



San Diego Municipal Employees Association

Quarterly Newsletter
January - March 2012

viewpoint



**A Young Member of Our
MEA Union Family Shows
her Support for Mayoral
Candidate Bob Filner**



on the cover

Based on his solid voting record and his long-time support of public employees, MEA has endorsed Bob Filner for San Diego Mayor.

Please turn to page 14 to read Bob's comments concerning crucial City services and the public employees who provide them.

If you would like to join MEA and your City colleagues and volunteer on Bob's campaign, please contact MEA at 619.264.6632.

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President's Message

It is hard to believe that 2011 has already passed so quickly. I remember sitting down to write the President's Message for the start of 2011 and listing some of the challenges

and battles which would likely come with the start of the new year. I jotted down cuts to City services in order to address the budget shortfall, Carl DeMaio intensifying his assault on public employees, challenges to the retiree health benefit and the implementation of the Managed Competition Guide. Yet just as these obstacles were easy to anticipate, so was MEA's response to each of them; we organized our coalitions, rallied support and fought hard!

In the midst of the significant budget cuts and layoffs proposed for the City's FY 2012 budget, MEA's leadership met individually with Councilmembers to discuss our concerns and to present budget alternatives. We also had organized presentations and individual members testified before the full City Council to demonstrate just how these cuts would affect both City services and the City employees who have dedicated their professional lives to providing these crucial services. As a result of our Union's resolve to not accept the cuts and layoffs and our courageous members who spoke on behalf of all City employees, almost all of the proposed cuts were restored.

Just like 2010, Carl DeMaio spent 2011 attacking City employees whenever he had the opportunity. Although he might have won the air-time battle (thanks in large part to "fair and balanced" KUSI), we waged our own assault on his questionable arguments and tactics. General Manager Mike Zucchet debated Carl in well-attended public forums every chance he could get and also held KUSI accountable to their claim that labor unions had rejected their invitation to participate in the station's special "Sign-A-Thon" which was essentially an infomercial for the "Comprehensive Pension Reform" (CPR) ballot initiative.

Although MEA doesn't receive half the air time or newspaper headlines as sound-bite-grabbing DeMaio, we continue to take advantage of media opportunities while also working behind the scenes to challenge the legality of so many of Carl's ill-conceived policy claims, especially the CPR initiative. That is why MEA has filed a claim with the State's Public Employment Relations Board (PERB) which details how this measure is a City-sponsored initiative which means that the City's refusal to meet and confer

with MEA violates State law (turn to page 4 to read the complaint).

No one would dispute that negotiations with the City over retiree healthcare were complicated and drawn out. At more than one point, I was convinced that no agreement would be reached and we would end up in litigation once the City attempted to take away the entire benefit. During negotiations, two court rulings came out which confirmed that the landscape in the courts on our issues is about as bleak as it is in the political world. Not surprisingly, the Mayor's last, best and final offer to MEA was dismal and would have been a heavy blow to us all. With all of this as the backdrop to our discussions with the City, our Negotiating Team (led by the always amazing Ann Smith) persevered and tried to address the areas of contention while also scrapping together points of compromise. As a result, an agreement was eventually reached which provides MEA members with a level of certainty (rather than ongoing legal debate and prolonged litigation) as they make plans for their retirement futures.

Managed competition is like that sinus headache you get every year when the weather changes. It's there, it's inconvenient but it's also manageable. After three years of negotiations, litigation which ruled that the City had bargained in bad faith and an eventual agreement, we now have the Managed Competition Guide. The bidding process is time-consuming, stressful and frustrating for those employees who must demonstrate (again!) just how lean and efficient their departments already are. Yet the managed competition process has also affirmed what we already knew- nobody does it better! Our employee proposal teams have won handedly over the private bidders in the first two competitions because City employees have adjusted to difficult times and have found creative ways to do more with less. In doing so, we will continue to demonstrate to the privatization proponents that quality City services are most efficiently and proudly provided by City employees.

