we have, as well as grow and adapt to make new gains for City employees. With your support and active engagement with your union, we will continue to do exactly that on your behalf. Thank you for your support and see you soon in the workplace.

Introducing Your 2016-2018 Officers



Thank you to the many members who took the time to vote in the MEA Officer election. The Officers were sworn in at the November Board meeting and will serve a two year term. City Councilmember Barbara Bry delivered the oath of office and thanked the Board for their service and support. Congratulations to our newly elected MEA Officers!



Greg Woods
President
Treasurer



Steven Ramirez
1st Vice President
Environmental Services



Francine Howell
2nd Vice President
City Attorney



Candi Mitchell
Treasurer
Public Utilities



Samuel Cerrato
Secretary
Library



Boardmember of the Year Mary Enyeart

MEA is proud to recognize Mary Enyeart as the 2016 MEA Boardmember of the Year.

Mary has been with the City for 20 years and she has served in many MEA leadership positions including on the Executive Committee, Board of Directors, Negotiating Team, Stewards and several other MEA committees. Mary is always someone who you can count on to show up and to work hard. She also has a great sense of humor and she isn't afraid to push the envelope with her wit.

Mary's enthusiasm and outgoing personality inspires those around her to follow her lead and to go the extra mile. Her insight and opinions are valued, especially in representing the Police Department and her Police Communications colleagues. Mary is known among her coworkers as being a bulldog who will go to bat for those around her.

Thank you Mary for your many contributions which have greatly benefited your Union family.



Steward of the Year Steve Ramirez

Congratulations to Steve Ramirez for being named the 2016 MEA Steward of the Year.

Steve has been with the City for 30 years and has played an instrumental role at MEA. Steve was recently elected as MEA's First Vice President and has served on the Executive Committee, Negotiating Team, Finance Committee, chairs the Communications Committee and is obviously a valued MEA steward.

Steve's passion and commitment symbolize the true meaning of Union Steward. He has also demonstrated an impressive ability to represent members of this organization with a great deal of professionalism. Steve is known for facing challenges head on and he has taken the time to acquire the knowledge and skills to properly represent our members.

Thank you Steve for your dedication and for your tireless efforts to protect and to uphold the rights of MEA members.

Kindness and Support at its Best

MEA represents so many amazing and talented City employees whose contributions and kindness often goes unrecognized. After member Tamika Singleton read the touching article in the previous Viewpoint about the Police Department Communications team, she was inclined to continue the trend of sharing another positive team story.

Tamika was a supervisor of the Order Section; a small unit within Technical Services of the Central Library. Her group consisted of two library clerks, Marie Burkhardt and Ivy Lam and one hourly library aide, Paul Liwanag.

In September, Tamika came to work in shock after she found out that her missing younger brother had been found and was at the Los Angeles Medical Examiner's Office. Her brother had been killed a week prior. Upon hearing the news, Tamika was in and out of the office over the next few days trying to keep her mind off the reality of having to make the arrangements. Her brother had resided in Santa Monica and Tamika learned that she would have to go there to speak to various departments. When Marie heard that Tamika would have to drive to Santa Monica, she quickly offered to take the day off (using her

own annual leave) in order to drive her up.

Over the next few days, Tamika learned that Marie and Ivy had taken it upon themselves to coordinate a collection to assist the family with the unforeseen costs associated with the sudden tragedy of having to bury a loved one.

Tamika was blown away when she was presented with over \$900 and she continued to be overwhelmed with the generosity displayed during this difficult time. "To know that I have a staff that advocates for me and feels my pain is something that I am deeply grateful for," recalled Tamika. Recognition also goes out to all of the Central Library staff who took time out of their busy days to provide Tamika with their words of support and encouragement. Another colleague, Nicole Spriggs even coordinated the location for the repast ceremony which was not going to happen had she not stepped forward.

As a long time supervisor, Tamika knows the challenge of fostering a team environment that ensures high staff morale and a productive team. At the time, Tamika had supervised this section for 4 years and she was quick to boast about how dynamic this small unit was and the pride that they took in their work. During

Tamika's absence, she did not have to give them instructions nor did she have to worry about whether or not the quality of their work would suffer.

Without prompting, this tight knit group is eager to help one another out to ensure that everything gets done promptly and correctly. For example, Paul is responsible for unpacking all of the incoming books and media for the Library which reaches upwards of 900 boxes per month. Even with this daunting task, he gets it done with a great attitude and he is always willing to lend a hand to his colleagues.

Although the loss of her brother was incredibly difficult, Tamika was able to experience the selfless and unconditional support from her Library colleagues. "I'm honored to have a team that shows me the importance of humanity, empathy and the definition of purpose! We are not just building a team but lifelong friendships," replied Tamika. Thank you to Marie, Ivy, Paul and the entire Central Library staff who serve as an example to the rest of us of what it means to step up and to support and care for those around us.



MEA Is Working For You...



The Membership Committee met to plan and go over logistics for the MEA Holiday Party.



General Manager Mike Zucchetti spoke at the Retired Employees Association's (REA) first meeting of the year. Mike talked about local politics, where we are with litigation and the great working relationship between REA and MEA.



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



Senior Labor Relations Representative Kelly Cruz met with the City Clerk's Passport Acceptance Facility task force committee to discuss safety issues and to implement process efficiencies.



General Manager Mike Zucchetti spoke with KPBS News Editor Tom Fudge regarding pension reform and the City's pending appeal at the Fourth District Court of Appeal (4th DCA).



