



San Diego Municipal Employees Association

Quarterly Newsletter
July - September 2011

viewpoint



**MEA Families
Have Fun at the
SD County Fair**



on the cover

Two of our young MEA supporters, Malia and Emmalie, enjoy an evening of rides, games and an assortment of deep-fried Girl Scout cookies, Kool-Aid, and frog legs at the San Diego County Fair.

Members saved several thousand dollars through MEA's discount fair ticket program.

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President's Message

As we were happy to report back in February, Mayor Sanders abandoned his plan to sell the Miramar Landfill to the highest bidder. Yet before

we could even take a moment to reflect on the process and to thank and congratulate the Environmental Services Department employees and our coalition members on a fight well fought, Sanders simultaneously announced that the City would now be competitively bidding out Landfill Operations. So the next song in this song and dance began...

If there is any comfort to be taken during what will inevitably be a long and drawn out process, it should come in the form of our most recent managed competition success. The first department to officially complete the managed competition process was Publishing Services. This, being what one City politician (it should not be hard to guess which one) argued was essentially low hanging fruit and even exclaimed, "I'm sure Kinko's can do it cheaper!"

The Employee Proposal Team (consisting of Publishing Services employees assisted by MEA staff member Cathleen Higgins) worked diligently and navigated through uncharted territory in order to respond to the request for

proposals (RFP) in just 45 days. With time clearly not on their side, the Team worked long hours and had to overcome more than a few obstacles to submit a comprehensive response to a very long and detailed RFP. Yet even with the challenges and a steep learning curve to overcome, our team won! City employees have proven time and again, no one can do it better or more efficiently (much to the chagrin of DeMaio and Kinko's)!

The City will certainly continue to put various departments and divisions out to bid in the hopes of saving some money. Just as the City is not swerving from this race to privatize, we too shall remain steadfast in our commitment to have the best car out there every single race day. The Publishing Services Department was our first showing and there wasn't another competitor within miles of our bid!

I have no doubt that you and I will continue to do our jobs and to do them well. I also know that MEA will continue to work on our behalf and will remain along side us throughout the managed competition process. These two truths not only encourage me as a City employee, but they also help me to laugh, rather than scoff, at those who try to purport that the private sector is the superior and cost effective option. They can continue to spout off the supposed benefits of privatizing and we will simply point to the mounting bids that City employees will win time and again!

Officers 2010-2012

Tony Ruiz, III	President
Bob Cronk	1st Vice President
Jan Lord	2nd Vice President
Candi Mitchell	Treasurer
Kyle Wiggins	Secretary

Executive Committee 2009-2011

Mark Chrysler	Development Services
William Craig	Environmental Services
Lisa Goehring	Water
Francine Howell	City Attorney
Steven Ramirez	Environmental Services
Greg Woods	Treasurer

Board of Directors 2009-2011

Kimberly Akins	Fire
Brian Anthony	Park & Recreation
Juan Ballgad	Engineering & Capital Projects
Sheila Beale	City Clerk
Ron Brown	MWWD
Eleuterio Buquiran	Water
Isabelle Camacho	Engineering & Capital Projects
Samuel Cerrato	Library
Rebecca Cesena	Park & Recreation
Mark Chrysler	Development Services
Stephanie Clark	City Attorney
Shamellia Cooper	General Services
William Craig	Environmental Services
Robert Cronk	Library
Alice Daniels	Purchasing & Contracting
Natalie de Freitas	Storm Water
Mary Enyeart	Police
Sarah Erazo	Park & Recreation
Julie Estill	Police
Jean Evans	Retirement
John Fisher	Development Services
Lisa Goehring	Water
Howard Greenstein	Planning
Connie Higgins	Police
Carmell Honeycutt	Water
Francine Howell	City Attorney
Graham Hufford	Engineering & Capital Projects
Jan Lord	Human Resources
David Lugo	Park & Recreation
Pete Lynch	Development Services
Gabrielle Mead	Police
Joseph Miesner	Library
Candi Mitchell	Water
Helen Phillips	Retirees
John Quigley	MWWD
Steve Ramirez	Environmental Services
Tony Ruiz III	Water
Leslie Simmons	Library
John Sylvester	Development Services
Susan Taylor	Real Estate Assets
Jeffrey Wallace	Debt Management
Kyle Wiggins	Police
Karen Witherspoon	Police
Greg Woods	Treasurer

MEA Stewards

Ramone Lewis	Chief Steward
Michele Alano	Administration
Maurice Brown	Engineering & Capital Projects
Shamellia Cooper	General Services
Alice Daniels	Purchasing & Contracts
Tina Davis	City Clerk
Christine Dombia	Fire Rescue
Joyce Edge	Water
Stephanie Galbika	Fire Rescue
Ursula Greene	Park & Recreation
Connie Higgins	Police
Francine Howell	City Attorney
Graham Hufford	Engineering & Capital Projects
Renee Kinninger	Development Services
Jan Lord	Human Resources
Gabrielle Mead	Police
Tony Ruiz III	Water
Matthew Sanders	Police
Leon Sauls	Transportation & Stormwater
Janice Stevenson	City Attorney
Mark Wiedenhoff	Environmental Services
Greg Woods	Treasurer

It's Almost Time for MEA's General Membership Meeting!

All MEA members and their families are invited to join us on Thursday, August 18th for our annual General Membership Meeting at the Balboa Park Club.

We have a great evening planned with a drawing to win great prizes, a delicious dinner catered by Abbey's Barbeque, guest speakers and activities and crafts for children.

Doors open at 5pm

Dinner at 5:30pm

Program at 6pm

Plenty of free parking.

We look forward to seeing you there!



Looking Back and Finding the Way Forward

You can say a lot of things about the state of affairs in the City of San Diego, but at least you have to admit that we live in

interesting times. The fiscal year that just ended on June 30 was no different. One year ago we were concerned about a variety of significant uncertainties, from the future of retiree health benefits to a projected \$80 million City budget deficit to Carl DeMaio's outsourcing ballot initiative.

What a difference a year makes. On the other hand, the more things change in San Diego the more they seem to stay the same.

The negotiations with the City related to retiree health benefits were lengthy and grueling, and frankly many of us were thinking that litigation was the most likely end result. When a different City union lost a significant retiree health court case in the middle of negotiations, that pessimism turned into the feeling that further litigation was all but certain. But an agreement was ultimately reached thanks to a significant amount of effort, leadership and compromise on both sides of the ball. For the first time in recent memory—at least with respect to this issue—a majority of City leaders chose the path of reasonable compromise and certainty over the path of litigation and turmoil.

Along those same lines, the City finally ended its appeal of MEA's victory in the years-old Aguirre pension litigation. (See Ann Smith's article beginning on page 5.) Ending this significant piece of litigation, as well as avoiding the threat of more with the agreement on retiree health, represents the first rays of light at the end of the City's litigation tunnel.

Of course, there is still plenty of action at the courthouse. City Attorney Jan Goldsmith's "substantially equal" lawsuit has the potential to dramatically affect

employee pension contributions, and MEA has and will continue to fight this attack. Add to that the injustice related to "window period" purchase of service credits, as well as other ongoing and potential litigation issues, and suffice to say that Ann Smith isn't going to get bored anytime soon.

At the ballot box, one year ago Carl DeMaio's self-described purpose in life was to pass a sweeping outsourcing initiative meant to trump our agreed upon managed competition process. Ironically, Councilmember DeMaio's proposed initiative hit a road bump when he contracted out the petition signature gathering to a private company that failed to properly qualify the ballot measure.

