



San Diego Municipal Employees Association

Newsletter
Fall/Winter 2012

viewpoint



**Boardmembers Mary Enyeart
and Karen Witherspoon greet guests at
MEA's General Membership Meeting**



on the cover

Karen Witherspoon and Mary Enyeart are longtime dispatchers for the Police Department.

Along with their many job responsibilities, they are also both MEA Boardmembers and volunteer their time on several committees.

Karen has worked for the City for 20 years and Mary for 15 years.

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President's Message

Although I've had the privilege of working with and meeting a lot of you during my years with the City, I want to introduce myself to the other members

of our labor family who I haven't had the opportunity to meet. My name is Bob Cronk and I've been humbled to serve as your MEA president for the past several months.

I started working for the City in 1990 in the Library Department. After 22 years, I'm still a proud City employee and I'm an even prouder member of MEA. If I'm being completely honest though, I have to admit that I wasn't always an active participant in our union. In the beginning, I had a young family at home and frankly, I felt like I had too much on my plate to concern myself with union happenings. That changed when Michael Aguirre was elected as City Attorney. Not coincidentally, this was also the same time that the City was struggling with some very big issues. It got to the point to where I didn't feel like I could just sit back and watch Aguirre try to strip our union of what we had fought so hard to get.

As I became more involved, I better appreciated just how important unions (and especially MEA!) are to our professional and personal well-being. Without organized labor, we would be little more than indentured servants. We can thank unions for our health insurance and other crucial benefits, the safety measures in place and for our weekends we spend with our family, instead of continuous 16 hour work days.

And yet, the term "union" has become a profane word used by those who want to decimate, rather than protect the rights of workers. We have been under constant attack by certain media outlets and politicians with an agenda to make employees the City's scapegoat. We have been labeled as lazy, overpaid leaches who have lavish retirement benefits awaiting us.

This constant bombardment to our collective psyche makes it difficult to stand up and to speak out, but that is exactly what I am prepared to do. We all have demanding work schedules and even more importantly, time commitments to our families. With that being

said, I believe there are effective ways that we can speak out that don't require a huge chunk of time. For example, the next time that you read an online Union-Tribune article where City employees are painted in an unflattering, deceptive light, be an active reader who leaves a comment at the end of the article. Although it doesn't sound like much, I believe that we have the ability to put a face on this abstract term that the media refers to as "City employee." I'm not just a pension-grabbing public worker, my name is Bob and I'm a librarian who you'll meet when you come in to check out or renew a book at the Scripps Ranch Library.

Although our union does a great deal to publically refute the fallacious and exaggerated, we have a responsibility as individuals to engage those who we come into contact with. This doesn't mean that we have to be confrontational or corner an unsuspecting person in the frozen food aisle of the grocery store. But the next time you're sitting with some parents at your child's soccer game and the upcoming general election comes up (everyone's favorite topic indeed), let them know how Carl DeMaio's plan would directly hurt you, your family and our city. Remind them that the City employees that MEA represents won't receive Social Security and the average retirement allowance (after working for the City for at least 25 years) is a mere \$32,000 a year. We have a chance to directly combat and dispel the false claims that have tarnished our reputation as public employees. We can't forget that our words and our personal testimonies have far more credibility and a resilience that Carl DeMaio can't match in a commercial or quick sound bite on KUSI.

At the end of the day, we are simply conveying that we want the same things that everyone is working towards and sacrificing for; we want a decent job with benefits, we want our kids to make it through college and we want to have a home and a sense of security. I don't think that's too much to ask for and I will continue to do everything I can to fight alongside my union colleagues in order to protect what we've fought so hard to get.

Officers 2010-2012

Bob Cronk	President
Jan Lord	2nd Vice President
Candi Mitchell	Treasurer
Leslie Simmons	Acting Secretary

Executive Committee 2012-2014

William Craig	Environmental Services
Tina Davis	City Clerk
Lisa Goehring	Water
Steven Ramirez	Environmental Services
Leslie Simmons	Library
Greg Woods	Treasurer

Board of Directors 2011-2013

Brian Anthony	Park & Recreation
Juan Baligad	Engineering & Capital Projects
Maurice Brown	Engineering & Capital Projects
Terri Bumgardner	Development Services
Eleuterio Buquiran	Water
Isabelle Camacho	Engineering & Capital Projects
Samuel Cerrato	Library
Rebecca Cesena	Park & Recreation
Stephanie Clark	City Attorney
Shamellia Cooper	General Services
William Craig	Environmental Services
Robert Cronk	Library
Alice Daniels	Purchasing & Contracting
Tina Davis	City Clerk
Natalie de Freitas	Storm Water
Mary Enyeart	Police
Sarah Erazo	Park & Recreation
John Fisher	Development Services
Lisa Goehring	Water
Howard Greenstein	Planning
Francine Howell	City Attorney
Graham Hufford	Engineering & Capital Projects
Ramone Lewis	Business Office
Jan Lord	Human Resources
Pete Lynch	Development Services
Gabrielle Mead	Police
Joseph Miesner	Library
Candi Mitchell	Water
Helen Phillips	Retirees
Steve Ramirez	Environmental Services
Tony Ruiz III	Water
Beverly Simmons	Risk Management
Leslie Simmons	Library
Susan Taylor	Real Estate Assets
Jeffrey Wallace	Debt Management
Kyle Wiggins	Police
Cody Wilkinson	MWWWD
Karen Witherspoon	Police
Greg Woods	Treasurer

MEA Stewards

Ramone Lewis	Chief Steward
Maurice Brown	Engineering & Capital Projects
Shamellia Cooper	General Services
Alice Daniels	Purchasing & Contracts
Tina Davis	City Clerk
Christine Dombia	Fire Rescue
Joyce Edge	Water
Connie Higgins	Police
Francine Howell	City Attorney
Graham Hufford	Engineering & Capital Projects
Shanae Hymon	Water
Sherry Jones	Treasurer
Renee Kinninger	Development Services
Jan Lord	Human Resources
Gabrielle Mead	Police
Gwendolyn Morris	Environmental Services
Tia Ramirez	City Attorney
Tony Ruiz III	Water
Leon Sauls	Transportation & Stormwater
Janice Stevenson	City Attorney
Mark Wiedenhoff	Environmental Services
Greg Woods	Treasurer
Nick Wright	Fire Rescue



The roller coaster that our City has been on for the better part of the last decade is about to get more interesting—if that is even possible—because this November voters will elect either Congressman Bob Filner or Councilman Carl DeMaio as the next Mayor of San Diego. Those are the last two candidates standing after a crowded primary election that included Assemblyman Nathan Fletcher and District Attorney Bonnie Dumanis. Filner and DeMaio finished within one percent of each other, and now it's mano a mano. No matter who wins, City government is likely to be a whole new world after the election, and the choice between these two candidates could not be more stark or clear for all San Diegans, including City employees.

MEA endorsed Bob Filner's campaign long before the primary election based on his record of three decades of accomplishment as a San Diego Unified School Board member, San Diego City Councilmember and United States Congressman. Filner has consistently been a fighter for issues important to public employees, and he has never had a problem speaking his mind even when the political winds were not blowing his way. The most recent example of Filner's principled political courage was his opposition to Proposition B on the June ballot, the so-called comprehensive pension reform initiative.

Calling it a "fraud," Filner was the only candidate for Mayor who openly opposed the measure. Like Filner, there were other candidates who thought the measure was

flawed and in many ways counterproductive, but those other candidates stared at the polls showing that two thirds of San Diegans supported the initiative and felt like they had no choice but to endorse it.