Stewards Terrell Breaux, Atur Gilou and Trish Foss welcomed members with a reusable MEA goody bag at the annual General Membership Meeting.

Tom Battaglia

Financial Management

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 and raised here in San Diego. I went to school at the School of the Madeline, Muirlands Middle School and La Jolla High. Then I went to the University of Redlands where I earned a BS in Business and a Masters in Management. I have two older brothers and one younger brother. I actually have ten family members who have worked or currently work for the City of San Diego!

How did you meet your wife?

My wife and I initially met in middle school and we were friends for many years. We actually didn't start dating until 2011. We got married in 2013, had our daughter, Melina Michelle in 2014 and we will have Adrianna Abrielle this June!

What fad to you wish would come back?

Shorts and sandals to work day; is that a fad or just a dream?

What did you consider to be the dream job when you were growing up?

I wanted to either be a beach lifeguard or a fire fighter. Growing up, they seemed like fun jobs. Surfing, hanging out at the beach and saving lives...? That sounded good to me.

What was the make and model of your first car?

It was a 2002 Toyota Tacoma.

What's the funniest prank that you have played on someone or someone has played on you?

On April Fool's Day, the IT manager at

my office put a piece of a post-it note on the laser under my mouse. So when I tried to use my mouse, nothing worked. It's embarrassing to say that it took me about 10 minutes of messing with the mouse before I finally realized that the laser was obstructed and was unable to move the cursor around properly. My IT manager got me good!

If you could master one skill that you don't currently have, what would it be?

Hanging pictures on the wall! I spent 5 years with nothing hung up on my walls at home because I am not exactly the best picture hanger.

What is one goal that you have set for yourself this year?

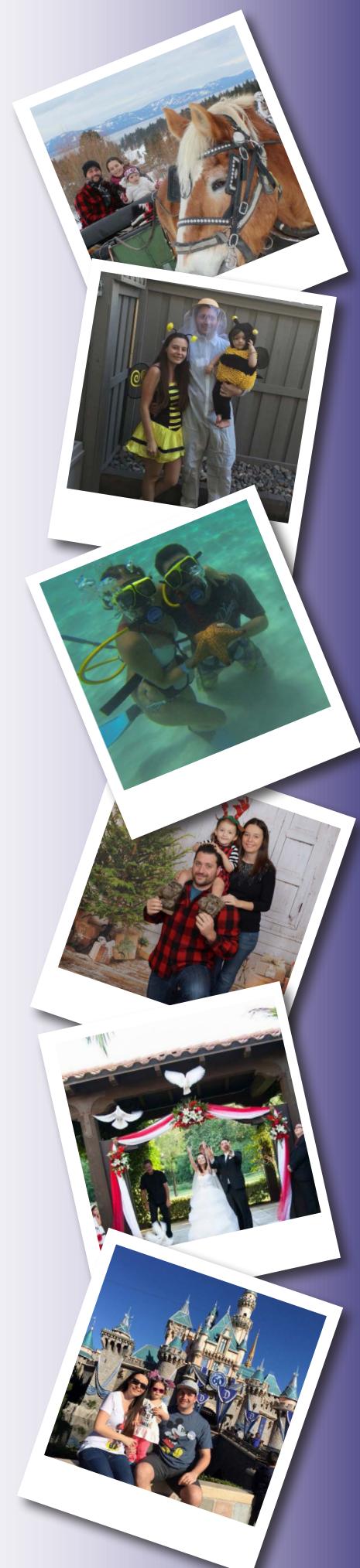
One goal that I have set for myself this year is to plant a new organic garden and to get some chickens to live on the property. I think it's important to live a healthy lifestyle and it starts at home. If my wife and I can eat clean foods and teach our children the same, at least I know that we are doing our best to provide them with good eating habits. I also think it's really important for the kids to learn about where their food comes from. Plus, it's fun to get our daughter in the garden picking fruits and veggies.

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

My first week with the City was when I was 16 and a pool lifeguard. It was great!!! It was the beginning of summer and I was enjoying the rays of the sun and watching families play in the pool.

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

I would like MEA members to know that I work hard every day to provide the best I can for my family. My second daughter will be arriving in the coming months and I want to be able to give them the best life possible. That includes traveling the world, enjoying life to its fullest and spending as much time as possible watching them grow up.



Supporting One Another During Difficult Times

This past year was filled with some highs and lows for us all. For one special family, the challenges were daunting but so was the love and support that they received from their family and friends.

MEA member Amor Figuracion and his family had to tackle some lofty obstacles that came their way. This past year, Amor's 15 year old son, Angelo, was diagnosed with Severe Aplastic Anemia, a rare bone marrow disease. As you can imagine, this was unimaginable news that no parent or family ever expects to receive. Angelo's family, including his three siblings, Ana (13), Cyan (2) and Cai (6 months) were all tested to see if any of them were a match for a bone marrow transplant. Fortunately, Ana and Cyan were both matches and Ana was the one chosen due to the volume needed for Angelo.