However, Carl is nothing if not relentless. He immediately shifted to what turned out to be a relatively effortless assault on Proposition D, the City's attempt to raise the local sales tax rate, and eventually to a new ballot initiative that he and others are trying to qualify for the June 2012 ballot. Put that together with a crowded primary election field vying to become San Diego's next Mayor, and we should all be prepared for months of political action that promises to be nauseating at times. For now, MEA is in the "ABCD" camp (Anybody But Carl DeMaio) for Mayor. But in the coming months your Political Action Committee will be working hard to find a candidate to get behind as well as actively engaging in the five City Council district elections that will also be taking place next June.

Last year at this time MEA was out on a limb in our support of David Alvarez for City Council. David was running against the brother of the incumbent Councilmember at the time, and most other unions and interest groups were supporting David's opponent. But David was clearly no ordinary candidate, and his background, work ethic and enlightened political beliefs made his campaign easy for us to support. His victory in November was a great day for the City, and his first six months in office have demonstrated that he will be an even better Councilmember than campaigner, which is really saying something.

Finally, after very significant deficits and additional layoffs were proposed for the City's FY 2012 budget, the final result restored almost all of the proposed cuts. Until the City's tax revenues are set at the levels needed to support the services politicians promise and citizens demand, we will continue to be a "cash-strapped" City on the brink. But there is hope that the worst may be behind us in terms of additional cuts.

On MEA's budget front, on June 8 your Board of Directors gave final approval to our FY 2012 budget. The new budget continues to cut costs at MEA, while putting a greater emphasis on our core functions of representation, legal action, political action, and member communications. Since 2009, your dues have been reduced by more than 10%, MEA staff has been reduced by 30%, and we have eliminated hundreds of thousands of dollars in expenditures on consultants and other non-essential functions. We have done more with less by taking those savings and strengthening MEA's essential activities, and in the process our Union has become more effective and more impactful at City Hall than ever before.

One last item...I would really encourage you to please mark your calendars for MEA's annual General Membership Meeting scheduled for 5:00 p.m. on August 18 at the Balboa Park Club. This is always a great event with good camaraderie, interesting speakers, and tasty food. If you are a General Meeting regular, we look forward to seeing you again. If you have never attended an Annual Meeting before, come out and join the fun! We hope to see you there.

Until next time, please stay strong and hang in there. If you can, try and take some time out this summer for yourself and for your family. Everybody deserves a break from the City of San Diego once and a while!

Mike Zucchet

The Aguirre-Inspired Pension Litigation Finally Ends With City Dismissing Its Appeal

Remember back to 2005 when City Attorney Michael J. Aguirre's wild-eyed press conferences dominated local news and he rolled out accusations and lawsuits like so many tortillas at the Old Town Mexican Café? His "signature" legal battle on behalf of the City was, of course, his lawsuit against SDCERS seeking to have the Court declare the pension benefit improvements which took effect in 1997 and in 2002 "unlawful and unenforceable," with the result that pension benefits would be rolled back to the pre-1997 level. Instead of a pension allowance for General Members calculated under the 2.5% at age 55 formula, the roll-back would have gutted benefits by imposing the old formula of 1.48% at age 55.

MEA fought back. My firm intervened in Aguirre's case on behalf of all MEA-represented employees and served as lead counsel in protecting the promised pension benefits which MEA had negotiated in good faith through a series of MOUs. Attorneys for the Firefighters, AFSCME Local 127, and a group of unrepresented employees (who had pooled their individual resources to fund representation), also joined ranks in the legal battle.

Throughout 2006, the Court battle and Judge Jeffrey Barton's rulings became the subject of regular news accounts. There were motion battles and discovery disputes. When rulings went against him, Aguirre typically filed an extraordinary writ with the Court of Appeal trying to get a reversal. Trial began on October 29, 2006, with the courtroom cameras rolling, and ended with Judge Barton's Statement of Decision handed down on December 14, 2006. As Aguirre later lamented, this decision "gutted" his case and he sought to reverse it by filing a writ with the 4th District Court of Appeal and, when that Court rebuffed him, by asking the California Supreme Court to step in and review the matter. No luck.

Judge Barton's Statement of Decision represented a tremendous victory for MEA and the other Intervenor on key issues but it did not entirely end the case. MEA and the other Intervenor pressed forward to do just that and achieved a case-ending ruling in August 2007, followed by an entry of judgment dismissing the City's pension roll-back claims in September 2007. Aguirre filed an appeal which was fully

briefed by all parties before the Court of Appeal dismissed the appeal as premature because other claims remained pending in the trial court and the requisite "one final judgment" in the case was lacking. After the remaining claims between the City and SDCERS ended in a decision in the City's favor, and Intervenor's Complaints in Intervention had been dismissed (because Judge Barton's ruling dismissing the City's claims rendered them moot), a truly "final" judgment was entered in December 2010. On cue, the City filed an appeal of the judgment dismissing its pension roll-back claims and the appellate process began anew.

On June 20, 2011, the City dismissed its appeal and, in exchange, MEA and Intervenor agreed not to ask Judge Barton to exercise his discretion in awarding attorneys' fees.

Nearly six years after it began, this litigation is now over and the pension benefits being attacked have been definitively preserved.

The Never-Ending Story Goes On With New Chapters

Not that long ago, we all thought that the Aguirre-inspired pension litigation was the biggest and worst challenge MEA-represented employees could ever face. We were wrong, of course. It was just the beginning . . . more challenges have come in court, at the bargaining table, and at the ballot box.

"Substantially Equal Contribution" Litigation. While Aguirre's far-flung theories for rolling back pensions have bitten the dust, City Attorney Jan Goldsmith has some theories of his own. Last year he filed suit to ask the Court to impose one-half of all SDCERS' investment and other "experience" losses on those active City employees who happen to be on the payroll whenever the market tanks and big investment losses are incurred – as recently occurred, for example, in 2008-2009 due to the massive recession. Under Goldsmith's theory, employees' paychecks would take huge hits when these losses occur (as much as \$4,000 annually) – making it impossible for any employee to shoulder the economic burden. Indeed, Goldsmith admits that this would be the case but he has a more sinister "solution" as follows: (1) Step One – impose an impossible economic burden on *current*

employees by winning this "substantially equal contribution" lawsuit; and (2) Step Two – when employees are forced to leave City employment because they cannot afford to pay thousands of dollars in extra pension contributions every year until the losses are paid off, the City will offer them the "opportunity" to be relieved of the economic burden and keep their jobs by *forfeiting their pensions and accepting a 401(k) plan replacement.*

Again, MEA has taken up this fight. I am in Court on behalf of all MEA-represented employees to oppose Goldsmith's theory which would not only bust the budget of every City employee and his/her family, but would likely decimate the City's workforce. In fact, seeming to recognize this grim reality, Mayor Sanders recently told employees in the Water Department during a public presentation that "this (investment loss case) was Goldsmith's idea and he doesn't support it." *Politics . . .*

Purchase of Service Credits. In 2010, SDCERS lost the litigation battle with the City over its pricing of service credits during the "window period." Aguirre had initiated this legal action in November 2007 and won it in the trial court before Goldsmith took office. The Court of Appeal upheld the trial court's ruling in the City's favor and many City employees, both active and retired, are left with the disastrous consequences *despite the City's active support of the "window period" pricing when it was voted on by the SDCERS Board (including the City's own three Board Members) and for years thereafter.* Litigation plans will soon be taking shape in response.