Although there are always areas where MEA can improve, I am especially proud of our organization and the strides that we made in 2011. Undoubtedly, 2012 will bring its own challenges for us to face and overcome. Yet with each challenge, we strengthen our resolve to unite and fight for what we have worked so hard for. So bring it on 2012, we are ready for whatever comes our way!

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- Stephanie Galbicka Fire Rescue
- Connie Higgins Police
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- Gabrielle Mead Police
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- Leon Sauls Transportation & Stormwater
- Janice Stevenson City Attorney
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MEA Attorney Ann Smith and General Manager Mike Zucchet have yielded their space in this quarter's publication so that we could re-print portions of MEA's unfair practice charge with the State's Public Employee Relations Board (PERB) related to the proposed "Comprehensive Pension Reform" Initiative against the City of San Diego. MEA is asserting that the initiative is not merely a "citizen's" ballot initiative, but rather an initiative proposed and sponsored by Mayor Jerry Sanders, which effectively makes it a City-sponsored initiative that requires negotiations with the City's recognized bargaining units, including MEA, before being placed on the ballot. Since the City refused MEA's repeated demands to negotiate the terms of the ballot initiative, this complaint alleges that the City committed an unfair labor practice that demands that the initiative be stopped. Due to space restrictions, portions of the PERB charge have been cut, but you can read the entire complaint on MEA's website at www.sdmea.org under "Latest News."

This Charge addresses an MMBA issue of critical importance to MEA and its members with far-reaching consequences for all public employees and their recognized employee organizations throughout the state. With clear precedent in place related to the obligation of public employers to meet and confer over matters within the scope of representation prior to placing an initiative on the ballot seeking voter approval to amend or revise a City Charter, the City has refused to meet and confer with MEA over a so-called "Comprehensive Pension Reform" ("CPR") ballot initiative headed to the June 2012 ballot because City claims that it is a "citizen's initiative" not "City's initiative."

However, as the evidence shows, this so-called "citizen's initiative" is merely a sham device which City's "Strong Mayor" has used for the express purpose of avoiding City's MMBA obligations to meet and confer. As City's CEO and Chief Labor Negotiator, this Mayor has used his City-paid time, resources, power, prestige, visibility and "good offices" to inspire, write, negotiate, endorse, and sponsor the proposed "citizen's initiative" which he has described as his "legacy as Mayor." In fact, the primary motivation for City's Mayor to use this subterfuge of a "citizen's initiative" to dodge City's

meet and confer obligations was this same Mayor's prior experience in 2007 with ballot initiatives styled as Propositions B and C which related to pensions and managed competition. ULP proceedings before PERB arose out of the Mayor's meet and confer with MEA over these ballot initiatives and led to a finding that the City had violated the law. Having publicly lamented the delays and frustrations associated with this prior process, City's Mayor essentially vowed "never again."

If the Mayor's course of conduct with regard to this CPR ballot initiative passes muster under this State's MMBA, the death knell will toll on the MMBA as an effective means to assure that this State's public employees have a voice at the bargaining table, through their recognized employee organizations, in addressing pensions and other mandatory subjects of bargaining before they appear on a ballot for voter approval. The City of San Diego must not be permitted to provide every other public employer in California with a blueprint for defeating the important legislative objectives defined decades ago in the MMBA.

Applicable Legal Principles

The MMBA imposes a duty on public employers to provide notice to a recognized employee organization and an opportunity to meet and confer over changes in wages and the terms and conditions of employment. This obligation exists whether the change would be a change in the Memorandum of Agreement, the City Charter, an ordinance or any other mechanism. Before an amendment to or revision of a City Charter affecting matters within the scope of representation may lawfully be placed on the ballot, a public employer is required to meet and confer with the affected recognized employee organizations.