At the end of November, the bone marrow

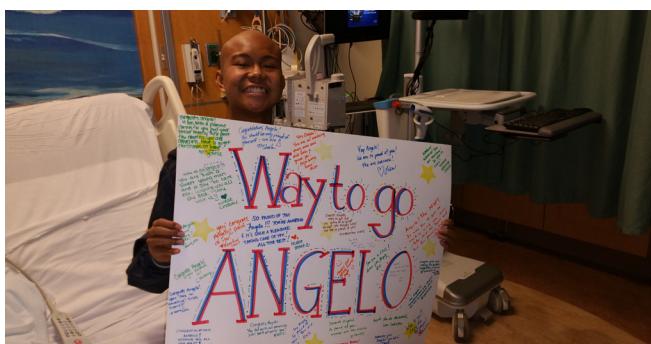
transplant was successfully performed. Both Angelo and Ana are doing well and there were no complications during the operation. Angelo is now on home care where he will continue to rest and go for his weekly appointments at Rady's Children Hematology Clinic in order to monitor his new cells.

Angelo will continue his home schooling while he is under treatment for the next few months and he is hoping to be back to his normal routine of practicing with his school's hip-hop dance group, enjoying time with his family and friends and getting his driving permit.

Throughout this ordeal, the Figuracion family has managed to maintain a positive outlook. They have also remained steadfast in their faith and are grateful to their family and friends who have provided a wealth of love and support. Inevitably, facing this difficult time together has brought the entire family even closer together.

Amor works in the City's Communications Department and his supervisors and co-workers have been helpful and supportive as Amor focuses on the needs of Angelo and his family. In addition to his amazing colleagues, Amor is indebted to the many City employees, some that he knows and others that he has never met, who donated hours to his leave bank. "Because of that, I was able to be with my son especially during the hardest time when he was getting his chemo at the hospital," recalled Amor.

Even though 2017 will continue to be filled with a number of challenges, Amor and his family will undoubtedly face each obstacle head-on and will remain grateful to have one another and the many family members and friends that love them so dearly.



MEA Children's Party 2016

Children of all ages (and a few adults who are still young at heart!) spent a Saturday afternoon playing games, eating pizza and cookies and taking photos with no one other than Santa Claus! There were some shy smiles with Santa and a great deal of laughter as the kids rode the amusement rides and played the arcade games at The Boardwalk.

For many of our Union's families, this event has become a fun-filled tradition that everyone looks forward to during the holiday season. With the stress and demands of the holidays, the Children's Party has become a time when parents and children can just relax and focus on some family fun!

Special thanks to MEA's Social & Recreation Committee Chair Francine Howell and her committee for their tireless efforts in making this an exciting and fun filled event for all of the children.

Thank you for making this day so special and enjoyable for all of us. We look forward to planning next year's Children's Party and we can't wait to see how much all of the babies and little ones have grown in a year!



Labor Representative Overview

August - December 2016

There were 99 new cases opened in the last half of the year, resulting in a total of 218 cases for 2016. MEA Labor Representatives worked on grievances, fact findings, termination cases and written counselings and warnings.

The DSD/Planning/Code Enforcement Labor-Management Committee (LMC) is meeting on a monthly basis to discuss the move to the former Sempra Building. Employees will have an opportunity to share their ideas for the new location through their representatives who are serving on the LMC. More details will continue to be shared with employees in those departments via e-blasts.

Recently, the City Clerk's Passport Acceptance Facility task force committee has developed. There are eight committee members and the purpose of the task force is to increase employee security/safety in the facility, to identify and implement efficiencies and to properly allocate staff resources. Additionally, both Human Resources and MEA took part in observing a Passport Fair in full force.

The Police Communications Division LMC remains very active, working on issues related to staffing, training and mandatory overtime.

A new Alternate Work Schedule (AWS) agreement for Engineering & Capital Projects has been agreed on. The new agreement will make it a more efficient process for employees wishing to go on and off an AWS.

The LMC for Fire-Rescue ECDC is in the process of discussing several new policies. The LMC is also updating and/or replacing some outdated policies regarding staffing and mandatory overtime.

As discussed in the previous publication, MEA's Labor Representatives were also busy supporting the Special Salary Adjustment (SSA) request packages that were submitted to the Personnel Department and Civil Service Commission.



Know Your Rights: The Family-School Partnership Act

We can all agree that education is a crucial component to our children's long term success. As parents, we continue to find ways to help our kids grow and develop with everyday activities like helping them with their homework, driving them to and from school activities and supporting their scholastic interests. Unfortunately, demanding and often hectic work weeks can hamper our efforts of being more hands-on in our kids' classrooms.

The Family-School Partnership Act is one tool that helps enable parents, step parents, foster parents, grandparents and guardians to spend more time participating in the school activities of their children. The following are some guidelines that outline the provisions of the law:

Eligible Employees: Any employee who is a parent, step parent, foster parent, guardian or grandparent having custody of one or more child enrolled in kindergarten through twelfth grade, requesting leave from work to participate in the school activities of their children.

Reasonable Notice: Employees are required to give reasonable notice of their intent to participate in any school activities; generally, seven days in advance, unless such notice is not possible.

Type of Leave: Employees may use accrued annual leave, compensatory time or, if the employee has exhausted all paid leave, they may take leave without pay.
Amount of Leave: State law allows up to eight hours per month, or forty hours per school year of leave for parents of school-age children (K thru 12).

Expansions of the Law: This leave law has been expanded to allow employees to take job-protected time off to find, enroll, or re-enroll their children in a school or with a licensed child care provider. A new subsection has also been added to allow employees to take time off to address a school or child care provider emergency.

Documentation: Departments may require reasonable written documentation, such as a statement on school letterhead that the employee participated in the school activity.

No Adverse Action: Employees who are eligible to participate in school activities with their children shall not have any adverse action taken (such as discipline, threat of discipline, or any other discrimination for taking leave to participate in the school activity).