Retiree Medical Benefits. With another long litigation battle looming, MEA recently reached an agreement with the City related to retiree medical benefits. As you know from your recent ratification process, this agreement represents a compromise on all sides of this hot-button issue.

continued on page 6...

Ann Smith Legal Report Continued

...continued from page 5

However, MEA's Negotiating Team accomplished its objective to preserve a decent, even if diminished, retiree medical benefit rather than leave thousands of MEA-represented employees with the drastically-reduced benefit the City was ready to impose while MEA embarked on years of litigation to try to reverse that outcome.

2012 Ballot Initiative. As you likely know by now, a so-called "pension reform" ballot initiative is slated for 2012 with far-reaching consequences. It will come before voters in the midst of a crowded and contentious mayoral race with many candidates trying to out-do their opponents by attacking your

pension *again and again*. Despite its clear adverse impact on your benefits, the City denies any obligation to "meet and confer" with MEA over the contents of this ballot initiative. Why? Because the Mayor contends he was acting as a "private citizen," not as the City's elected Mayor, when he and Councilmembers Faulconer and DeMaio were directly involved in "negotiating" with each other and various citizen groups over the scope and text of the ballot measure before announcing their support for it. *Politics* . . . You will hear much more about it in the coming months. Be assured that MEA will be fighting this ballot measure on legal grounds and at the ballot box. Get ready to flex your own political muscle on this one.

Looking back, it is clear that having a strong union ready and able to take on these daunting legal battles, has made a big difference for MEA-represented employees. Looking ahead...it is equally clear that there is, as yet, no end in sight to these challenges. Never take your union for granted. With your continued active support, MEA will have the resources and the staying power to keep fighting and pushing back whenever and wherever necessary. When it comes to the courtroom, I will be there with you and for you as long as it takes.

When Rainy Days and Mondays Do More than Get You Down

After a sunny and relaxing weekend in San Diego, most of us aren't overly excited to return to work on Monday (especially when presented with the option of sleeping in or enjoying yet another free day outdoors). Though for some employees, the very thought of starting each work week brings about a great deal of anxiety and trepidation.

This stress is often associated with a hostile work environment which is the result of an office bully. When most of us read the word "bully," it takes us back to school yard days when there was that one classmate who was bigger, faster and always seemed to single us out. Yet unlike the bully from our youth who might have given us a good shove on the playground, the office bully is far more subtle in the harassment.

Office bullies will often employ such tactics as discounting a co-worker's thoughts or ideas during a meeting, instigating rumors and gossip, rolling their eyes when a certain person speaks, using the silent treatment or purposely not inviting a certain individual to office outings. For those who are being bullied, it's embarrassing or seems juvenile to confide in a work colleague or boss that a co-worker is "mean" or "doesn't include

me". Although it might seem trivial and a little bothersome in the beginning, over time the bully's subtle tactics take an emotional toll. "It can be damaging to be constantly dismissed in front of peers," said Joel Neuman, director of the Center for Applied Management at the SUNY-New Paltz School of Business. "The thing that is upsetting about it is that people come to expect it and say, 'Well, that is what it's like around here.' It shouldn't be part of the culture, but often it is."

Bullying in the workplace has become all too common and is not isolated to a certain vocation or profession. In a national poll, the Workplace Bullying Institute found that 37% of the U.S. workforce, or 54 million employees, have been or are currently being bullied in their workplace. "Anything that affects 37 percent of the public is an epidemic. But it's a silent epidemic," said Gary Namie, the Institute's director.

A recent Ventura County Grand Jury investigation found that bullying is also occurring within government. The Jury's report found that some county employees had even vacated their positions in order to get away from the bullying. Those same employees did not file complaints within

their departments because they felt it would only worsen their situations and that fair and impartial investigations of the bullying incidents would not take place.

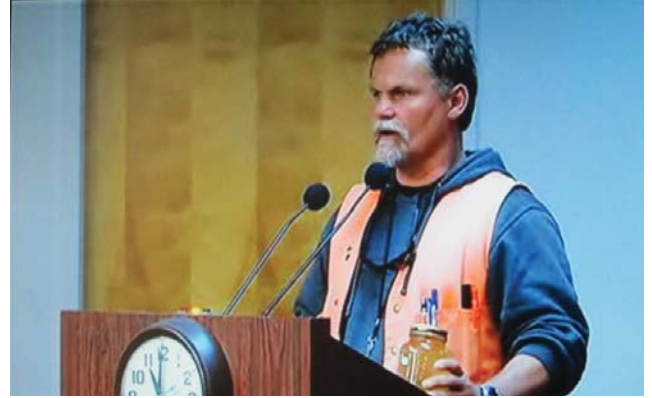
It would be easy to confine the Grand Jury's findings to Ventura and to discount the likelihood that similar bullying is going on in the workplaces of the City of San Diego. Yet the unfortunate reality is that bullying may be occurring in various City departments. As your union, MEA is not only dedicated to fighting for and enforcing your contractual rights, but is also committed to protecting you in the workplace by ensuring that you feel both physically and emotionally safe and secure. If you ever feel intimidated or bullied by a co-worker or boss, please call MEA. Even if you are not comfortable with making a formal complaint, your Labor Representative can help you to evaluate your options, or you can contact the Employee Assistance Program (EAP) at 619-236-6373.

Although you might not necessarily look forward to Monday mornings and the start of a new work week, you should never feel severe stress or anxiety at the simple thought of walking into your workplace.

MEA Is Working For You...



GM Mike Zucchet meets with Development Services Department employees to provide an update on the PSC issue and to answer questions on other various topics.



Executive Committee member Bill Craig testifies at the City Council's Rules Committee about the safety concerns related to bidding out Miramar Landfill operations.



MEA staffer Cathleen Higgins meets with Streets Division employees to discuss the managed competition process.



General Manager Mike Zucchet works along side Election Committee members John Quigley and Becky Cesena on the upcoming MEA Board of Directors election.



GM Mike Zucchet is the guest speaker at the Retired Employees Association's (REA) monthly meeting and discusses issues affecting current and retired City employees.



Labor Relations Representative Marin Mejia greets members and answers any questions they might have at the Benefits Open House kickoff.

Mary Enyeart

Police Department

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 am a native San Diegan and grew up in Southeastern San Diego. I went to Horton Elementary School, Montgomery & Memorial Jr. High School and Lincoln & San Diego High School. I also went to Grossmont College and have an Associate's Degree in Administration of Justice.

I have a huge family and sometimes run into people who I don't realize are my relatives until it comes out during conversation that we're talking about the same people. I've had to backtrack a couple of times until I can remember if I've said something I'd eventually regret. I have to be careful of who I talk about because I never know if I'm actually related to them!

Some of the many jobs I have had include working as a cashier in a taco shop, Branch Manager and Service Supervisor at Sears Service Center, Property and Booking Clerk at George Bailey Detention Facility, Emergency Services Dispatcher at the San Diego Sheriff Department, Police Code Compliance Officer and Police Dispatcher with the San Diego Police Department.

What's the worst thing you did as a kid?

Why in the world would I confess to this now with everyone to read?! I'm not saying, but it's still the worst thing I've ever done.

What was the soundtrack that you listened to the most in high school or what is the soundtrack that embodies your high school experience?