Not Filner. He noted the same polls, received the same cautious advice from some of his political advisors, and yet he still aggressively opposed the initiative. He didn't pander to the anti-pension, anti-employee politics of the day and instead passionately argued that the City's pension troubles were better addressed with measures that actually saved money (what a concept!) rather than hurting our City's competitiveness. He also publicly defended City employees and noted that it was time for politicians to stop throwing those employees under the bus for political gain.

Bob Filner has been standing up for his beliefs for his whole life. His career in public service began unexpectedly when—as a teenager—he spent nearly two months in a Mississippi State Penitentiary as a "freedom rider" fighting for civil rights in the heart of the battle in Jackson, Mississippi in 1961. He demonstrated at an early age that he does not lack courage and is not afraid to stand up for a cause he believes in. He eventually took that spirit to public office at both the local and federal levels. He has often been rumored as a candidate for Mayor over the years, but is doing it now just when San Diego needs him most. He is the clear choice for Mayor not only for City employees but for all San Diegans.

Just in case anyone is not quite convinced and needs an additional incentive to support Bob Filner for Mayor, his opponent is a politician who has literally built his career on tearing down City employees and, in the process, our entire City. Carl DeMaio is a relentlessly on-message politician and his message is singular and simple: City employees are to blame for all of the City's ills and taking from and cutting City employees is the answer to all of the City's problems.

Unfortunately, Carl is also a viable candidate for Mayor with a strong base of support. He is an animal campaigner (and I mean that as a compliment) who has and will continue to work tirelessly to win. Carl is filled to the brim with sound bites and is not afraid to use them every time he opens his mouth. Unfortunately, he has significant populist appeal, especially to that portion of the electorate who are hungry for red meat in the form of anti-tax, anti-government, anti-public employee rhetoric.

Yet DeMaio's ability to appeal to voters beyond that base of support is suspect. He started as the early front runner in the race for Mayor last year with about 30% in the polls. Then he campaigned relentlessly, spending over \$2 million in the primary election and he ended up with...about 30% of the vote. So the theory goes, DeMaio has a "ceiling" for his support and is having trouble expanding his political base. But DeMaio's supporters argue that the same dynamic applies to Filner's support, and that he too will have trouble reaching out to independent voters.

We need to help the voters make the right call by spreading the truth about both candidates! We have to collectively and individually do everything we can to help Bob Filner win the Mayor's race. "This is the most important election ever" has become an overused boy-who-cried-wolf cliché. But this time there is a lot of truth in that statement. This is an "all or nothing" election at an absolutely critical juncture in our City. MEA's Political Action Committee has made the Mayor's race its main priority and our Union's campaign spending will reflect that. But we can all individually do much more to help.

There are only a few months left until Election Day. If each of us could devote just a few days between now and November to help volunteer for Bob's campaign, it will make a huge difference. If you can make calls for a few evenings at a phone bank, walk a few precincts, distribute some yard signs, attend rallies, or do whatever else the campaign needs from all of us, it would be huge. To sign up and get involved, please contact Jason at the Filner campaign office at 619-231-6200, or email him at jason@bobfilnerformayor.com. When you do contact the campaign and show up to volunteer, let them know that you are a proud City employee and MEA member, and that you are there to support Bob because he supports the work that City employees do. In the meantime, be sure to spread the word with your colleagues, family, friends, neighbors and any other San Diego voter you come across.

As the saying goes, we live in interesting times. Let's work hard to make the future of San Diego Bob Filner interesting, not Carl DeMaio interesting!

Mike Zucchet

MEA Finally Had A Hearing Before PERB On Its Prop B Unfair Practice Charge and Mayor Sanders Was MEA's Key Witness

It took an emergency writ and an order from the Fourth District Court of Appeal issued on June 19, 2012 – followed by two separate rebuffs of the City and the “official” ballot proponents by the California Supreme Court – before MEA finally got to a hearing before PERB on its unfair practice charge (UPC) related to Proposition B. The hearing began on July 17 and ended in the early evening on July 23, 2012. A decision is expected before the end of the year.

Recap: MEA's UPC

As you likely remember, MEA filed this UPC with California's Public Employment Relations Board (PERB) back in January challenging the City's failure and refusal to meet and confer with MEA over the “Comprehensive Pension Reform Initiative” which appeared as Proposition B on the recent June ballot. The thrust of MEA's UPC is that the City, acting through the Mayor as CEO and Chief Labor Negotiator and in violation of the state's bargaining law, *negotiated* with a handful of like-minded citizens outside the City – but not with MEA as a recognized exclusive bargaining representative – to arrive at the terms of a pension reform initiative. Three “official” ballot proponents – all officers of the activist Lincoln Club – submitted the paperwork to the City Clerk in furtherance of their agreement with the Mayor for a single pension reform initiative. These “official” citizen proponents became the Mayor's surrogates in a purposeful plan to get pension reform on the ballot “as a national model” while, as the Mayor has unabashedly admitted, avoiding the City's meet and confer obligations.

City and “Official” Ballot Proponents Used A Tag Team Approach to Try to Stop PERB Hearing

Even after the Fourth Appellate District had sided with MEA and ordered the stay of PERB's proceedings to be lifted in a published decision filed on June 19, 2012, in *San Diego Municipal Employees Association v. The Superior Court of San Diego County (City of San Diego and PERB, Real Parties in Interest)*(2012) 206 Cal.App.4th 1447,* there were two more attempts to stop the PERB hearing by tag-team petitions to the California Supreme Court.

First, the “official” ballot proponents filed their petition asking the high court to stop the PERB hearing set to begin on July 17, 2012. While this petition was pending, the City sat on the sidelines and waited. Then, within hours after the Supreme Court had denied *their* petition on July 11, 2012, the City had its own petition ready for filing *the same day* asking the Supreme Court for the very same relief – i.e., stop the PERB hearing!

On Friday, July 13, 2012, the high Court handed down another swift denial of the City's petition, and the hearing began on July 17, 2012, at PERB's offices in Glendale, California before Administrative Law Judge (ALJ) Donn Ginoza.

The Mayor Takes the Witness Stand

On Wednesday, July 18, 2012, Mayor Sanders arrived in Glendale in response to the subpoena MEA had served on him. He raised his right hand and swore to tell the truth, the whole truth and nothing but. Under the weight of this oath, Mayor Sanders answered MEA's questions over the next five-and-a-half hours. He testified that:

- After the defeat of the Proposition D sales tax increase on November 2, 2010, a “now what” discussion began in the Mayor's Office about how the Mayor should spend his remaining two years in office. These discussions gave birth to his idea for a 401(k)-style pension plan to replace traditional pensions.
- On November 19, 2010, the Mayor issued a media alert “Fact Sheet” and posted a message on the City's website stating:

“The mayor also announced he will place an initiative on the ballot that would eliminate defined benefit pensions for new hires, instead offering them a 401(K)-style, defined contribution plan similar to those in the private sector. . . . (Mayor) Sanders and Councilmember Kevin Faulconer will craft the ballot initiative language and lead the signature-gathering effort to place the initiative on the ballot.”

- On the same day, Mayor Sanders held a press

conference on the 11th floor of City Hall to announce his plan to place an initiative on the ballot. The City Attorney stood with him at this press conference.

- In December 2010, Mayor Sanders was off to the Chamber of Commerce to pitch his initiative – with talking points in hand courtesy of his City-paid Director of Communications Darren Pudgil. Meanwhile, Mayor Sanders and Mayoral staff members Julie Dubick and Aimee Faucett participated in a series of meetings with the Mayor's long-time friend and campaign strategist Tom Shepard to discuss the Mayor's initiative.