The City of San Diego is governed by a "Strong Mayor" form of governance. City's "Strong Mayor" is Jerry Sanders who serves as City's Chief Executive Officer and Chief Labor Negotiator. Article XV of the City Charter establishes the Mayor's authority as the City's Chief Executive Officer and Chief Negotiator under both the Meyers-Milias-Brown Act ("MMBA") and the City's Employee-Employer Relations Policy 300-6, to determine, in the best interest of the City, the appropriate salary and other economic proposals to make at the start of and during the course of labor negotiations with the City's six employee organizations when conducted in good faith as the law requires. The Mayor initiates the MMBA

mandated meet and confer process with the City's recognized employee organizations. The Mayor hires outside labor counsel to conduct the required meet and confer with the recognized employee organizations.

While PERB has held that an employer has the right to "express its views on employment related matters over which it has legitimate concerns in order to facilitate full and knowledgeable debate," (*Rio Hondo*) employer speech that goes beyond mere expression of opinion or communications of existing facts, but instead advocates or solicits a course of action, is not subject to free speech protections. Thus, the City as the employer is prohibited from engaging in negotiations over matters within the scope of representation with persons or groups other than the exclusive representative as occurred here.

In determining whether or not the City has committed an unfair labor practice in violation of the MMBA, PERB will consider the actions of all officials and representatives acting on behalf of the City. The City of San Diego attempted to raise free speech rights as a defense in 2010 in *San Diego Firefighters, Local 145, I.A.F.F. v City of San Diego (Office of the City Attorney)* 2010 PERB Decision No. 2103-M. In that case, the City – through the City Attorney – advocated a course of action in circumvention of the exclusive representative, or otherwise used the communication to commit an unfair labor practice. In this case the City– through the actions of Mayor Jerry Sanders – has committed an unfair labor practice in violation of MMBA sections 3502, 3503, 3504 and 3505 and PERB Regulation 32604.

In 2008, City's Former City Attorney Cautioned That the Conduct of Mayor Sanders In Support of a Pension-Related Ballot Initiative to Amend City's Charter Would Require "Meet and Confer" Due to Agency Principles

In addition to the Mayor's actions in thwarting the MMBA by negotiating the provisions of the CPR ballot initiative with a small group of private persons, City Attorney Jan I. Goldsmith became a visible supporter of the CPR ballot initiative when joining Mayor Sanders and the proponents in a press conference on the City concourse during normal business hours in April 2011 – under the CPR banner! During media coverage of the initiative, he then offered his *legal opinion* that the CPR initiative "does provide pension relief within

legal parameters.” While the City Attorney asserts that he continues to have the rights of a private citizen, City Charter section 40 expressly provides that: “The (City) attorney and his or her deputies shall devote their full time to the duties of the office and shall not engage in private legal practice during the term for which they are employed by the City.” Thus, his opinion about the initiative’s “legality” when impacting pension benefits is readily understood as the legal opinion of the “City.” The City Attorney as City Attorney also issued an opinion concerning the base compensation component of CPR on January 10, 2011 . Notably, it is the City Attorney’s office which has responded on City’s behalf in rejecting MEA’s demands for meet and confer over the Mayor’s CPR ballot initiative.

However, in 2008, the prior City Attorney offered a different view when a bargaining impasse between City and MEA related to pension plan changes resulted in a hearing before the City Council pursuant to City’s Employer-Employee Relations Policy. When there were insufficient City Council votes to impose the Mayor’s “last, best and final” offer related to a new pension plan, Mayor Sanders reacted with anger and frustration – suggesting that he would lead an initiative to accomplish the changes he sought at the ballot box with voters’ approval.