Well it doesn't necessarily embody my high school experience but I do remember listening a lot to the soundtrack "Saturday

Night Fever." I'm pretty sure that one of these days someone will post a picture of me on some god-forsaken website in a white three-piece-polyester disco suit! At least I'm admitting that I had one!

What brought you to the City?

Before I came to the City I worked for the County as an Emergency Services Dispatcher. I came to the City in August of 1997 because of the benefits offered to employees at that time.

What is the last thing you tend to do before leaving work at the end of your shift?

I make sure that everyone who is assigned to my radio frequency is where they are supposed to be and then I update my relief.

What is the first thing you tend to notice about someone?

Their forehead and their eyebrows. You can tell a lot about people from looking at those two features.

What is something you tend to do when you think no one is looking?

Those of you who really know me know the answer to this...

What is something you'd like MEA members to know about you?

I became an MEA Boardmember in 2009 to represent the Police Code Compliance Officers in Vice Permits and Licensing. Serving on the Board has been a truly rewarding and eye opening experience these last two years. Before then, I just paid my union dues, wanted to keep my benefits intact and didn't think too much about those outside of my own department. Becoming a boardmember and getting involved has changed my way of thinking. I never imagined all the time and energy it takes to fight for all of us. This union really does care about its members and about doing the right thing on behalf of everyone. I feel very fortunate that I have had this chance to serve as an MEA Boardmember and hope that others will take the opportunity to run for the Board in the upcoming election. It's been a great experience!



Working Hard to Support Our Labor Family

MEA is proud to have such committed members who also volunteer their time in various capacities to further our Union's cause. The leadership groups that do a great deal for MEA include our Stewards, Negotiating Team, Board of Directors, Executive Committee and Officers. In order to better understand and appreciate the contributions of each group, here is a summary of their specific roles and responsibilities:



MEA Steward
Shamellia Cooper

Stewards

Stewards are appointed by their department co-workers to advise and represent employees with personnel issues, written warnings, written counselings and grievances. They are also

responsible for providing information about employees' rights, assessing their workplace for any safety issues and monitoring management decisions which could impact employees. MEA Stewards go through a rigorous training process and must devote a significant amount of personal time on behalf of the employees they represent.



MEA Negotiating
Team Member
Jack Canning

Negotiating Team

The Negotiating Team is made up of three representatives elected from each of the four bargaining units that MEA represents. The Team negotiates with the City's authorized representatives to

bargain for the best contract terms possible. This is a dedicated group which endures long and arduous meetings with the City and MEA's

legal counsel, Ann Smith. They must also read a great deal in order to be prepared for negotiation meetings and to be able to provide thoughtful and informed input on behalf of their bargaining unit. The Team has been especially busy these last several months and has successfully negotiated a one year MOU extension and the Retiree Health agreement with the City.



MEA
Boardmember
Leslie Simmons

Board of Directors

The Board of Directors is the governing body of our organization and is responsible for approving the budget and setting policy on all MEA issues. Boardmembers are elected by

employees in their department and must participate in functions and events that MEA sponsors on both City time and their own personal time. They also serve on at least one of MEA's standing committees such as Political Action, Social and Recreation and Finance. (A Board election is coming soon—please see page 14 for more information on how to become an MEA Boardmember!)



MEA Executive
Committee
Member Greg
Woods

Executive Committee

The Executive Committee is made up of eleven members of the Board of Directors, including the five elected Officers and six additional "at-large" members elected by their colleagues on the

Board. The Executive Committee meets several times a month and is responsible for conducting the

business of MEA and for carrying out the policies and actions as approved by the Board of Directors. Most Executive Committee members also serve on MEA's Negotiating Team.



MEA 1st Vice
President, Bob
Cronk

Officers

MEA's President, First and Second Vice Presidents, Secretary and Treasurer are elected by the entire membership. The Officers essentially do "all of the above" and serve on the Executive Committee, Board

of Directors and Negotiating Team. They also hire and supervise the General Manager. Each Officer has their own additional individual responsibilities, including chairing meetings, serving as advisor to the Chief Steward and being responsible for all official MEA documents, assets and fiscal procedures.

As you can see, each Steward, Negotiation Team member, Boardmember, Executive Committee member and Officer does a tremendous amount of work (often on their own personal time!) in order to protect and enhance the rights of all MEA members. Our union family is truly indebted to these individuals for their commitment and dedication. So the next time you encounter one of MEA's elected or appointed leaders, let them know you appreciate all of their hard work!

**Turn to page 14 for
more information on
the upcoming Board
election.**

Uniting Together for the Labor Cause

The following was originally published in a press release by the San Diego Democratic Club.

Labor, in the form of Michael Zucchet, Lorena Gonzales and Eric Banks came to the San Diego Democratic Club to ask for help from the LGBT community. Gonzales, Banks and Zucchet, representing the San Diego & Imperial County Labor Council, Service Employees International Union Local 221 and San Diego Municipal Employees Association respectively, spoke to the Club's monthly membership meeting about the scapegoating currently being heaped on American Labor locally, as well as nationally. Along with some good natured one-upmanship, the trio presented a sobering picture of the state of labor negotiations with the City and County of San Diego as well as Sacramento and nationally.

Gonzales kicked off the discussion by reminding the crowd of the continuing close ties between Labor and the LGBT community. She stated that, "When we go to MLK events, people frequently forget that Dr. King was also a labor leader assassinated in Memphis while seeking economic justice for striking sanitation workers - and they sometimes forget that Cesar Chavez was first and foremost a labor leader advocating for farm workers. But no one questions why Labor attends Harvey Milk events." Gonzales went on to discuss the recent well publicized attacks on public sector labor unions in the Midwest. She reminded the SDDC that the stripping of collective bargaining rights and cuts to pay and benefits for state workers in several "rustbelt" states did little to address budget shortfalls - Wisconsin used the "savings" to pay for corporate tax cuts. "Let's be clear, this was a purely partisan act with Republican lawmakers trying to break unions that, with the LGBT community, represent the most consistent supporters of progressive Democrats."

Banks discussed the situation at the state and county level. At the state level, the result of Republican legislator's refusal to even allow citizens to vote on whether to extend the current tax rates is forcing a budget that

relies only on cuts, primarily in social services. Most of these cuts (in senior services, AIDS and other disease work, mental health care, education, etc.) not only hurt the people who depend on this vital help, but also mean additional cuts, or elimination, in the salaries and benefits of the workers providing the services. Banks noted that the contract proposal his union delivered to San Diego County's negotiators for the first time would require the County to prohibit discrimination on the basis of gender identity. In spite of the fact that the County is operating at a surplus (approximately \$2 million), their response to the economic aspects of the proposal was to require "a freeze to all salary steps, removal of the 7% offset employees receive towards their pension, and elimination of many premiums."



From left to right: Lorena Gonzales, Eric Banks & Mike Zucchet

Zucchet, in response to Councilmember DeMaio's stated desire "...to make San Diego the Wisconsin of the West", reminded the crowd that since local Republicans have been scapegoating City workers for a lot longer, it's actually Wisconsin that is the San Diego of the Midwest. He told the crowd that City workers were removed from Social Security protection when then-Mayor Pete Wilson proposed that the City could benefit by taking the money being paid as the City's contribution to workers Social Security accounts and dedicating some of that savings to a supplemental pension plan for the workers. This is the pension that DeMaio now wants to eliminate, leaving City workers with no Social Security, no pension and only an inadequate 401k plan to survive on. We have all seen the losses in 401k values during the recent recession. In addition to the removal of workers' retirement safety

net, current proposals call for the elimination of staff - including revenue producing positions - through both "managed competition" and service cutbacks (many in libraries and parks/recreation) and multi-year wage freezes. The last City wage increase occurred in 2005.