- By early January, at the Mayor's request, Shepard had set up a fund-raising committee called “San Diegans for Pension Reform.” The first contribution (\$3,000) came from the remaining funds in the campaign treasury for the support of the “Strong Mayor” proposition in 2010. That committee's treasurer, April Boling, wrote the check payable to San Diegans for Pension Reform.

- On the evening of January 12, 2011, Mayor Sanders stood behind a podium bearing the City seal and delivered his “**State of the City**” address. This speech was the product of multiple drafts and a tedious vetting process before it was delivered with teleprompter assistance at the Balboa Theatre in downtown San Diego. The “State of the City” speech is required by the City Charter and Mayor Sanders delivered it *because he is Mayor*. He told his audience (and all of posterity) that night:

“This city is already a recognized leader in pension reform. And now, I'm proposing a bold step to complete our work. By creating a 401(k)-style plan for future employees, including elected officials, we'll contain pension costs and restore sanity to a situation confronting every big city (at 2415). . . .

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Legal Report

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Councilmember Kevin Faulconer, the city attorney and I will soon bring to voters an initiative to enact a 401(k)-style plan that is similar to the private sector's and reflects the reality of our times. We are acting in the public interest, but as private citizens."

- The same day, January 12, 2011, a **Mayor Jerry Sanders "Fact Sheet" was published on the City's website** touting: "Mayor Lays Out Vigorous Agenda for 2011 . . . On pension reform, the mayor vowed to push forward his ballot initiative to replace pensions with a 401(k)-type plan for most new city hires. . . The ballot initiative next year will build on the mayor's earlier pension reforms, which are projected to save \$400 million over the next 30 years."

- The Mayor and his staff continued their strategy meetings with Tom Shepard. The City's Chief Operating Officer Jay Goldstone accompanied the Mayor to at least a couple of these meetings with Shepard to discuss likely fiscal impacts of the Mayor's initiative. Goldstone also contacted the City's actuaries, Buck Consulting, to facilitate their communications with "San Diegans for Pension Reform."

- On-going media reports offered glimpses of what Mayor Sanders was doing behind the scenes – reports which, he agrees, his office never contested the accuracy of these media reports or asked for a correction or a retraction; for example, a UT/SignonSanDiego account published on 3/24/11 explained:

A proposed ballot measure by Mayor Jerry Sanders and City Councilman Kevin Faulconer . . . ; Faulconer and (Mayor) Sanders plan to announce the ballot measure Thursday as they launch a signature drive that would place it on the June 2012 ballot. By releasing their plan first, Faulconer and (Mayor) Sanders hope to rally the business community behind the ballot measure, "an important endorsement given how expensive it is to gather signatures and then fund a successful campaign." (Mayor) Sanders . . . has said he hopes permanently fixing the city's budget

woes will be his legacy as mayor." Faulconer and (Mayor) Sanders have already created a campaign committee called "San Diegans for Pension Reform," which has raised about \$100,000 and paid for legal and financial analyses of their plan."

- After "tough negotiations" with a handful of like-minded "private citizens" – but not with the recognized exclusive bargaining representatives of City employees – Mayor Sanders had a deal on what his pension reform initiative would look like. He stood front and center on the City Concourse on April 5, 2011, to announce it. Media reports described the event:

(Mayor) Sanders said the measure would create a national model. "We worked with a coalition of concerned citizens and the result is a legally defensible measure that will save taxpayers hundreds of millions of dollars that can be used to enhance vital city services for decades to come," he said. "The proposed ballot measure is the result of weeks of negotiations between Faulconer and (Mayor) Sanders on one side and DeMaio, the pro-business Lincoln Club and the San Diego County Taxpayers Association on the other side. . . . The compromise was largely driven by everyone's desire to focus the political clout and fundraising capabilities of the business community behind a single comprehensive ballot measure. T. J. Zane, president and chief executive of the Lincoln Club, said necessity motivated the two sides to create one measure they could all agree on. "We're up against the wall in terms of the city's finances," he said. "I think that when you're in that sort of situation you'll find the willingness on the part of all stakeholders to come to a compromise."

- When Mayor Sanders announced what he called the "next step in pension reform – and it's a big one," on April 5, 2011, he stood with "official" ballot proponents Boling, Zane and Williams, as well as Councilmembers DeMaio and Faulconer, and City Attorney Jan Goldsmith.

- When the three "official" ballot proponents (Lincoln Club officers Boling, Zane, and

Williams) filed the initiative paperwork with the City Clerk on April 4, 2011, the Mayor's Chief of Staff, Chief Operating Officer Jay Goldstone, and City Attorney Jan Goldsmith had already reviewed various drafts of the language and conferred with San Diego County Taxpayers' Association President Lani Lutar about it.

- According to published press accounts on April 9, 2011, City Attorney Jan Goldsmith said: "(CPRI) does provide pension relief within legal parameters."

- When the fund-raising and signature-gathering related to the initiative needed a boost, the San Diego Regional Chamber of Commerce sent an e-blast message to its membership entitled **"Message from Mayor Jerry Sanders."**

- Since CPRI was one of the Mayor's primary agenda items for his last two years in office, his staff provided assistance and support as necessary; they were given and accepted assignments per custom; they included CPRI-related activities in their staff "pre-brief" meetings; the Mayor's Director of Communications provided on-going support to the Mayor by preparing talking points for public events, accompanying him to press conferences, and either initiating or responding to media inquiries related to the initiative.

- As MEA's multiple requests to meet and confer arrived, Mayor Sanders was assured and re-assured by the City Attorney that "what he was doing was legal."

- Mayor Sanders' Director of Communications Darren Pudgil put the matter plainly in an e-mail response to the media: "Mayor is acting as private citizen – not as mayor" because, otherwise, if he had authored (CPRI) as Mayor, he'd have been legally obligated to meet with the city's labor unions – and while he wouldn't have been obligated to accept the unions' counter-proposals, he'd at least have to entertain them.

- Pudgil was not speaking out of ignorance. Mayor Sanders himself told a San Diego **CityBeat** reporter in early December 2011 – after MEA had made multiple written requests to meet and confer – why he used a "citizens' initiative:

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MEA Is Working For You...



Supervising Labor Relations Representative Nancy Roberts meets with Development Services employees to prepare for a meeting with City representatives regarding the impacts of the elimination of the Redevelopment Department.



MEA Benefits staff members Jon Hayes and Will Stover facilitate several Benefit Open Houses events prior to open enrollment.



Senior Labor Relations Representative Kelly Cruz and Curt Glaser speak with Jeff Berliner from CAL OSHA regarding mold issues and an overwhelming odor at Fire Headquarters.



MEA General Manager Mike Zucchet is interviewed by several news stations after the California Public Employment Relations Board (PERB) agrees with MEA's unfair labor charge against the City regarding the CPR ballot initiative.



Senior Labor Relations Representative Gwen Phillips talks with Parking Enforcement and Vehicle Abatement Officers at their training session in Balboa Park.



MEA Legal Counsel Ann Smith speaks to the media following a hearing before Judge Vargas on a court injunction on Proposition B.



MEA Managed Competition Director Cathleen Higgins drives a scarab at the Landfill Greenery while Landfill Supervisor Dana Armstrong monitors the windows.



MEA Boardmember and Steward Alice Daniels helps stack chairs and clean up after the General Membership Meeting.