If you encounter any difficulties in taking advantage of this opportunity to spend more time with your children in the classroom, please do not hesitate to contact your MEA Labor Representative at (619) 264-6632. We are here to protect and enforce your rights!

2016 MEA Holiday Party

The end of the year wouldn't be the same without celebrating the holiday season with your Union family at MEA's holiday party. This year, over 300 members and their guests joined us in the ballroom of the Four Points Sheraton. Guests enjoyed a delicious dinner, took advantage of the photo station with funny props and danced late into the night.

MEA President Greg Woods called out the winning raffle ticket numbers and many lucky guests took home some awesome prizes including a flat screen television and a wireless sound system. In addition, twelve members each won \$90 to commemorate MEA's 90th anniversary as a local, independent union.

Special thanks to MEA's Membership Committee and for all of those members who attended this sold out event. We hope that you had as much fun as we did planning it! If you weren't able to attend this time, we hope that you can make it to next year's night of food, fun and festivities.





Harvest Ball 2016

Many people think of libraries as quiet, tranquil places to learn and read. Although that might be true, the Central Library also plays host to a number of lively, special events. This includes Park and Recreation's Therapeutic Recreation Services (TRS) Harvest Ball. This is a special soiree for more than 100 teens and adults with various disabilities.

Before the evening began, these special guests were pampered with free manicures and makeup and hair makeovers so everyone looked and felt their best. "I feel like I'm in Hollywood," said guest Spencer Duncan.

Once ready, guests enjoyed snacks in the lounge area and were encouraged to take advantage of the photo backdrop with a photographer on hand. Guests took countless photos with their dates, groups of friends and a few even let their parents in the pictures as well....

After everyone was ready to go, guests were taken in limousines to the Shiley Special Events Suite and Qualcomm Dome Terrace at the Central Library. That's when the night turned magical! The music played well into the night and guests didn't stop dancing until the final song. In between song sets, guests laughed with their friends and took more photos to remember this special night. "Being dressed up like this, having a good time with our friends, is like going to our high school prom," said guest Rachel Goldbaum.

Special thanks to TRS staff for putting so much time, energy and resources into such a special event. The Harvest Ball is actually one of several annual social and recreation programs offered to teens and adults with any disability. TRS focuses on being inclusionary, regardless of the participants' limitations. "Many of our participants are encumbered with medical expenses and because they are on limited incomes, we make an effort to keep costs low, while still offering high-quality programs," said TRS District Manager Kristi Fenick.

Local grants and sponsorships are one of the ways that TRS keeps costs at a minimum. MEA was proud to be one of the Harvest Ball sponsors and looks forward to helping with funds and volunteers for other upcoming TRS events. If you would like to get involved with TRS, please feel free to contact Kristi and her team at 619-525-8213.



In Loving Memory of



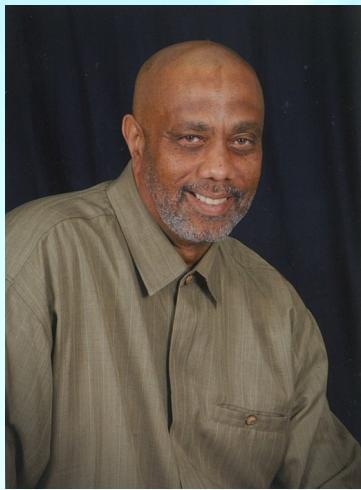
Yvette Jones

We are deeply saddened to announce the loss of MEA Union family member Yvette Jones. Yvette was 54 years old and passed away suddenly on November 21, 2016.

Yvette worked in the Treasurer's Office as a Collections Investigator. She had many colleagues that she also called good friends. Some might not know that Yvette's early interests revolved around hair styling and make up which led her to take courses in cosmetology.

Yvette married the love of her life, Kevin Antonio Creighton. Together, they loved to travel and they were always on a quest for the best places to eat. Regardless of what it was, these best friends and partners in life just enjoyed being and doing things together.

Yvette is survived by her husband Kevin Antonio, her daughter Camalia Holliday, her mother Renella Deculus and predeceased by her father Robert Edward Jones. In addition, she is survived by good friend (who she called her second mother) Donna Maddy, her sister Renee Mead, two nieces, Yaminah Moore and Ashley Joshua and nephew Brandon Mead.



Roy Ruffin, Jr.

With a heavy heart, we are announcing the loss of MEA Union family member Roy Lee Ruffin, Jr. Roy, affectionately known as "Bubba," was 57 years old and passed away on March 12, 2017. He grew up in Memphis, Tennessee and was known in high school for his basketball skills and his scoring ability. After graduating from high school, Roy enlisted in the United States Navy where he served aboard the U.S.S. Merrill DD 976 here in San Diego. He received his Honorable Discharge in 1986.

After his tenure with the Navy, Roy began his employment with the City of San Diego. Like Yvette, Roy worked in the Treasurer's Office where he had a great deal of friends. Among his colleagues, he was known for his jovial attitude. Roy was a proud City employee for 26 years.

Roy married Barbara Andrews in 1994 and they merged their families together. His children and grandchildren held a special place in his heart. Roy's love for children and their development prompted him to join the Skyline Pop Warner League as a coach for the Skyline Tigers. He was affectionately known as Coach Roy. He was a man of integrity, never looking for honor or accolades. Roy was held in the highest regard by his friends and anyone who came in contact with him.