Carla Kirkwood, Program Chair for SDDC, reminded the Club, "Labor has been with the LGBT community, negotiating for LGBT protections in labor contracts, protesting anti-LGBT businesses like the Manchester Grand Hyatt and supporting openly gay and LGBT supporting candidates for office. Now they are in the cross-hairs of the extreme right and need our help. We need to urge community members to contact their City Council members, County Supervisors and

State legislators to remind them of their obligation to negotiate fairly and directly with their respective labor groups - a partisan attack on Labor is an attack on the LGBT community."

Special Note: As a result of the forum, the Club has since passed a resolution in support of collective bargaining and stated in their release,

"The collective bargaining resolution presented to the membership was similar to resolutions adopted by various groups and agencies around Southern California including the Southwestern Community College

District, the Cities of Chula Vista and National City, and the San Diego Unified School District. The membership however, decided that the resolution did not go far enough.

According to SDDC member Mark Conlan, 'We can't do much to oppose Scott Walker and the Republicans in the Wisconsin legislature; they're Wisconsin's problem. But we can hold our own elected officials accountable on this important issue, and we should.' Conlan went on to amend the resolution to include a call upon the San Diego City Council to pass a resolution reaffirming the right of public employees to organize unions and bargain collectively. The amendment also requires the Club to strongly consider this issue during the process of making endorsements for City Council and other offices."

Labor Representation Quarterly Overview

April - June 2011

There were a total of 32 cases opened in the months of April and May (June totals were not yet available at the time of print). There have also been a number of grievances, fact findings and disciplinary actions.

During the second quarter, Labor Representatives have been busy with Dispatchers Week, Purchase of Service Credit meetings, phone calls, budget hearings, Labor Management Committees and Retiree Health negotiations.

Meet and Confer

Meet and confer on the suspended alternate work schedule in Water and the new security system in the City Attorney's Office were finalized. Additionally, the pepper spray policy for Code Compliance Officers was distributed.

We continued to meet and confer regarding the impacts of the Delivery Services BPR. If the BPR is approved by the City Council, the Auto Messengers and one Senior Clerk from the Police Department, Library and downtown CAB will move into a centralized organization at 20th and B Street. MEA was successful in getting three Auto Messenger positions restored.

Miscellaneous

Labor Representatives have answered numerous questions about the Retiree Health agreement and the SPSP Waiver/Furlough form, attended the Benefits Open Houses and have assisted with City Budget work in their respective departments.

Senior Labor Relations Representative Kelly Cruz has been involved in the meet and confer process for the Publishing Services Department. We are happy to report that City employees in that department won the bid in the first managed competition process held under the procedures outlined in the guide.

We were recently notified by the Labor Relations Department that 14 positions from Purchasing and Contracting will be transferred to Engineering and Capitol Projects. The shift is a result of the centralization and reorganization of the contracts function. We are meeting with both departments and Labor Relations for additional information and will meet and confer to address the impacts (if any) on the employees' working conditions.



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Know Your Rights: Exchanging Days Off Between Employees

With summer upon us, many employees will be taking time off to enjoy a little respite from work. It's not always easy for employees in classifications which call for work to be performed seven days a week to get the necessary time off. Please keep in mind, however, that our MOU allows those employees to exchange days off with employees in the same classification. According to Article 49, "Exchange of Days Off Between Employees," days can be exchanged under the following conditions:

1. Both parties to the exchange must be willing to make the exchange and must have the approval of the immediate supervisors concerned.
2. Generally speaking, exchanges of days off will be kept within the division, section, shift or watch, crew and/or work site location unless, on an individual basis, the supervisors of the parties to the exchange otherwise agree.
3. When practical, requests for exchange of days off shall be made in writing at least five (5) days prior to the first day of exchange.
4. An employee must report for the exchanged days off and, with the exception of illness, the employee who otherwise fails to report shall be carried absent without leave.
5. To avoid administrative problems, exchange of days off must be made within the same payroll period by both parties.

We hope that you enjoy your time off and return to work rejuvenated and well rested! If you encounter any difficulties in getting time off and have followed the agreed upon process, please do not hesitate to contact your MEA Labor Representative at 619-264-6632.

Naughts & Noteables

Naughts and Noteables is a new section which features MEA member feedback about businesses and services in San Diego County. If you enjoyed a delicious meal at a restaurant, had a great experience at a dental office or found a certain mechanic to be reliable, let us know!

Please feel free to provide your feedback on any establishment that deserves recognition. The goal of this new section is to be a resource for our readers by letting them know what other members' experiences have been.

If you would like to participate, please contact Lora Folsom at lfolsom@sdmea.org or 619-264-6632. We look forward to your input and feedback!

Paradise Printing

7875 Convoy Court, Suite 5
San Diego, CA 92111
(858) 650-3599

Paradise Printing offers quality printing at a great price. They are very professional, helpful and polite. They also offer quick turnaround times for jobs and provide free delivery.

*Reviewed by Sarah Erazo
Park and Recreation Department*

Chiquita's Mexican Food

4110 Home Avenue
San Diego, CA 92105
(619) 264-2072

They have good service, food and prices! This is my favorite down-home Mexican restaurant in San Diego. When you sit down, you're greeted with fresh chips, salsa and hot carrots. Their guacamole is delicious, as are the margaritas. The restaurant has also been local and independent for many years.

*Reviewed by Leslie Simmons
Library Department*

BB's Deli

1321 5th Avenue
San Diego, CA 92101
(619) 238-4567

I don't know what their secret is, but this is the best sandwich shop within walking distance of CAB (City Administration Building). The prices are the same as any other mom and pop sandwich shop. The service is pleasant and the staff are accommodating. I would

recommend going to BB's instead of Subway because they have better meats, more vegetable selection and tasty bread.

*Reviewed by Jeff Wallace
Debt Management Department*

Palm Dental Group

7733 Palm Street, #107
Lemon Grove, CA 91945
(619) 460-1991

I have been using this dental office for over 20 years. During that time I have always had Delta Dental's PPO plan just so that I could use this dentist. Imagine my good fortune to learn that Palm Dental Group is one of the providers covered under Health Net. Now any future dental services will be even cheaper at Palm Dental!

*Reviewed by Kathi Ward
MEA Retiree*

Chris' Liquor

2275 Sunset Cliffs Blvd.
San Diego, CA 92107
(619) 222-0518

This is a small liquor store and deli in Ocean Beach. They have a great selection of micro brews and some of the best sandwiches in San Diego. One of my favorites is the hot pastrami, or anything else for that matter. They have reasonable prices, great service and it's a perfect place to eat if you are near Ocean Beach.

*Reviewed by Brian Anthony
Park and Recreation Department*

Pacific Automotive

5181 Santa Fe Street, Suite A
San Diego, CA 92109
(858) 483-1565

I have been going to this mechanic for almost 13 years. They are very honest and always provide great customer service. I have referred Ron (at Pacific Automotive) to quite a few folks, all of which have come back with positive remarks. They have never recommended unnecessary repairs and are never condescending. I also feel like they listen to the issues you are having with your car and explore various cost saving repair options which help you make an informed decision.