Sam Cerrato

Library 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 was born in a small town called Pahokee which is about 2 hours north of Miami. My grandfather was a missionary pastor and he had a church in Florida where my mother and father met, got married and had me. I don't remember anything about Florida since I was only about a year old when we moved to San Diego. I pretty much grew up in San Diego (mainly in National City) and went to Ira Harbison Elementary, Granger Jr. High and graduated from Sweetwater High School.

I've had a job ever since I was sixteen. The only job I really enjoyed (other than at the library of course) was working at Fedco where I sold every electronic imaginable including calculators and even washing machines. It's funny when I think back now that I could sell washers and dryers like hot cakes even though I had never done a load of laundry in my life! (And yes, I do my own laundry now.)

What's a rather embarrassing memory from your childhood?

I can't believe I'm going to tell this story! There was this girl that I really, really liked and we were at the park playing volleyball on a Memorial Day weekend. At one point, the ball came to me and when I backed up to hit the ball, I tripped. Now tripping alone is pretty embarrassing but to compound the humiliation, when I hit the ground, I accidentally, shall we say, "passed gas!" If it could get any worse, the girl that I really liked was standing right next to me! All I can remember is running to my dad's truck just dying of embarrassment and not wanting to come out. I'm not sure how long I stayed in the truck, but it was long enough to where my parents gave up trying to coax me out and eventually we just left. My parents and the girl's parents were friends so I knew I would see her again and I remember refusing to go

anywhere for weeks because I knew she would be there.

When you were in high school, what star did you have a crush on?

Kelly Kapowski from *Saved by the Bell* is the first person that comes to mind. She is now on this show called *White Collar* and every time I get a chance to watch it, it brings back memories.

What brought you to the City?

My mom made me volunteer at the library one summer. At first, it didn't go well and she would literally have to bribe me to go. My mom worked at a library that had a full theater with lights and sound and occasionally they would have special events and programs and needed a volunteer to set up chairs before and after. Since I already knew a little about sound equipment, it was the perfect opportunity to get involved with something I was interested in. After that, I became a regular volunteer and interviewed for the library aide position when it opened up.

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

Although I had been an hourly library aide for 3 years already, I remember the first week I worked full time as a Library Clerk being a little tough. The transition from working 4 hours, 2 days a week to working 8 hours, 5 days a week was a big change. It was incredibly busy the first day that I worked the front desk and that night all I could dream about was checking out books and worrying that I had totally messed up patrons' records and just knowing that I would be fired.

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

This may sound cheesy and politically correct but it does mean something to me. I want members to know that I understand the responsibly I have as an MEA Boardmember, and when I vote on an issue I take it very seriously and I think about how it will affect the members who I represent.



2012 Benefit Open Houses

Thank you to all of those who attended one of the benefit open houses that MEA hosted last month. We held these events in several different City locations and at various times in order to make it more convenient for you to break away from your busy workday.

We know that the open enrollment process can be a bit confusing and overwhelming (especially for those of you who are new to the City). We hope that these benefit open houses provided you with an opportunity to have your questions answered by speaking directly to our plan representatives.

We also hope that you grabbed some of the free goodies our vendors donated and enjoyed the raffle (congratulations to Kim Ward who won the grand prize which was an iPad 2!). If you have any additional enrollment questions, please do not hesitate to contact MEA Benefits at (888) 217-9175.



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Members Ratify the FY 2013 Contract

Thank you to all of the MEA members who took the time to vote on our contract which was ratified at the end of April. We had a great turnout and the contract was overwhelmingly ratified with 98% voting "yes" to support the recommendation of MEA's Negotiating Team.

The City Council formally adopted the resolution on June 18th with Councilmember DeMaio voting in opposition. (Please continue to remember DeMaio's actions on Election Day in November!)

Although our hardworking Negotiating Team has only had a short reprieve, they will likely be getting back to work soon when the City figures out how it intends to implement Proposition B. Those negotiations will likely blend into our next contract negotiations which normally would begin early next year. Thank you to each member of our Negotiating Team who put in a great deal of time and energy in order to advocate on behalf of their workplace colleagues.

Please do not hesitate to contact MEA at (619) 264-6632 if you have any questions regarding the contract or the ratification process.



Labor Representative Overview January – July 2012

A total of 132 new cases were opened in the first 6 months of 2012. MEA's Labor Representatives have been engaged in a number of disciplinary action cases including terminations, suspensions and supplemental employee performance reports. In addition, there have also been a number of fact findings, industrial leave and LTD appeals.

Your Labor Representatives were also active during the MOU negotiations and are representing employees through the Special Salary Adjustment/New Class/Title Change process which runs concurrently with the contract negotiations time frame.

There have been several meet and confers which are a result of winning the Managed Competition bids, the elimination of the Redevelopment Division, budget impacts, changes in work schedules, Business Regulatory Consolidation and the restoration of library hours. MEA has assisted those employees who were impacted by the reduction in force which resulted from the Delivery Services Consolidation. Labor Representatives are also meeting with the City regarding the FY2013 budget.

Lastly, there has been a great deal of work dedicated to Proposition B, retiree health, the General Membership Meeting and other day-to-day labor representation activities. Clearly it's been a very busy first half of 2012! We are happy to report, however, that Labor Representatives Gwen Phillips and Marin Mejia are back from medical leave.

If you have any questions or would like to discuss a workplace issue, please do not hesitate to contact your MEA Labor Representative at (619) 264-6632.

SAVE DATE

MEA's Annual *Holiday Party*

December 15, 2012

6:00pm to 11:00pm

Tickets available soon!

Watch for an upcoming e-blast with more info.

Know Your Rights: Labor Management Committees

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

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

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

Notice of MEA Officer Election

It is time once again for Officer elections at MEA. Article V of MEA's Bylaws detail the regulations that govern our union's elections. Those regulations call for the announcement of procedures to be used to nominate candidates.

If you qualify and would like to run for office, please contact MEA at 619.264.6632 and we will send you a nominating petition.

All petitions must be received by MEA prior to the close of the September Board of Directors meeting which will be approximately 4:00pm on Wednesday, September 12, 2012. Please mail the petitions via U.S. mail or interoffice mail to MS 126, or drop it off at MEA's office. An MEA staff member will contact you to confirm receipt of your petition. If you do not receive a phone call, it is your responsibility to follow up with MEA. No late petitions will be accepted.

All candidates will be notified by the Election Committee as to the status of their application prior to ballots being prepared.

At the October 10, 2012 Board of Directors meeting, the Election Committee will report to the Board regarding the eligibility of all applications. At this meeting, all candidates will be given the opportunity to address the Board of Directors as well.

If you are interested in running for office, the Bylaws state the following:

Article 5, Section 2. Election of Officers shall be held in each even numbered year.

(a) At the time of determination of eligibility to be a candidate, a Regular Member must meet all the eligibility requirements for the Board of Directors and must have completed either: a) two (2) full terms as a member of the Board of Directors or b) one (1) full term as a member of the Board of Directors and one (1) full term as a member of the Negotiating team.

(b) At the August meeting of the Board of Directors in each even numbered year, a Nominating Committee will be selected in accordance with rules established by the Board of Directors. The Committee shall nominate at least one (1) candidate for each of the offices of President, First Vice President, Second Vice President, Secretary, and Treasurer. At the September meeting of the Board of Directors, the nominating Committee shall present its nominations.

(c) A call for nominations shall be published in an official MEA publication prior to the August meeting. The notice will list eligibility requirements for the positions to be elected and explain the procedures for nomination.