Former City Attorney Michael Aguirre addressed the prospect of a *Mayoral*-sponsored “citizen initiative” in a Memorandum dated June 19, 2008, entitled “Pension Ballot Measure Questions.” Noting the Mayor’s rights and responsibilities under the Strong Mayor Charter provisions to represent the City regarding labor issues and negotiations, including employee pensions, he wrote:

While (the Mayor) does have the right to initiate or sponsor a voter petition drive , such sponsorship is legally considered as acting with apparent governmental authority, and will require the Mayor to meet-and-confer with the labor organizations over a voter initiative pension ballot measure that he sponsors. . . . The Mayor has ostensible or apparent authority to negotiate with the employee labor organizations over any ballot measure he sponsors or initiates, including a voter-initiative. The *City*, therefore, would have the same meet-and-confer obligations with its unions over a voter-initiative sponsored by the Mayor as with any City proposal implicating wages, hours, or other terms and conditions of employment.

With a change in City Attorney in December 2008 – and in view of the current City Attorney’s open support for the CPR initiative – a “new” legal analysis has apparently taken hold to provide “cover” for the Mayor’s activities and to lead the charge in rejecting MEA’s demands to the City for meet and confer as required under the MMBA.

City’s Course of Conduct, Through Its “Strong Mayor” Jerry Sanders, Violates MMBA

Although the CPR is being held out as a “citizen’s initiative,” the evidence is clear that the Mayor has spearheaded the entire CPR project from its inception. He engaged in private negotiations with a small group of representatives from the Chamber of Commerce, conservative Lincoln Club and “taxpayer” advocates, to determine what would be in the CPR relating to pensions, wages and other terms and conditions of employment. The fact of these negotiations was chronicled in the media. Mayor Sanders spoke openly of “concessions” he had to make during these negotiations (with persons and groups *to the exclusion of MEA and other recognized employee organizations*) in order to be unified behind a single proposition or ballot initiative to put before the voters for “comprehensive pension reform.”

On November 19, 2010 a media alert was put out by the Office of the Mayor entitled “Mayor Jerry Sanders Fact Sheet.” It states that “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.” The alert went on to state that “Sanders and Councilmember Kevin Faulconer will craft the ballot initiative language and lead the signature-gathering effort to place the initiative on the ballot.” The text of what was written in the media alert also appeared on the City of San Diego web site in the news center for the Office of the Mayor.

All communications and publicity relating to the CPR refer to Jerry Sanders as “Mayor Jerry Sanders.” On January 12, 2011, during his legally-required “State of the City” address, he stood on a stage behind a podium bearing the City’s seal and promised that he and the City Attorney “will soon bring to voters an initiative to enact a 401k-style plan.” He assured listeners that he and the City Attorney “would be acting in the public interest” but added

the caveat that they would be doing this “as private citizens.” The press advisory about this address, written and distributed by the Mayor’s City-paid staff, touted that the “Mayor lays out vigorous agenda for 2011” for the City, including “his ballot initiative to replace pensions with a 401k-type plan for most new city hires.” The initiative had not been finalized at this time.

Notice was put out by the Office of the Mayor and the Office of the City Attorney that they would be discussing “pension reform” on January 14, 2011, at City Hall. E-mails related to media strategy and pension reform were circulated amongst City paid-staff on City equipment during City work time.

The Mayor’s City-paid press staff used the pension reform ballot initiative to increase the Mayor’s national media profile. On January 11, 2011, Communications Director for the Office of the Mayor, Darren Pudgil, wrote to Fox News, “as the attached article from *Bond Buyer* demonstrates, the City of San Diego is a national leader in pension reform. We’re eliminating pensions as we know them and putting in place a 401-k plan like the private sector. My boss San Diego Mayor Jerry Sanders is available any time to come on the Factor to talk about what he’s doing here in San Diego....Just let me know.”

The Mayor’s City-paid press staff also handled media questions regarding the ballot initiative, including questions about a quote by TJ Zane, a CPR proponent, about a conversation “that perhaps started the ball rolling, that as I understand it, the Mayor had made to Bill Lynch [Lincoln Club Vice Chair] to ask for the Lincoln Club’s help in getting to a singular initiative. It may have been a direct request on the mayor’s part to Lincoln Club leadership to facilitate as intermediaries.” The Mayor’s City-paid press staff also addressed a second TJ Zane quote relating to the fact that the “city’s unions were not involved” in any discussions relating to CPR.