*Reviewed by Natalie de Freitas
Stormwater Department*



We Want Your Feedback

The Viewpoint is your magazine and we welcome your ideas and suggestions.

Please don't hesitate to contact Lora Folsom at (619) 264-6632 if you would like to submit a letter, article, photograph or upcoming event notice.

Celebrating National Dispatchers' Week

Many people have experienced reporting an emergency that they have witnessed or have been a part of. Unfortunately, they probably didn't have the good fortune of meeting the person behind the comforting voice during the urgent situation.

Celebrating National Dispatchers' Week is a way to show our gratitude and appreciation to dispatchers in Police, Fire, Environmental Services and Station 38 who do so much, often as anonymous heroes, throughout the year.

Dispatchers serve as the first and most critical link between the public and emergency

services. Those who respond to an emergency rely on a dispatcher's succinct and precise assessment in order to provide the appropriate level of emergency services.

If it weren't for the dispatcher fielding the calls, there would be a significant disconnect between the caller and the emergency service responders.

Even with the stress associated with the daily demands of the job, dispatchers perform their duties with an uncanny ability to stay focused and dedicated to the acute needs of the caller. Day after day dispatchers provide a high level

of service to callers, all while working long and often irregular hours.

During the week that has come to be known as National Dispatchers' Week, we honor all hard working dispatchers and recognize Police and Fire dispatchers who celebrated National Public Safety Telecommunications Week in association with all public safety dispatchers nationwide.

On behalf of the callers that you have helped during an emergency situation, thank you to all dispatchers who are there when we need you the most!



MEA BOARD OF DIRECTORS ELECTION SCHEDULED

MEA is seeking members to run for election to the MEA Board of Directors. The current directors' terms will expire on September 14, 2011. According to MEA's Bylaws, employees from every City department are entitled to representation on the Board. Each department elects from 1 to 4 board members depending on the size of the department and its geographical make-up.

MEA's Board meets the second Wednesday of every month and makes decisions on behalf of the 4,000 City employees who MEA represents. In the past, MEA Negotiating Teams have negotiated the ability for Board members to attend Board meetings on City release time. This means all members may participate from every City department - no matter your work schedule and regardless of whether your management thinks they can afford to let you off for those meetings!

While this makes it a little easier to participate in the meetings, remember that Board members have other expected time commitments that are on *your own personal time*. In addition to attendance at all meetings, some activities may be after work or on an occasional Saturday.

Being elected by your co-workers to represent them on the MEA Board is an honor as well

as a responsibility. Please be sure you are willing and able to commit the necessary time to do the job:

- The Board makes decisions on behalf of all MEA-represented employees Citywide.
- The Board is responsible for approving MEA's budget and setting policy on all MEA issues as well as overseeing, via the Board's Executive Committee, the day to day financial and operational business of MEA.
- Board members are expected to participate in functions and events that MEA sponsors on City time as well as their own personal time.
- Board members must become familiar with and participate in MEA Committees as assigned by the MEA President. Some Committee meetings are held after work hours.
- Board members are expected to keep MEA apprised of employee problems and issues in their workplace.
- Board members are expected to maintain and update all MEA bulletin boards in their departments.
- Board members must attend monthly Board meetings. After three unexcused absences,

a board member will be removed. While this may seem harsh, it is important to remember that the MEA Board only meets 12 times per year and if you miss three of those meetings, the members who elected you will not have adequate representation on the Board.

To qualify, prospective board members must be a dues paying MEA member for at least one full year, and must be nominated by having a petition signed by at least 10 MEA members in their department. (If you are from a department with fewer than 20 members, at least half of your department's members must sign your petition). Board members will be sworn in on September 14th and serve a two-year term.

If you are interested in running for the Board, please go to our website (www.sdmea.org), complete the nominating petition and return it to MEA by July 15, 2011. You also need to submit a candidate statement which outlines your qualifications and why you wish to be elected to the Board (150 word maximum). Please mail or deliver your petition and statement to MEA (9620 Chesapeake Drive, Suite 203, San Diego 92123). You may also submit your statement via email to dkealaluhi@sdmea.org. The deadline for all materials is July 15, 2011. If you would like a photo (jpeg only please) included with your statement, please send it via email to dkealaluhi@sdmea.org.



Introducing MEA's New Chief Steward

At the May meeting, MEA's Second Vice President Jan Lord appointed Ramone Lewis as the new Chief Steward until the regularly scheduled election is held this

month. Ramone has proven his ability and commitment to serve as Chief Steward by meeting all the eligibility requirements and by the countless hours he has dedicated to representing City employees on written counselings, written warnings, annual performance evaluations and grievances.

The eligibility requirements of Chief Steward include completing all phases of Steward

training, taking cases for a minimum of one year, possessing an aptitude for representation and demonstrating the ability to lead and mentor both in the field and at meetings. The duties and responsibilities of Chief Steward include presiding over all Steward meetings, providing input on the agenda, taking cases pursuant to Article 6, assisting MEA Labor Relations Representatives when needed, mentoring other stewards and preparing and maintaining the Steward's Manual.

In discussing what made him get involved with Stewards, Ramone remarked on the importance of upholding the articles of MEA's MOU and of being an advocate for his union family members, "I sympathize with those in need of someone to stand in the gap for them

and to have a voice when treatment towards them is less than professional, at best, and downright illegal, inhumane and a violation of their civil and union rights- at its worst!"

Ramone is currently a Senior Contract Compliance Officer in Equal Opportunity Contracting and has worked for the City for more than a decade. In his free time, Ramone enjoys reading (hopefully more than just the MOU and Steward's Manual!), walking and spending time with his children and family.

Ramone's outstanding achievements and endless loyalty to the members he represents symbolize the true meaning of Union Steward. Thank you Ramone for your commitment and willingness to serve!

2011 Benefit Open Houses

Thank you to everyone who attended one of the benefit open houses we hosted in June. These events took place in numerous City workplaces and at various times in order to make it more convenient for you to be able to attend. We know that the open enrollment process can sometimes be a bit confusing and overwhelming (especially for those who are new to the City). It's our hope that these open houses provide an opportunity for you to get your questions answered by speaking directly to our plan representatives, prior to making a decision regarding your coverage for the upcoming fiscal year.

Just as a reminder, you will receive your new insurance cards in the last week of July and your updated coverage begins August 1st. If you have any additional questions, please do not hesitate to contact MEA Benefits at (888) 217-9175.



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A wellness program for MEA employees

Make employee wellness part of who we are at MEA by participating in Best Health, our comprehensive wellness program. No matter what your goal is — exercising more, eating better or reducing stress — Best Health offers tools and resources that can help you live a healthier, more balanced life.

Features include:

- Online wellness portal offering Wellness Workshops, health trackers, recipes and more
- A new URL — www.YourBestHealth.com — your journey to best health starts here
- Health Risk Assessment (HRA) that helps you identify opportunities for improving your health and get a baseline for measuring your progress
- Plan and track your meals with the online food diary that offers nutritional guidance



Your journey to best health starts here —
www.YourBestHealth.com

SHARP
HEALTH PLAN

Retiree Health Ratification Vote a Success!

Thank you to all of the MEA members who took the time to vote on the Retiree Healthcare Tentative Agreement. It was overwhelmingly ratified by a vote of 1,526 in favor to 39 opposed, which amounts to a 97.5% "yes" vote to support the recommendation of MEA's Negotiating Team. We had a large turnout with approximately 45% of our eligible members voting.