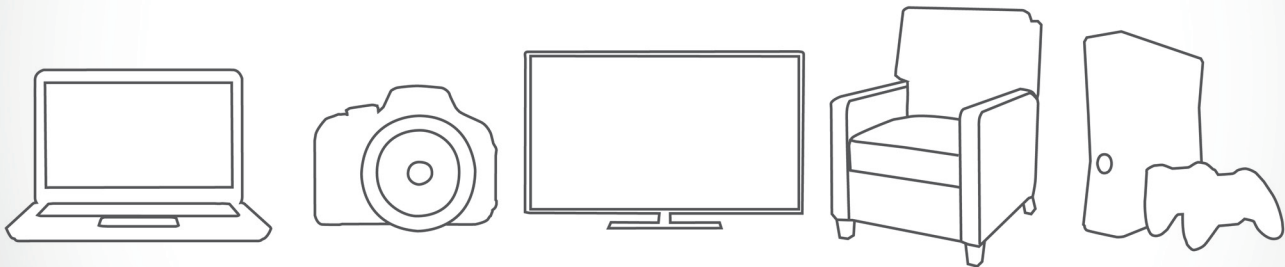
(d) Members of the Nominating Committee cannot be nominated for office by the Nominating Committee.

(e) Candidates for any office may also be nominated by a nominating petition signed by the candidate and at least ten (10) Regular Members. All nominating petitions must be filed with the Nominating Committee prior to the close of the September Board of Directors meeting, for review of conformance to nominating requirements. Filing is deemed accomplished upon delivery of the petition to the Nominating Committee Chair.

(f) At the October meeting of the Board of Directors, a portion of the meeting shall be set aside to allow each candidate an equal opportunity to address the meeting, pursuant to rules and procedures to be established by the Election Committee.

If you meet the criteria and would like to serve as an MEA Officer, please contact the MEA office for a nominating petition. If you have any questions regarding this election please contact the Chair of the Election Committee, Lisa Goehring (please leave a message for her at the MEA office and she will return your call).

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Making a Difference, One Smile at a Time



Congratulations and a special thanks to MEA members Kathy Aceves, Jessica Battaglia, Julie Gregg, Kristi Fenick, Danielle Grimm, Tammy Brooks, Andrea Esposito, Leslie Robinson, Leslie Willis and Karl Kramer who are the hard working staff members in the Park and Recreation Department's Therapeutic Recreation Services (TRS). This special group of employees creates and facilitates programs for children and adults who have disabilities in order to work on social and recreational skill development, leisure education, appropriate behavior and recreation participation in inclusive environments.

This year marks the 40th anniversary for TRS which was established in 1972 to provide activities in special education schools throughout San Diego. Through the years, the program has evolved into an award-winning, comprehensive therapeutic recreation program which serves an estimated 50,000 children and adults annually.

The TRS's calendar of events is chock-full of fun and interactive activities including cooking classes, trips to the San Diego Zoo and Disneyland, tandem bike rides, dances, movie nights, bowling leagues, talent shows, whale-

watching tours and even a ski trip to Big Bear.

The success of Therapeutic Recreation Services is a direct result of these dedicated City employees who have made such a long-lasting impact on so many children and adults who are disabled. Your selflessness and your commitment to enhance the quality of life of others serve as an example to us all. Thank you again and congratulations on this 40 year milestone!





Celebrating our Incredible Dispatchers

A week is simply not enough time to celebrate and honor all of the dispatchers in Police, Fire, Environmental Services and Station 38! These are the men and women who are responsible for staying calm and alert during the most stressful moments of an emergency.

Our dedicated dispatchers also serve as the critical link between the public and emergency services. Although most individuals do not get the opportunity to meet the person behind the comforting voice, their memory of and gratitude for the dispatcher's help is not soon forgotten.

On behalf of the callers who you have helped throughout the years, thank you to all dispatchers who have been there when they were needed the most!



Legal Update

continued from page 6

"You do that so that you get the ballot initiative on that you actually want," he said. "Otherwise, we'd have gone through meet-and-confer [negotiations], and you don't know what's gonna go on at that point through the meet-and-confer process." [The audio tape of this interview was admitted into evidence.]

- Despite having achieved "pension reforms" at the bargaining table in 2006 (Proposition B) and in 2008 (new 2009 pension plan) and again in 2011 ("historic deal" on retiree health benefits), Mayor Sanders never re-considered his pension reform agenda or how to achieve it once he had announced in November 2010 that he would "place an initiative on the ballot that would eliminate defined benefit pensions for new hires."

- On election night, Mayor Sanders stood with his allies at the Lincoln Club, including his fellow "ballot proponents" and proclaimed victory in achieving pension reform for the City of San Diego.

The PERB Hearing And Decision-Making Time-Table

Before the PERB hearing even began, ALJ Ginoza had heard and decided several pre-hearing motions, including the City's motions to disqualify PERB, to dismiss the UPCs, and to quash or limit the subpoenas and the documents requested.

Over the City's objections, ALJ Ginoza also consolidated MEA's unfair practice complaint (UPC) with the CPRI-related UPCs filed by San Diego City Firefighters, IAFF Local 145, AFSCME Local 127, and the San Diego Deputy City Attorneys' Association. All four UPCs were heard in a single hearing.

The PERB hearing concluded on July 23, 2012, after seven witnesses appeared to testify in response to MEA's subpoenas. The City called only one witness during its case, attorney Kenneth H. Lounsbery, who represents the "official" ballot proponents in the related civil case and who filed one of the Petitions for Review in the California

Supreme Court. Two-hundred-and-forty-five exhibits were admitted into evidence.

The parties anticipate that the transcript of the hearing will be available by mid-August, which will start the clock on the post-hearing briefs. Opening briefs are due within thirty (30) days after the transcript is made available, and reply briefs fifteen (15) later. If the briefing is complete as anticipated by the end of September (or thereabouts), ALJ Ginoza's proposed decision will issue within about sixty (60) days thereafter.

After the hearing, ALJ Ginoza denied the City's post-hearing motion to dismiss the UPCs. *However*, also after the hearing, the City filed *another* petition in the California Supreme court asking the high court to exercise its discretion to grant review of the Fourth Appellate District's decision which ordered the stay to be lifted and the PERB hearing to go forward. The City has argued to the high court that it should not wait for PERB to complete its administrative process under the statutory scheme but should hear the City's legal arguments now without the evidentiary record adduced during the PERB hearing. MEA filed an Answer to this Petition on August 14, 2012, and urged the high court to deny the City's request for review.

Once the ALJ's proposed decision is issued, objections or exceptions may be appealed to the full PERB Board. PERB's role is to determine whether the City violated the state's public sector bargaining laws in connection with Prop B, and, if so, what the appropriate remedy should be to effectuate the purposes of the meet and confer law. Once PERB issues a final decision or order, the unhappy party may seek a writ of extraordinary review before the Fourth District Court of Appeal. Once the Court of Appeal rules on the issues, the unhappy party has a right to ask the California Supreme Court to exercise its discretion to review the matter.

What Does Prop B Mean For MEA-Represented Employees?

The Secretary of State officially chaptered the Proposition B Charter amendments on July 20, 2012, and sent notice to the City by mail which arrived on July 31, 2012. Of

course, MEA's challenge to Proposition B will likely continue for months to come.

Meanwhile, the City agrees that it must meet and confer over the *implementation* of Proposition B as written. MEA is engaged in this process for the protection of represented employees while also reserving its right to continue to argue that Proposition B may not be lawfully applied to MEA-represented employees at all because of the City's violation of state bargaining laws.

The aspect of this implementation bargaining which has received immediate attention – especially in the context of the City's unilaterally-imposed hiring freeze – is the creation of a new defined contribution plan for new hires to replace their participation in the SDCERS defined benefit plan (the 2009 plan).