Events related to the ballot initiative were regularly discussed at “staff pre-briefs” with the Mayor in the Mayor’s office at City Hall. The meetings were attended by more than a dozen key City staff members. Staff discussion topics include “Pension Reform Press Conference” and “Pension Reform Financial Analysis.” These meetings involving City-paid staff

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took place during City-paid work hours in the building at the center of City government.

On September 7, 2011, CityBeat published an article quoting from an e-mail sent by Darren Pudgil, the Mayor's Communications Director and a *full-time, paid City employee*, explaining why the Mayor was bringing the ballot measure forward "as a private citizen - not as mayor."

"If Mayor Sanders had authored the initiative, he'd have been legally obligated to meet with the city's labor unions - which is exactly what happened in July 2008. While he wouldn't have had to accept the unions' counter-proposals, he'd at least have to entertain them. The mayor took this route because the public deserves the right to decide a measure of this magnitude and importance."

On November 9, 2011, Pudgil tweeted "Look for mayor on the morning shows today making pitch for his pension reform initiative, now headed for June ballot. Many people to thank." In each instance, Pudgil was describing what his boss Mayor Sanders was doing to promote the CPR ballot initiative – and Pudgil himself was doing so as a paid City employee.

On December 7, 2011, CityBeat reported that "pension-reform proponents chose to go the citizen-initiative route in order to avoid negotiating with the unions that represent city employees." Mayor Sanders was then quoted as saying "You do that so that you get the ballot initiative on that you actually want... 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."

In the wake of MEA's repeated demands and City's repeated refusals to meet and confer over the CPR ballot initiative, Mayor Sanders just delivered his legally-required 2012 "State of the City" address on January 11, 2012. On this occasion, he did not directly discuss CPR. When MEA's General Manager Michael Zucchet asked Mayor Sanders during a pre-speech briefing on January 10, 2012, if he intended to include remarks about pension reform, Mayor Sanders chuckled and said he would not be doing so because he would be "on a stage behind a podium with the City's seal on it." Yet this is precisely where he stood – at a podium bearing the City seal – on January 11, 2011, when he delivered his legally-required "State of the City" address

as Mayor a year ago announcing his intent to "bring to voters an initiative to enact a 401k-style plan." And this is where he stood again in April 2011, on the City concourse outside City Hall during City work time – at a City podium displaying the City seal with *City Attorney Jan Goldsmith* at his side and the CPR banner displayed – advocating for CPR in the company of *its "citizen" proponents* – TJ Zane and April Boling, as well as other private citizens with whom he had "negotiated" over CPR's terms.

City Has Justified Its Refusal to Bargain By the Fiction of a "Citizens' Initiative" and By Misplaced Attention on the City Council Not the Strong Mayor

In rejecting each of MEA's several demands for meet and confer over the CPR Ballot Initiative, the current City Attorney merely emphasizes the fact that the *City Council* is *not* proposing this ballot initiative and did not act "as a body" to authorize the Mayor to use the resources and power of his office to sponsor it. As a result, the City Attorney argues that the *City's* admitted MMBA obligations to meet and confer have never been triggered with regard to it and that the *City Council* will play a strictly ministerial role in placing Mayor Sanders' *legacy* pension reform initiative on the ballot if it otherwise satisfies the procedural requirements set forth in the Elections Code.

A proper legal analysis cannot begin and end with the fact that the *City Council* is *not* proposing this ballot initiative. This fact has never been in dispute. But the City Council is not empowered to act as the City's Chief Labor Negotiator under the Charter's Strong Mayor Form of Governance – the Mayor is; the City Council does not initiate the MMBA-mandated meet and confer process with this City's recognized employee organizations – the Mayor does; the City Council does not direct the activities of this City's Human Resources or Labor Relations Office – the Mayor does; the City Council does not employ outside labor counsel to conduct the required meet and confer processes in accordance with law – the Mayor does. The City Council's ability to fulfill its proper role on behalf of all residents across eight Council districts when influencing the Mayor's bargaining positions and/or in resolving any impasse at the bargaining table between the Mayor and this City's unions *depends* upon the Mayor's good faith fulfillment of his Charter-mandated role as Chief Negotiator. Where he fails to do so – as occurred here – he undermines the proper

balance of power and shared governance established by the City Charter.