The next steps in this process include a sufficient amount of time for (1) an MOU and implementing Ordinance to be prepared; (2) a defined contribution retiree health benefit trust to be established; and (3) proper education to occur regarding the new benefit options before an employee will be asked to make an irrevocable election on one of the available options. These events will take place over the coming 6 to 8 months, and we will continue to update you every step of the way.

For more information on the specific terms of the Retiree Health Tentative Agreement, please visit MEA's website at www.sdmea.org. If you have additional questions, please don't hesitate to contact your MEA representative at 619-264-6632.





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 this next chapter of your life!



Evelyn Lee

In August 1988 I began my career with the City as a Clerical Assistant I in the Environmental Services Department's (formerly Waste Management) Refuse Disposal Division. On June 24, 2011 I ended my City career as a Senior Management Analyst in the Environmental Services Department's Sustainability and Environmental Protection Division. Although I have countless memories in my two decade tenure with the City, two experiences especially stand out.

In May 1996, I was promoted to Senior Clerk Typist in the Engineering & Capital Projects Division under the leadership of Chief Deputy Director, Patti Boekamp. It was a wonderful and rewarding experience to work under Patti. She emphasized teamwork and led through example in demonstrating what the term truly meant. She allowed me to participate in so many wonderful, once-in-a-lifetime activities. One such activity was to assist Patti and other City employees on a major transportation assignment for the Republican State Delegates who attended the 1996 Republican Convention. As a reward for all of our hard work

Evelyn Lee is flying off to retirement.

in making the 1996 Republican Convention a huge success, Patti and all of the City workers were invited on a tour of the convention floor. We were on there just hours before Bob Dole, the Republican candidate, accepted his party's nomination. It felt like an out of body experience being so close to all of the major network journalists that I had grown up watching on television, such as Peter Jennings, Tom Brokaw, Dan Rather and Cokie Roberts. I can still remember the excitement and energy coming from all the state delegates that night! Although Dole was not my candidate of choice, it was an experience I will never forget.

Another memorable on-the-job experience was when I worked as a Project Manager in the Planning Department's Facilities Financing Division. I always wanted a career where I could work with the public and I got my opportunity through working with various community planning groups. One of my major tasks was to draft Public Facilities Financing Plans for the City's Planning Communities. I will never forget the first time I gave a presentation before the City Council. I can vividly remember sitting at the front podium and presenting my first Public Facilities Financing Plan before Mayor Dick Murphy, the entire Council members and a packed audience. As I read my report, I looked up and everyone was looking directly at me and listening to every word I was saying! I remember thinking, "Here I am, a coalminer's daughter from a little country town called Smock, Pennsylvania, giving a presentation in front of these high elected officials, that I, myself, researched and drafted, and they are actually listening to and caring about what I have to say." I felt so proud to be a part of the governmental process that made a difference in the community I was representing.

Every department that I had the pleasure of working in, my co-workers became my family. One such City family member was Pablo Lutes. From the first day Pablo came to the Refuse Disposal Division to interview for an Account Clerk position, we bonded and once he was hired, we instantly became best friends. In the late 1980's, Kearny Mesa was growing with new food establishments sprouting up everywhere. Pablo and I were always looking for new restaurants to try. A couple of times a week we would drive past a building in Kearny Mesa that was under construction, with a sign that read, "Barbecue Galore coming soon". Finally, the establishment's grand opening day was here. Pablo and I noticed the high volume of cars in the parking lot and decided to return the following day. The next day, Pablo and I took lunch orders from a number of employees at the landfill which included rib sandwiches, rib dinner, barbecue chicken sandwiches, etc. As we headed to our lunch destination our thoughts were on eating delicious, sauce-dripping barbecue ribs. What we discovered after parking directly in front of the building left us both gasping for air from laughing so hard. To our total amazement we discovered that "Barbecue Galore" was not a restaurant but a store that sold barbecue grills!

Although I am looking forward to spending more time with my granddaughter and future grandson, and flying to new destinations with my very own personal pilot and the love of my life, Gary Gobel, I will miss the wonderful friendships and experiences that I was blessed to share with some of the most dedicated and hardworking people I have had the pleasure of knowing.



Susan Hurst

I have worked for several departments including City Treasurer for the last 11 years, Community Services Centers for 9 years and a brief stint in Parking, Risk Management and Data Entry (when it was still around). Through the years I've had a lot of rewarding experiences, and some that weren't too amusing at the time, but that I can now look back upon and laugh.

A memory for the latter category would be the time I was first working the counter at Rental Tax and a customer came in with a friend who was extremely upset. In the process of trying to explain to them the rules and regulations, the friend threw a pickle on the counter and told me what both the City and I would do with it. By the time I had left and returned with my supervisor, the friend (and the pickle) were no longer there. I was pretty mad at the time but now find the experience pretty darn funny.

Susan at the 2010 Annual Holiday Party.

One memory that also stands out occurred when I was working at the Tierrasanta Community Service Center. It was just before 5pm on a Friday evening when a little old lady in her late 80's or early 90's came in with a water shut off notice that her neighbor had received. Unfortunately the neighbor was quite ill and the old lady came to the center on the neighbor's behalf. I was able to stay and work with her and the Water Department and we were eventually able to get the water turned on that night. It made me feel really good to be able to help and to get the issue resolved for her and her sick neighbor.

With my newfound free time, I hope to take cake decorating class, travel more and spend a great deal of time with my grandkids. And even though I won't miss waking up at 5:30am, I will wholeheartedly miss those who I have worked alongside throughout the years, the MEA staff and especially Ann Smith.



Susan and her pal Jean lend a hand at the MEA Children's Holiday Party.

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MEA Members Making Us Proud!



From Jessica Villano of San Diego:
I just wanted to let someone know that yesterday I had lost my wallet but didn't realize it until today. I decided I would give it until 2 before I cancelled it, believing it would

come back to me by unseen forces. When I pulled into my driveway at 2pm, I found Paul Anderson Jr., Senior Water Utilities Supervisor, who found my wallet in the middle of the road and came to return it to me. I was so touched and grateful and I just wanted to let someone there [Public Utilities Department] know what a wonderful thing he did.



On May 19th, a customer called Water Operations with an emergency situation. A landlord had illegally removed a water meter at a residence and as a result, the water had been shut off by our [Public

Utilities] department. For medical reasons, the elderly tenant needed to be submerged in water twice daily. Upon receiving the call, Word Processing Operator Jennise Milton immediately contacted District Manager Johnny Mitchell of the Meter Shop, who had Water System Technician IV Mike Basom of the Emergency Services Section install a new meter that day. After the work had been completed, the customer called Jennise's supervisor to express his appreciation for our [Public Utilities Department] staff's prompt response and assistance.



Congratulations to MEA member Jim McVeigh who received the Operator's Meritorious Service Award at the American Water Works Association Convention.

Jim is the Senior Water Operations Supervisor at the Otay Water Treatment Plant.



Congratulations to MEA 2nd Vice President Jan Lord who was named Human Resources Employee of the Quarter. It was especially noted that Jan excels in her work, including excellent customer service, SAP training

for Department staff and the implementation of the E-Reg system for Employee Learning and Development. It was also noted that she has "performed above and beyond what was expected and it is appropriate that the City of San Diego recognize you for your outstanding work ethic."

Jan applies that same commitment and effort to MEA where she not only serves as an Officer, but is also active on the Negotiating Team, Stewards, Bylaws, Blood Drive, Finance, Political Action, Scholarship and Standing Rules Committees. Although she doesn't have a lot of free time, when she does, she enjoys model railroading, reading and going to the movies.