As to the remaining (and often confusing) features of Proposition B, the City agrees that any implementation will occur *only* after MEA's current MOU expires on June 30, 2013. However, MEA does not presently know (but has asked) whether or not SDCERS, as the administrator of the City's defined benefit plan, agrees with the City on this point or will take a different position regarding the effect these *other* Proposition B provisions have on the "pension plan document" it administers for current employees.

Be assured that your elected Negotiating Team is providing direction to these implementation negotiations and you will receive updates when and as appropriate.

*** Please visit MEA's website** to get a copy of the published decision in *San Diego Municipal Employees Association v. The Superior Court of San Diego County (City of San Diego and PERB, Real Parties in Interest)*(2012) 206 Cal.App.4th 1447. For additional background, please also see the E-News message published on May 7, 2012, entitled: "Breaking News from Ann Smith Regarding Pension Ballot Initiative – Setback for City at Court of Appeal."

Congratulations to the following MEA members who are celebrating anniversaries this year with the City of San Diego.

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

10 Years

Yvonne Blantz
Charlesglen Fredrickson
Kenneth Genz
Evelyn Gozum
Lane Harris
Pamala Hetzel
Paul Jacon
Leticia Jaramillo
Tania Lopez
Salome Martinez
Leticia Nevarez
Oscar Prado
Alma Rife
Rosa Rosales
Lyndsey Rower
Mika Shimada-Cicirell
Indu Singh

15 Years

Robert Campbell
Arian Collins
Franklin Fanua
Nathan Grima
John Havel
Vien Hong
Bonnie Pearson
Kathy Stevens
Nancy Tisnado
Lan Wiborg



Brenda Marie Pena
20 years

Brenda Marie Pena
Debra Campbell
Ron Castillo
Ricardo Cuevas
Roxanne Davis
Jeffrey Findley
Monica Foster
Lorraine Gain
Robin Gartman
Harry Herndon
Richard Kelley

Susan Mansell
Francisco Meza
Milvena Moore
Julie Olson
Mehdi Rastakhiz
Arminda Rocha
Richard Russell

Jose Sandoval
Nelson Sellona
Katherine Shankles
Leonardo Smith
Constance Van Keuren
Kim Vance
Julie Webb
Mark Wilcox

25 Years

Maurice Bedard
Jose Diaz
Kristina Fraijo
Dawn Jensen
Alberto Mejia
Walter Mulderig
Salvador Rodriguez

Ricardo Sanchez
Barbara Sharatz

30 Years

Ken Goebel
Maria Santacruz
Renee Tipton

35 Years

Jan Eby

50 Years

Ranger Dick
Whitmore



Kristina Fraijo
25 years

All in a Day's Work at the Miramar Landfill

For many of us, our average work week doesn't include a lot of unexpected curveballs or threats to our safety. That's not the case for the Hazardous Substances Enforcement Team (HSET) in the Environmental Services Department. For this small, yet well-trained group, each day brings about the possibility of exposure to waste and toxins, environmental risks and countless uncertainties which they must be prepared for.

This was the case on an early Sunday morning when a trash hauler attempted to dump some "junk" at the Miramar Landfill. After ESD employees Steven Grant and Dana Armstrong noticed some prohibited electronic devices being disposed of, Hazardous Materials Inspectors Ricardo Gloria and Rick Schafer were called in to examine the entire contents of the hauler's truck. Ricardo soon discovered a one gallon container of nitric acid a few feet where Rick found a seven pound container of potassium cyanide. If these two chemicals had combined during the disposal process, the mixture would have created lethal hydrogen cyanide gas which could have been deadly to anyone in the immediate vicinity. Hydrogen cyanide is used in gas chambers and in chemical weapons of mass destruction.

Most of us take our own safety (and those of the drivers who faithfully pick up our trash and recyclables) for granted when we drop materials off at the Miramar Landfill. Yet we are so fortunate to have the Hazardous Substances Enforcement Team who has the safety of both landfill patrons and their Miramar colleagues at the forefront of their minds. MEA is proud to represent the hard-working HSET employees who do so much to look after and serve us at the Miramar Landfill.



2012 General Membership Meeting

MEA's Membership Committee put on another great General Membership Meeting on July 19th. Members feasted on Abbey's Barbeque while children of all ages played games and made crafts with MEA staff members.

Members also heard from special guests Councilmember Todd Gloria

and Congressman Bob Filner who both praised City employees for their hard work and perseverance during a difficult and tenuous time.

Special commendations were presented, including Boardmember of the Year awarded to Joe Miesner, Volunteer of the Year to Mary

Enyeart and Steward of the Year to Graham Hufford.

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



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!



LeRoy Cunningham

After working for the Police Department for 24 years, I finally retired as a Senior Clerk Typist. I started as an Auto Messenger in 1988 and later became the Mail Center Supervisor. Times were a little different back then and the City actually allowed employees to move up to better positions. This made it hard to keep new Auto Messengers in the Mail Center but I always encouraged them when they had the drive and motivation to take advantage of new employment opportunities. Even when I lost great employees, I was always so proud to see them advance in their careers with the City.

I had the privilege of working with some truly wonderful colleagues who always applied their best to any task that was put before them. This was especially true for the Records Division, who, in my opinion, kept the Police Department operating at peak performance. My co-workers were also incredibly considerate, especially when expressing condolences to anyone in the group who had lost someone special.

On a lighter note, I also shared a lot of laughs with my co-workers. There are too many stories to share, but one that stands out happened during football season. I am a native of New Orleans (dats “Nawlin’s”) which means I’m a die-hard Saints fan. One of my co-workers who I called “Mi Rosa,” happened to be a Chargers and a Cowboys fan (actually she was a fan of any team that was having a great season). One time, we engaged in a friendly wager: either I would have to bake her a pound cake or she would buy me a 12 pack of Strawberry Jazz Pepsi. My Saints won me the bet and it took almost a year to drink my winnings. I would keep the sodas in my desk and every time I would open one, I would find her and let her know how delicious my winnings tasted. She eventually won one of our friendly wagers but the pound cake didn’t last as long as my drinks that I continued to enjoy throughout the year.

Even though I’ve retired, I don’t want to stop knowing what it feels like to work. I have applied for an auto mechanic class that I have been trying to take since the 1980s. I’ve also finally gotten the engine working on my 1972 Ranchero so I just have to finish the interior and the bodywork to complete the restoration.

I have been an ordained minister since 2005 and I enrolled in some theology classes about six months ago. Currently, I’m active preaching at my church (Lively Stones M.B.C.) and sometimes I’m called on to speak at other churches.

I must admit that I’ll miss all the battles we (MEA) fought against unjust policies and phony politicians. Even before I retired, I started missing all of the people in PD and MEA who had retired before me. I will always think of them and cherish the times (the good and the bad) that we spent together. I just want to say to all City employees, don’t stop fighting for your rights because nobody does it better!



Ronna Magown

I was hired as a Community Service Officer in 1985 and later became a Police Service Officer (PSO) when the job title changed. I worked for the City for 26 years and 34 days total, of which 24 years and 85 days were the best years I could have asked for when I served as a PSO.

I had so many memorable on-the-job experiences, but the one that has always really stuck out occurred in the 1990’s. During our line-up, a homicide detective gave us a vehicle description that was connected to a serial murderer who targeted women. Later that night, I was sitting in my van in the parking lot of

Base Liquor (off 32nd and National) when a car matching the detective's description pulled in. A man got out and went into the liquor store while a young woman waited in the car. The man soon came back out and I began to follow the car and notified the Police Department of my direction. Officers soon arrived and after an investigation, it was confirmed that the driver was indeed the serial killer. He was later convicted of three homicides and I am so relieved that the young girl (who had met him that night at a party) wasn't his fourth victim.