Roy leaves to mourn his passing, yet celebrate his life, his devoted wife Barbara Ruffin, his children Danielle, Everett, Markees, Tarrell Matthews (Rachel) and Fidel, his mother Mary Carlean, sister Valerie Renee Ruffin, brothers Ronald (Marvelette) and Rodney Darnell, and grandchildren Nakiyah Mary Ruffin and Tobias Matthews. He was preceded in death by his father Roy Lee Ruffin, Sr., his son Danny Lamark Andrews and grandson Xavier Williams.

2016 MEA General Membership Meeting

MEA's Membership Committee put on another great General Membership Meeting in October. Members and their guests enjoyed a delicious catered dinner and the opportunity to hear from some special guests and to talk with their City colleagues and fellow Union members.

Former City Councilmember and Congressman Scott Peters was welcomed to the stage where he talked about his work on the national level and how much he enjoys getting back to San Diego.

Newly elected City Attorney Mara Elliott was another guest speaker of the night. The crowd gave her a warm response and it was clear that everyone was excited to have a new City Attorney who will focus on the law rather than politics.

Former City Councilmember and newly elected Assemblymember Todd Gloria also came to express his gratitude to City employees. He reminded the crowd that although he will be working in Sacramento, he'll be back in San Diego every chance that he can get!

Some special members were recognized for their hard work throughout the year. MEA First Vice President Steve Ramirez was presented with the Steward of the Year Award and Mary Enyeart was recognized as the Boardmember of the Year (read more on page 5).

MEA Legal Counsel Ann Smith provided an update then got down to the important business of calling out the ticket numbers of the lucky raffle winners. Several members won great prizes including restaurant gift cards, a portable audio system and a flat screen television. And it wouldn't be a General Membership Meeting unless Ann Smith raffled off some of her own cold, hard cash in her unique way. A great deal of gratitude goes to Ann for her tireless efforts on behalf of MEA and for her ongoing generosity.

Thank you to all of those who attended and made this General Membership Meeting such a fun and successful event. We look forward to the next opportunity to share an evening with our Union family.





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!



Sue Bonfils

I worked for the City for 23 years and was in the Library Department for all of those years. I spent the bulk of my career in technical services after promoting to that position in late 1998. I really enjoyed going to the many branch libraries in order to train staff in a new module for periodicals which was my particular specialty.

I actually started as a volunteer at the San Carlos Library back in 1992 and I was eventually hired as an hourly library aide. I loved the duties of a library aide but I seized the opportunity to promote to a full time library clerk in 1996. I had the chance to experience a very large, busy branch and a small, quieter branch during my tenure as a clerk before promoting to library technician.

One of the challenges my work unit had to face was moving our offices/work locations three times in 13 years. Two of

those locations put us offsite from the Central library so we always felt a little separated from the rest of the library staff. It brought us closer as a group, however, and we always enjoyed our own little celebrations and potlucks.

Retirement brings me the opportunity to take culinary classes at the local community college and perhaps some classes at the Santa Fe School of Cooking. I love to cook and I'm excited to expand my cooking skills to include more of the local culinary culture of New Mexico. It will take a little time to learn my way around town and to adjust to the climate in my new environment.

For this California native, falling snow is a foreign concept!



We visited Santa Fe in the mid 2000's and we really fell in love with the place including the food, culture, slower pace of life and the climate. We set the wheels in motion over the next several years to acquire property and to begin to design our retirement home. Although not originally planned, I spent a couple of years in DROP to help secure our financial means in order to move forward with our plans. We expect to break ground on our house in May and we hope to have it completed by the end of the year. We already have some friends in the area and we have met many more folks over the last few years so we definitely feel at home!

I will definitely miss the camaraderie that I had with my fellow Library colleagues. I will also miss the routine of the work week and the familiarity of my home town including all of the great food places around East Village!



Samir Abu-Qaoud

I retired from the City as a Senior Civil Engineer. For the last 5 years, I've been the Section Head for Water & Wastewater - Section 1 at the Construction Management & Field Services Division. In total, I've worked for the City for 22 years,

primarily with the Public Works Department, formerly known as Engineering & Capital Projects.



During my career with the City, I've enjoyed working with great teams of design and construction engineers and support staff in Public Works. I've also had the pleasure of working with Public Utilities teams to successfully complete CIP projects. One of my more memorable experiences was the partnership between both departments which helped unite our efforts to better serve our City and its constituents.

Partnering with Public Utilities teams was important for our day to day coordination. They provided the water mains shutdowns and reconnections for our water main replacement

projects. The meetings between our departments brought us all closer together and they made everybody appreciate the benefits of team work and the exchanging of ideas to improve our overall performance.

My co-workers were very helpful and they made my life easy all the time. I won't forget the joke mentioned by Riyadh Makani during my retirement luncheon about my punctuation edits while reviewing draft correspondence and reports. Being specific about commas vs semicolons was very important to me... Riyadh explained that that was one thing that he couldn't learn from me over the years: when should a semicolon be used instead of a comma. He stated that I would change some of his commas into semicolons in one document.

As a result, he would then start using more semicolons in the next document instead of commas; but to his shock, he would see me replace many of those semicolons back into commas!

Working alongside some fantastic colleagues made for good work weeks. The most difficult obstacles were basically work-related in that we had to ensure that our construction projects were performed in a timely manner, to a high standard and in compliance with codes and regulations. We had to do all of this while keeping the local communities satisfied in spite of the unavoidable inconvenience which construction projects tend to cause.