A special
BIRTHDAY WISH
for the following
MEA Board members:



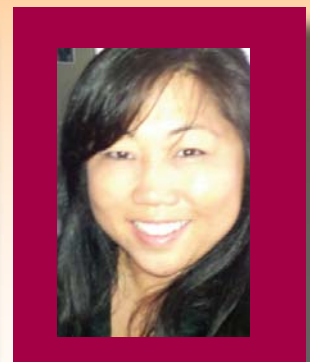
Congratulations to Sarah, Mark and Vicky on their recent promotions in the Park & Recreation Department!



Sarah Erazo, Carmel Valley Area Manager



Mark Moncey, Pacific Beach/La Jolla Area Manager



Vicky Hara, Balboa Park/Developed Regional Parks Area Manager

Congratulations to employees in the Public Utilities and Park and Recreation Departments who are celebrating anniversaries this month for their many years of service with the City of San Diego.

Thank you for your commitment to public service and your decade(s) of dedication!

35...Maxine Faulcon, Ron Wiggins

30...Geoff Alpert, Raul Contreras

25...Susan Lowry-Mendoza, Joe Storniolo, Bill Pearce, Reggie Williams

20...Johnny Chou, Shawn Lee, Feryal Moshavegh, Mary Cantua, Manolito Ramirez, Susan Brannian, Sandra Dufour, Bryan Green

15...Tracy Simmons, Paul Kilburg, Casper Zamudio, Cristina Tizapenaco, John Garwood, Jim Demorest, Rosalva Morales, Eddie Salinas, Dan Gutierrez, Stacy Seitz, Willie Bailey, Jason Williams

REA CITY OF SAN DIEGO
RETIRED EMPLOYEES' ASSOCIATION

Our July 12th program will begin with a presentation by REA President Jim Baross about the health and environmental benefits of biking. Jim will be followed by our guest speaker, City Council President Tony Young. We meet in the War Memorial Building in Balboa Park and the program begins at 11:30 am and is followed by a catered lunch. For more information, please go to our website at www.csdrea.com.

The annual REA Picnic is scheduled for August 9th at the SDPD Pistol Range. District Attorney Paul Greenwood will be our guest speaker and will discuss new laws, protections and prevention against scams that target senior citizens. There will also be demonstrations by the Police Department's K-9 Unit.



It's a Boy!

Congratulations to MEA member Eileen Labrador and her family who welcomed their newest edition, Lian Dimalanta Labrador on June 2nd. According to Eileen, Lian's three big brothers smother him with kisses and attention every day.



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Catastrophic 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!

My name is Esther C. Woronicz and I am a Senior Management Analyst with the Debt Management Department. I am requesting catastrophic leave for my surgery scheduled for July 18th and for a few days of recovery following the procedure. I am a single mom of 5 children and have exhausted my leave time due to treatments and doctor appointments for myself, as well as appointments for my children. Any leave time that you can donate would be greatly appreciated. Thank you for your donations, Esther C. Woronicz

My name is Jeff Monis and I am a Recruiter and Dispatcher for SDPD's Communications Division. Last month I was diagnosed with End Stage Renal Disease (ESRD), aka stage 5 kidney failure. I was admitted into the hospital for a few procedures and now have to undergo dialysis for 4 hours a day, 3 days a week. As a result, I have exhausted my leave time. I still have a long tough road ahead of me filled with more dialysis and doctors visits and I hope to eventually be the fortunate recipient of a kidney transplant. If you are able to donate leave time, it would be greatly and deeply appreciated. Thank you for your consideration and God bless. Jeff Monis

My name is Sirica Augustine and I am a Word Processing Operator in the SDPD's Backgrounds Unit. I am expecting my first child and have exhausted all of my leave time. Thank you for your consideration. Sirica

new members

We are happy to welcome the following new members to our Union family! We hope that you are beginning to settle in and are feeling comfortable and a part of your new workplace team. If there is anything we can do to help with the transition, let us know!

Ebony Adkins
Ali Alaeipour
Dan Allen
Rania Amen
Steven Anderson
Monico Armenion
Michael Baker
Ronnelle Barrow
Monique Britt
Mark Brown
Roy Cannon
Theresa Crocker
Elizabeth Dunn
Adriano Feit
Jean Fernandes
Jill Forthmann
Maricella Garcia
Sean Generotzky
Manuel Gonzalez
Carl Gross
Brenda Halberstadt
Sherrie Hatchett

Marc Jones
Lisa Khemmanivong
Spencer Lank
Brian Lew
Maryam Liaghat
Riyadh Makani
Jennfer Martin
Edgar Monroy
Matthew Nelson
Corrine Patterson
Anita Peyton
Avy Pienknagura
William Rogers
Mary Salazar
Jose Sandoval
Leon Sauls
Laird Tucker
John Tulloss
Veronica Valenzuela
Peter Vroom
Daniel Watkins
Daniel Weiss



Daniel Watkins, Monico Armenion, Sean Generotzky and Ali Alaeipour



Matthew Nelson, Avy Pienknagura, Mary Salazar, Peter Vroom and Spencer Lank



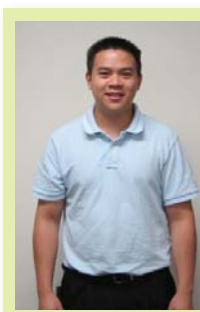
Michael Ginesi



Antonio Anaya



Eleida Yackel



Brian Lew



Lana Findley



Veronica Valenzuela

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	\$33.50	\$40.00
Children (Ages 3-11)	\$25.00	\$30.00
San Diego Wild Animal Park Deluxe Package		
Adults	\$33.50	\$40.00
Children (Ages 3-11)	\$25.00	\$30.00
Sea World Day Pass		
Adults	\$45.00	\$69.99
Children (Ages 3-9)	\$45.00	\$61.99
Knotts Soak City		
Adults	\$55.00	\$69.99
Children (Ages 3-9)	\$55.00	\$61.99
Legoland		
Adults	\$53.00	\$69.00
Children (Ages 3-11)	\$53.00	\$59.00
Six Flags Magic Mountain		
Adults	\$26.00	\$59.99
Children (Under 48")	\$17.50	\$34.99
K1 Speedway (Must be 4'11")	\$15.00	\$25.95
AMC Restricted	\$6.00	
AMC Unrestricted	\$7.50	
Reading	\$6.75	
Regal Restricted	\$6.50	
Regal Unrestricted	\$7.50	

events

August 4, 2011
MEA Finance & Executive Committee meetings

August 10, 2011
MEA Board of Directors meeting

August 18, 2011
MEA General Membership meeting

August 23, 2011
MEA Stewards meeting

August 25, 2011
MEA Executive Committee meeting

September 1, 2011
MEA Finance & Executive Committee meetings

September 5, 2011
Labor Day!

September 14, 2011
MEA Board of Directors meeting

September 22, 2011
MEA Executive Committee meeting

September 23, 2011
First Day of Autumn

September 27, 2011
MEA Stewards meeting

October 6, 2011
MEA Finance & Executive Committee meeting

October 10, 2011
Columbus Day

October 12, 2011
MEA Board of Directors meeting

October 16, 2011
National Boss Day

October 25, 2011
MEA Stewards meeting

October 27, 2011
MEA Executive Committee meeting

October 31, 2011
Happy Halloween!



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