I was so fortunate to have served alongside the best men and women our world has to offer! The police officers I worked with were intelligent, ridiculously funny and sometimes a little raw. Yet they always took their jobs so seriously and really cared about making this world a little safer. Unfortunately, some of the funniest stories with my co-workers aren't fit for print :)

The thing that I will miss most is the feeling of being connected locally and knowing what's really going on when I watch the news. I feel like there is a certain relevance that will fade a bit when I'm not interacting with the world as I did with the San Diego Police Department.

I will spend the first year of retirement traveling, organizing, cleaning my home and playing with my three wonderful grandchildren. My husband and I are also going to take our 11 year old granddaughter on a Florida vacation and Caribbean cruise in September. After the first year of retirement bliss, I plan on finding a part-time job.



Jean Evans

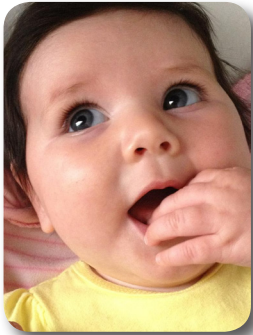
The way I came to the City was a little different than many employees. I had been out of work and had undergone three back surgeries from an injury at my previous job. I was eventually able to take some ROP computer and office skills classes. To pass a certain course, you had to work six weeks in an office and I was placed in the City Clerk's Record Center. After the six weeks, I passed the class and asked my City bosses, Kathy Joy and Connie Hart, if I could continue working there. They both said yes and I became an unpaid intern for the next year.

In 1991, the Records Center had an opening and I was hired as a paid employee. This was one of the most exciting days of my life! I never thought that anyone would want to hire a 44 year old grandmother. I worked in the Records Center for two years and spent the next 18 years in the City's Retirement Office.

Through the years, my bosses and co-workers were funny, sympathetic and caring individuals. They have been there for me throughout the years and I will always think of them as my extended family. The other part of that amazing group is my MEA union family. I have had the great pleasure of serving on MEA's Board of Directors and several other union committees. The Adopt-a-Senior/Family Committee was always so near and dear to my heart. I remember when the employees in each City department would work so hard to get everything on the families' wish lists. I was always so impressed with how MEA would go above and beyond to make sure that the families (and especially the kids) were taken care of. The committee members would stay late to gather and wrap the items and I remember laughing a great deal.

Retirement brings the opportunity to spend more time with my amazing husband, Jim. After he has a few more surgeries, we would like to go visit our grandchildren in Texas, Indiana and Alaska and some long-time friends in Reno. I suppose I also have a lot of things that I should probably do around the house. I would also like to take some classes and volunteer at the VA. But at the end of the day, I'd just like to spend more time with Jim. After coming so close to losing him multiple times, I'm not looking for a lot of adventure, just some quiet time with Jim.





MEA Labor Relations Representative Marin Mejia and her husband Mike welcomed their first baby on March 20th. Avalon Sylvia Boadicea Mychal Yapple Mejia weighed 8 pounds, 4 ounces.



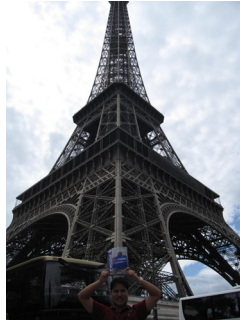
Congratulations to MEA members John Anderson and Irazema Garcia who welcomed their new addition, Johnathan Hunter Anderson on January 27th. Their baby boy weighed 9 pounds, 13 ounces.

MEA member Angela Ibarra and father Gary are happy to announce the birth of Andres Amos. Their little bundle was born on February 16th and weighed 8 pounds, 11 ounces.



SHOW US YOUR VIEWPOINT

The Viewpoint features a section of MEA members photographed with their Viewpoint in different (and hopefully exotic) locations. 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.



While vacationing in the United Kingdom, MEA Negotiating Team member Jeff Wallace made a stop in Paris.



MEA Treasurer Candi Mitchell and member Shirley (Harry) Bradstreet enjoyed a rugged weekend getaway at Superstition Mountain.

Contratulations...



1987



2012

Twenty five years ago, MEA member Phet Guiney became the first Indochinese woman in uniform to be hired by the San Diego Police Department.

Of the 500 applicants, she was one of only 8 candidates who were hired. Thank you Phet for your many years of service and for your unwavering commitment to those you serve.

Update MEA

If your work location or home address has changed, please contact MEA with your phone numbers, e-mail addresses, and mail station.

We want to make sure we have your most up-to-date contact information in order to best serve you.

MEA Making Us Proud

March 5, 2012

Dear Councilmember Faulconer,

I would like to take this opportunity to recognize one of your exceptional Park and Recreation staff members. Over the last several years, he has demonstrated excellent customer service, professionalism and outstanding attention to our beach community needs. He has provided helpful advice and guidance during several beach community projects which I undertook. He always followed through the with project commitments and never "ducked" my telephone calls. The employee is **Michael Ruiz**, Grounds Maintenance Manager for Shoreline Parks.

The Park and Recreation Department is very fortunate to have Mr. Ruiz as an employee. Mr. Ruiz should be recognized and acknowledged for his commitment to providing excellent customer service and professionalism.

Sincerely,
Gregory Miller, La Jolla

Dear Customer Support Division
Deputy Director Michael Vogl,

I'm writing in regards to my positive experience working with Cross-Connection Specialist **Daniel Moreno**. Daniel has been an immense help managing the Irvine Company through the backflow test and requirement process. He consistently resolves backflow processing issues for many of our properties that would have resulted in major service interruptions for our customers.

Regards,
Tina Voss

Hí Luis,

*I recently took advantage of the water conservation program your office offers. **Victor Sandoval** showed up at my residence on time. He was courteous, knowledgeable, and professional. He was also very patient when it came to answering my rudimentary questions about water conservation. He provided valuable info and easy to follow suggestions for conserving this precious commodity. Victor is an asset to your Department and to the City. Thank you.*

Hadi



Dear Customer Service Supervisor Tereza Thomas,



Tereza many thanks for your help today to move our water bill overpayment and reimbursement thru your system as quickly as possible. You and your team were quite helpful. As I mentioned

during our discussion, I wanted to single out **Tiffany Kennedy** for her outstanding customer service given to me last week as I tried to figure out where our overpayment was and how to get reimbursed. Tiffany was professional, relational and practical during our few phone discussions and subsequent email exchanges. She was exceptional and completely exceeded my expectations. My thanks again to you and Tiffany for gently walking me though your system to retrieve our overpayment.

Bill Taylor

Congratulations to the following employees who were recognized by their colleagues and supervisors and received the High 5 Award for the first quarter of 2012:

George Adrian
Lea Adriano
George Alfonso
Fabiola Amarillas
Aliscia Anderson
Kelly Balo
Robin Bowman
Mary Cantua
Jennifer Carroll
Cindy Rose Catapia
Will Curcio
Carmela De Jesus
Thomas Deeds
Johnson Delacruz
Staci Domasco
Monica Foster
Peggy Furtado
Laura Gaugh
Kevin Gensler
Lisa Goehring
Maureen Hall
Alisa Harris
Sherrie Hatchett
Pam Hetzel
Graham Hufford
Hassan Isa
Mike Ismail
Cynthia Joyner

Lee King
Denise Knighten
Mike Krasovich
Dixie Labbe
Valda Leitch
Tyra Miller
Candi Mitchell
Rosalva Morales
Joy Newman
Garry Norris
Jerry Odom
Seneca Page
Emma Pama
Hooman Partow
Lacey Pickett
Gary Richardson
Alma Rife
Salvador Rillo
Maria Robinson
Sonji Romero
Linda Ruiz-Lopez
Albert Sohikish
Stephen Sorrentino
Eric Swanson
Jeff Van Every
Ron Velarde
Skyla Wallmann
Doris Woods



Graham Hufford



Maureen Hall



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!