I look forward to enjoying life with my family; especially with our beautiful grandchildren who we've been blessed with. I would also like to spend more time on my hobbies including traveling, gardening and playing bridge. I would really like to travel to Hawaii, Europe and Turkey. In my backyard, I've grown around twenty fruit trees; such as oranges, mandarins, apples, figs, pomegranate, guava, peach, persimmon, avocado and mango. It's been a challenge growing fruit trees in clay soil; but I've learned to be patient and persistent in order to achieve success. I have been playing online bridge for the last ten years. This online website based in Las Vegas has over 10,000 visitors daily. I play tournaments with a group of people from all over the world! It's fun to be able to make so many friends, and to enjoy the game with them. It also makes you realize how small our world is; and how easy it is to make friends from all ethnic backgrounds. I hope to join a local bridge club in San Diego soon.

Even with more time to spend with my family and on my hobbies, I will miss my friends and colleagues at the City who became like my extended family over my career years with the City.



Making Us Proud



Shout Out to Richard Crider

Thanks to member Richard Crider, Recreation Center Director III, for taking time out of his busy day to help a little one learn how to ride a bike during summer camp.

Though from the photo, it looks like both Richard and the new rider are both having a great time!

Recognizing Albert Molina

Congratulations to member Albert Molina, Buildings Maintenance Supervisor, who made it to the final selection round for the National University Scholarship.



A formal recognition ceremony was held in the Council Chambers with the finalists along with Mayor Faulconer, Councilmembers Emerald and Cole, Chief Operating Officer Scott Chadwick and the President of National University.

Kudos to the Public Utilities' Relay for Life Team

Special thanks to the Public Utilities employees and their family and friends who participated in the Relay for Life event. This awesome group was the 9th highest fundraising team out of 62 teams and raised over \$3,000! Way to go team!



Praise for Karolynn Estrada-Sparlin

Senior Ranger Karolynn talked to 50 preschool children about Mission Bay and the mammals, birds and reptiles in the area. She also talked about how to keep our beaches and bays clean and why it is so important for our future. Thanks Carolyn for doing your part to help make San Diego an amazing place for generations to come!



Acknowledging Bill Overstreet

Thank you Bill for being so quick in responses both times. I wish everyone would be as efficient, professional and friendly as you. I truly appreciate your help! - Sue B.

Congratulations to MEA Boardmember Michael Prinz

Michael Prinz won a Texas Hold 'Em charity poker tournament put on by the Center for Policy Initiatives and sponsored by MEA. Michael beat out several high quality poker players, including MEA General Manager Mike Zucchetti.



Thanks to Caleb Martin

Member Caleb Martin chaperoned kids from Colina del Sol for a deep sea fishing trip.



Everyone had a fantastic time and each of the kids caught a fish or two and saw some marine life. Thanks Caleb for going the extra mile to make this a special field trip for these youngsters!

Kudos to Steve Palle, Julie Gregg and Monica Honore

Congratulations to Park and Recreation Management Academy graduates Steve Palle, District Manager, Julie Gregg, Supervising Recreation Specialist and Monica Honore, Area Manager II. Thank you for your commitment to improving and enhancing your management skills!



Thanks from one MEA member to another

I called Robert Lara, San Ysidro Community Activity Center Director today. He immediately responded to my call. Since the staff that would normally take care of cleaning the fence and the wall was already gone for the day, he personally cleaned the affected area. I would like to highly commend him for doing so. Moreover, he said that he was going to have staff power wash the area on Saturday. We appreciate everything you do for the San Ysidro Library. Again, thank you. - Adolfo Ocampo, Branch Manager, San Ysidro Library



Thanks from the City's Personnel Department to Dana Brown-Turner

Dana was very helpful in resolving an employee's payroll issues. Dana is very diligent, professional and conscientious, with great customer service and follow up. The Personnel Department definitely appreciates her payroll specialist skills. - Cynthia Mitchell, Deputy Director, Personnel Department

Praise for Geoff Hasenauer

Mission Bay Park Ranger Geoff Hasenauer did a great presentation for Hage Elementary School. The presentation was about what a Park Ranger does, how to protect the environment and what kinds of animals can be found in Mission Bay Park. Thanks Geoff for educating the next generation on the value of protecting our environment!



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.



MEA member Phet Guiney spent her Thanksgiving in Israel and remembered to take her Viewpoint along with her. Phet visited the Old City Wall (Jaffa Gate), Mount of Olives and the Temple Mount (Golden Dome).

Welcome to the MEA Family!



Congratulations to member Heather Scott and her husband Steven who welcomed their daughter Evelyn Kathryn Woods on December 14.

new MEA members

Aaron Jameson
Abigail Ortega
Adam Jones
Adriana Herrera
Alberto Correa
Aldo Jauregui
Aleksandr Gostomelskiy
Alexander Voloshanovskiy
Alexandra Galvez
Alexandria Camacho
Alonso Bobadilla
Alyssa Larson
Ana Neri
Anal Dela Espriella
Andrea Valdes
Angel Bustos
Angie Mendoza
Ann Gonsalves
Anna Fudge
Anna Wernet
Anna My-Tien Tran
Anthony Geiger
Anthony Leimeister
Antoinette Gibbs
April Cadua
April Green
Arielle Beaulieu
Arthur Duarte
Ashley Rosia
Austin Michel
Barbara Guild
Basoz Said
Bettina Allen
Bladimir Gonzalez Sequen