Stephanie Galbicka

My name is Stephanie Galbicka and I work as a 911 Fire Dispatcher. I am currently under treatment for an injury to both of my hands. I have exhausted all leave and I am in desperate need of hours to help with upcoming doctor appointments with a hand specialist, and possible rehab time. I would deeply appreciate any amount of help to see me through a difficult time. Donations may be arranged through Maria Navarro my Fire-Rescue Department Payroll Specialist. Thank you.

Monica Steward

My name is Monica and I am a Supervising CAL-ID Technician of the PD's Ten Print Fingerprint Examiners and Custodian of Records for the Department's subpoenas. I developed an illness several months ago which resulted in a surgery and hospital stay. I have been off work for the past month. In addition, within the next few weeks, I will need another surgery which will require an additional extended leave. I am on a single income and have exhausted all of my annual leave. Any donations of leave time would be greatly appreciated and your generosity will not be taken for granted. Donations may be arranged thru my Police Department Payroll Specialist. Thank you.

Patricia Cantrell

My name is Patricia Cantrell and I have been employed with the City at SDCERS since September 2001. I was diagnosed with Cervical Disc Disease in 2003, which has become very severe in my C1 through T2. It has become progressively worse in the past few years and my neck is now very unstable. I have been on FMLA for the past year and a half and I continue to use chiropractic, acupuncture and massage therapy after work on a consistent basis to help manage it. When the pain is too severe, I cannot work and have gone without pay in order to go to my numerous doctor appointments and cervical injections for the pain. Unfortunately, at this time I need to ask for help. I would deeply appreciate, and be sincerely grateful for any increment of time anyone can spare to help me at this stage in my life. Thank you in advance from the bottom of my heart.

Pat Brown

My name is Pat Brown and I work in the City Attorney's Office. I'm currently undergoing post cancer treatments with intensive chemicals to retard any future growth of cancer cells. These treatments will be on going for many years and any hours you could donate would be greatly appreciated. Thank you.

I'd like to acknowledge those of you who donated to my leave bank. It helped me a lot and I really appreciate your kindness.

**Thank you very much.
Daun Worthington**

new MEA members

Octavio Aceves	Daniel Glorae	Grace Neslen
Tamara Adams	Johannes Grey	Alvin Nguyen
John Alvarado	Eric Griffiths	Yvette Nourie-Burns
Kirstin Alvarez	Donna Guhl	Maria Nunez
Tim Anderson	Peter Guzman	Vincent Paniagua
Mary Anguiano	Naghham Hammi	Salvador Partida Jr.
Henry Anthony	Karen Hasan	Bonnie Pearson
Dana Armstrong	Bobby Hedrick	Patrice Percy
Linda Ayala	Cynthia Hernandez	Juan Perez
Eric Ballou	Kelly Hoy	Adrianne Peterson
Alexandru Bangean	Galina Hristova	Lisa Petty
Brooke Begay	Patricia Jenkins	Lynda Pfeifer
Grant Bowers	Katherine Jocelyn	Kimphu Phung
Mark Brunette	Joseph Johnson	Marc Pirazzini
Karess Caldwell	Kathryn Johnson	Samuel Portillo
Tyler Canales	Todd Johnson	Nadia Quezada
Stephen Cann	Victor Johnson II	Doree Racicot
Lorena Castellon	Trevor Jones	Karina Ramos
Irsa Castillo	Jonathan Junker	Juan Rangel Jr.
Marc Chambers	Milan Karas	Emeline Rechany
Kate Christensen	Kimberly Knox	Reyna Rendon Rojas
Elba Chua	Denise Lamb	Michael Rennie
Sabeen Cochinwala	Robert Lara Jr.	Scott Robinson
Cynthia Comacho	Tiffany Laster	Maria Rocamora
Sylvia Cox	David Lee	Lahib Romaya
Kent Cuevas	Scott Lee	Amir Ruhi
Kimberly Cwynar	Arianne Leigh	Ruslana Sadowski
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Patricia Echelberger	Salome Martinez	William Svec
Kelly Eisenstein	Cassandra Maslowski	Lauren Thibodeau
Raquel Elias	Gene Mavis	Monnee Tong
Richard Farinella	Denise McKinney	John Emiliano Urata
Romeo Feliciano	Carol Mendoza	Edward Vasquez
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Kristina Garcia	Lucas Moody	Jorge Wilkins
Melissa Garcia-Camacho	Berenice Mora	Alan Wong
Connie Gerlits	Arturo Mota-Raigoza	Kenneth Wright
Ina Gibson	LaMerle Mouton	Roy Wurth
April Gilbert	Victor Nava	Julian Zamora

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	\$35.50	\$42.00
Children (Ages 3-11)	\$27.00	\$32.00
San Diego Wild Animal Park Deluxe Package		
Adults	\$35.50	\$42.00
Children (Ages 3-11)	\$27.00	\$32.00
Sea World Day Pass		
Adults	\$48.00	\$73.00
Children (Ages 3-9)	\$48.00	\$65.00
Legoland		
Adults	\$56.00	\$72.00
Children (Ages 3-11)	\$56.00	\$72.00
Six Flags Magic Mountain		
Adults	\$32.00	\$61.99
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 2, 2012
MEA Finance & Executive Committee meetings

August 22, 2012
MEA Executive Committee & Board of Directors meetings

August 28, 2012
MEA Steward meeting

September 3, 2012
MEA closed for Labor Day

September 6, 2012
MEA Finance & Executive Committee meetings

September 12, 2012
MEA Executive Committee & Board of Directors meetings

September 25, 2012
MEA Stewards meeting

September 27, 2012
Executive Committee meeting

October 4, 2012
MEA Finance & Executive Committee meetings

October 10, 2012
MEA Executive Committee & Board of Directors meetings

October 23, 2012
MEA Steward's meeting

October 25, 2012
Executive Committee meeting

November 1, 2012
MEA Finance and Executive Committee meetings

November 4, 2012
Daylight Savings time ends

November 11, 2012
MEA closed for Veteran's Day

November 14, 2012
MEA Executive Committee and Board of Directors meetings

November 22 & 23, 2012
MEA closed for Thanksgiving Holiday

November 27, 2012
MEA Stewards meeting

December 6, 2012
MEA Finance & Executive Committee meetings

December 15, 2012
MEA Holiday Party

December 12, 2012
MEA Executive Committee and Board of Directors meetings

December 25, 2012 through January 1, 2013
MEA closed Christmas through New Year's Day



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information

Editor's Note

Some of you might have noticed that The Viewpoint has not been arriving at your home quite as frequently. MEA has decided to make The Viewpoint semi-annual rather than a quarterly publication in order to focus more attention on new member outreach and increased workplace site visits (please feel free to contact MEA if you'd like us to come to your department).

We will also continue to take advantage of more cost effective communication methods including MEA e-blasts and website updates. We hope that you will still enjoy reading the magazine, even if they come a little less often!



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