Brandi Cruz
Brandon Mosier
Breanne Busby
Breanne Pendergraft
Brendan Russell
Breonna Powell
Brett Kim
Brett Stanley
Brian Anderson
Bridget Lewis
Brodrick Johnson
Byron Shoemaker
Cameron Muir
Carissa Rosemore
Carlos Rosales
Cassandra Mendenhall
Cassandra Koldewyn
Celeste Pack
Celina Chavira
Cesar Cazares
Chandra Gallagher
Charles Bradley
Charles Gastil
Charles Martin III
Cheryl Pryatel
Chi Wing Ling
Christian Maciel
Christian Zapien
Christina Campbell
Christina Drebushenko
Christina Vollmer
Christine Corrao
Christine Miller
Christopher Brown

Clarissa Sherman
Clark Taylor
Claudia Edwards
Colleen Llanos
Constance Wells
Daisy Jauregui-Gomez
Daniel Kimpel
Daphne Perry
Darin Sanchez Jr
Dario Lombardo
Darrell Yamane
David Dominguez
David Ruch
Debra Garner
DeJuan Lewis
Denise Lotta
Desirae Eames
Desiree Carrillo
Diana Ruiz
Edward Drobnicki
Edwin Corpus
Eileen Cordero Posadas
Elias Rhoten
Elizabeth Brennan
Emily Stein
Endalk Tadesse
Erick Peterman
Erik Romero
Ernesto Vasquez
Esteban Navarro
Gary Adams
Genevieve Martinez
Gerald Cunanan
Christopher Brown

Haeli Williamson
Harold Jeckert
Haylee Bell
Heather Scott
Hector Mendoza
Isaac Tanori
Isabel Hess
Ivan Hoffman
Jackie Hopper
Jan-Nicole Edgell
Jane Ellen Linquist
Jason Burak
Jason Hendrick
Jason Plume
Jay Evans
Jayson Woo
Jeffrey Lash
Jenna Herman
Jennifer Cha
Jennifer Mallari
Jerry Chan
Jessica Sara
Jesus Dominguez
Jinsil Kim
Jo Perry
John Granillo-Dodds
John Miller
John Mitchell
Jonathan Aguilar
Jonathan Alfonso
Jonathan Layog
Jonathan Naple
Jose Amador
Jose Bautista

Joseph Barhoumi
Josiah Godfrey
Joyce Bray-Fessler
Juan Juarez
Judy Sheets
Julia Chase
Juliana Grotzinger
Julie Marlett
Julieanna Piatek
Julio Gutierrez
Kara Wimberly
Kasey Wells
Kathleen Landry
Kathlyn Yang
Kelly Shields
Kelsey Hoffman
Kenneth Maddux
Kenneth Stanley
Kent McDowell
Kerry Chandler
Kevin Binsfield
Kevin Kirkpatrick
Khaleeda Banu
Kimberlee Zolghadri
Kimberly Pleasant
Kimberly Rollins
Kristin Rafferty
Kyle Pool
Lady Ollua Martinez
Lam Van
Lateef Mhaimeed
Laura Barba



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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!

Donna Taylor

Hi my name is Donna Taylor and I have been employed with the City for 30 years. I am a Police Investigative Service Officer II with the Police Department assigned to the Internet Crimes Against Children's Task Force. Over the past few years I have been having knee pain which has been progressively getting worse. It was eventually determined I would need knee replacement surgery. I have been told that my recovery will take 4 to 6 months. If everything goes well, I will then have my second knee replaced 2 to 4 months later. I would gratefully appreciate any amount of time that you can donate. Thank you so much.

Mariann Misleh

Hello my name is Mariann Misleh and I've been working as a PISO (Police Investigative Service Officer) since September 2015. I was supposed to have surgery on January 9, 2017, however, two days before my surgery, I had a family emergency and had to cancel it. My older brother collapsed in his kitchen on January 6, 2017. He had an aortic aneurysm and his heart enlarged and his aorta tore into his neck which can cause brain damage or a stroke. Thank god that didn't happen but he isn't out of the woods just yet. My brother had to have emergency open heart surgery for 10 hours the same day or else he would have died of a rupture. I also help take care of my elderly mother who is unable to care for my brother during his recovery. I am his primary caregiver at this time. I would appreciate it so much if anyone is willing to donate some hours to help me out. Thank you so much in advance.

Ron Hite

Hello, my name is Ron Hite and I work in Parking Enforcement as a PEO1. I had surgery in January for cancer. I am requesting any donations of hours to help me through the recovery period. It is estimated that the recovery period will be 4 weeks and I do not have enough hours to cover the amount of time. Any donation of hours you can provide will be greatly appreciated. I look forward to a full recovery and the continuation of my job until retirement. Thank you in advance for any donations you can provide.

Amor Fabay Figuracion

My name is Amor Fabay Figuracion and I work in the Communications Department. I have been on intermittent Family Leave since September 14, 2016 when my oldest son was diagnosed and hospitalized with Aplastic Anemia, a bone marrow disease. In the next two months, he will be admitted to Rady Children's Hospital for an extended stay (4 to 6 weeks) to undergo a bone marrow transplant. Unfortunately, I will not have enough leave hours to cover the time off when my son undergoes his bone marrow transplant. I am humbly requesting any hours and support that you would be able to provide as my family deals with the challenges at hand. Thank you very much in advance for your kind support.

new MEA members

continued from page 21

Laura Kyle	Rebecca Gonzalez
Lauren Kirk	Reginald Lawson
Lavonda Shaw	Reynaldo Don
Lawrence Godfrey	Rima Bourachi
Lily Hinrichs	Robert Bissett
Linna Kim	Robert Wheeler
Lionel Lumido	Roberto Castaneda Carranza
Lisa Daleo-Perryman	Roberto Rosas
Lisa Lind	Robin Bender
Lisa Wu	Rochelle Ward
Lonnie Batey	Rommel Dimaano
Lorena Hodgins	Ronald Morales
Marcella Jaramillo	Rosalyn Balingit
Marcia Smith	Ruben Vasquez
Marco Chavez	Rubi Hirales
Marco Guzman	Sahar Tabya
Margaret Simonds	Samantha Ely
Maria Moscardini	Samantha Richardson
Mariah Mills	Sandra Chase
Marilene Abugan	Sandra Perez
Mario Inurriaga	Sara Dastgheibi
Mark Burt	Sarah Hendy-Jackson
Martha Esperza	Savanah Shick
Martha Rivera	Selene Rodriguez
Marvin Bobadilla	Shaghayegh Pournazeri
Mary Drebushenko	Shampree Fritz
Mary Zaldivar	Shane Masek
Matthew Leewong	Sharon Viniegra-Miramontes
Mayra Camacho	Shirley Smith
Mehrnaz Zare Afifi	Sidney Brooks
Melba Alatorre	Solomon Abraham
Melissa Evans	Sonja Nystuen
Merli Mejia	Sony Reth
Michael Bollinger	Sophia Bengel
Michael Daligdig	Stacey Fabian
Michael Jones	Stanley Jones
Michael Mangarelli	Stephanie Gaggo
Michael Mosco	Stephanie Teel
Michael Potts	Steven Roman
Michael Weathersby	Susan Kitchens
Miguel Barron	Suzanne Koski
Min Jiang	Suzanne Oliver
Minoo Hadidi	Sylvia Vargas
Miriam Mudgett	Tatsiana Garcia
Natalie Meehan	Ted Rios
Nawar Azeez	Teresa Wright
Neda Jangikhatoonabad	Terry Thai
Negin Afagh	Thalia Aguirre
Netmi Balanzar	Thomas Stenzel
Nicholas Maielli	Thuc Thinh Vuu
Nicholas Minter	Tiana Houston
Niloofar Ghazavi	Tracy Solis
Nir Daliot	Tracy Stegeman
Nita Croft	Travis Whitney
Orlando Berrios	Trina Galli
Otis Taylor	Tyra Miller
Paul Valadez	Vanessa Betancourt
Philip Pizzo	Vanessa Musser
Preston Maguire	Vanessa Sandoval
Rachelle Ivy	Vernetta Steverson
Raeenia Jefferson	Vian Somo
Ramin Safavi	Vicente Calles
Randall Sollinger Jr	Violet Renick
Raquel Rojas	William Graham
Raul Aguilera	William Kleiner
Raymond Navarro	William Ramirez
Raymond Quicho	William Weisman
Rebecah Sarver	Yi-Hao Hsu
Rebecca Ellis	Yvette Zamudio



MEA Discount Tickets for Members

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

Discount Ticket	MEA Price	Regular Price
San Diego Zoo Deluxe Package		
Adults	\$44.20	\$52.00
Children (Ages 3-11)	\$35.70	\$42.00
San Diego Safari Park Deluxe Package		
Adults	\$44.20	\$52.00
Children (Ages 3-11)	\$35.70	\$42.00
K1 Speedway (Must be 4'11")		
	\$15.00	\$25.95
AMC Green Reading Regal Unrestricted		
	\$10.25	
	\$7.50	
	\$8.50	

Prices subject to change without notice

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

Sea World		
Adult Day Pass	\$69.00	\$89.00
Adult Fun Card	\$155.00	\$155.00
Child Day Pass	\$69.00	\$89.00
Child Fun Card	\$155.00	\$155.00
Legoland		
Adult Day Pass	\$77.00	\$95.00
Adult Hopper	\$69.00	\$119.00
Child Day Pass	\$72.00	\$89.00
Child Hopper	\$69.00	\$113.00
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



events

May

- 4: Finance and Executive Committee meetings
- 10: Executive Committee and Board of Directors meetings
- 14: Mother's Day
- 23: Steward Meeting
- 25: Executive Committee Meeting
- 29: Memorial Day

June

- 8: Finance and Executive Committee meetings
- 14: Executive Committee and Board of Directors meetings
- 18: Father's Day
- 27: Steward Meeting
- 29: Executive Committee Meeting

July

- 4: Independence Day
- 6: Finance and Executive Committee meetings
- 12: Executive Committee and Board of Directors meetings
- 23: Parents' Day
- 25: Steward Meeting
- 27: Executive Committee Meeting

August

- 3: Finance and Executive Committee meetings
- 9: Executive Committee and Board of Directors meetings
- 21: Senior Citizens Day
- 22: Steward Meeting
- 24: Executive Committee Meeting

September

- 4: MEA Closed for Labor Day
- 7: Finance and Executive Committee meetings
- 13: Executive Committee and Board of Directors meetings
- 26: Steward meeting
- 28: Executive Committee meeting

October

- 7: Finance and Executive Committee meetings
- 11: Executive Committee and Board of Directors meetings
- 24: Steward meeting
- 26: Executive Committee meeting
- 31: Halloween

information

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