Moreover, *all* of Mayor Sanders' actions and activities related to this "pension reform" ballot initiative had to be undertaken for the *benefit of the City* because, if not, he would have been acting in violation of the City's Code of Conduct and Conflict of Interest policies and regulations applicable to all elected officials and City employees. These policies unequivocally prohibit the Mayor from engaging in any activity which results in using the prestige or influence of his City of San Diego office or the City's time, facilities, equipment or supplies for his *private* advantage. Accordingly, it cannot be credibly argued that Mayor Sanders has acted as a *private citizen* with regard to his "legacy" initiative.

Finally, the course of conduct shown herein demonstrates that Mayor Sanders, acting in his capacity as *Mayor* and not as a private citizen, has clearly made a determination of policy *for this City* related to mandatory subjects of bargaining – and then promoted this determination using the power of his office as Mayor as well as its resources. He has initiated, formulated, funded, written, and negotiated the terms of CPR which are matters within the scope of MEA's representation of 3,800 City employees. He has done so while refusing to meet and confer with MEA and instead negotiating in private with a handful of like-minded supporters. And leaving no room for any doubt in the matter, Mayor Sanders has announced **that this initiative will be "his legacy as mayor"** – not the landmark agreements *negotiated with MEA under the MMBA* to substantially lower pension benefits for new hires in 2009 and to reform retiree health benefits in 2011.

Mayor Sanders' indisputable activities cannot be dismissed as the simple exercise of free speech by an elected official. The ruse of a "citizen's initiative" cannot lawfully defeat the legitimate rights of MEA and 3,800 City employees – not to mention the far-reaching anti-MMBA consequences for hundreds of thousands of Californians who work in the public sector. An unfair labor practice has occurred here and must be redressed to assure the continued vitality and uniform application of the important provisions of the MMBA at issue.

MEA Is Working For You...



Joe Mansollilo from the Federal Mediation and Conciliation Service provided valuable training to MEA stewards at a recent meeting.



Political Action Committee (PAC) members interview mayoral candidate Bonnie Dumanis.



MEA General Manager Mike Zucchet was a panelist at a pension forum with April Boling (CPA), Lani Lutar (San Diego Taxpayers Association) and Vladimir Kogan (co-author of *Paradise Plundered*). Mike questioned the Taxpayer's Association's assertions concerning the supposed savings from the Comprehensive Pension "Reform" (CPR) initiative.



Senior Labor Relations Representative Kelly Cruz and the Fire Communications Labor Management Committee met with Fire Management and Labor Relations to discuss proposed changes to the fire dispatchers' work schedules.



First Vice President Bob Cronk was interviewed by KUSI following the press conference announcing MEA's endorsement of mayoral candidate Bob Filner.



MEA staff members Cathleen Higgins, Mike Zucchet and Nancy Roberts met with the Labor Relations Department to discuss the implementation of the employee winning bid in Fleet Services.

Susan Taylor

Real Estate Assets

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 San Diego and graduated from Point Loma High School. My husband and I lived in Ocean Beach after we got married but moved to Spring Valley when we bought our own house. We've now lived there for the last 20 years.

My husband's name is Leigh and he's a musician/voiceover artist. He has a band called the Watermark Tribe. We have two kids, Caleb (21 years old) who is in college and Megan Kya (5 years old) who is in kindergarten. Caleb is an artist and a good one at that (so says mom)!

I started working with the City on December 7, 1981 – just over 30 years ago! Believe it or not, I have been in the same department (Real Estate Assets) the entire time.

What is one childhood memory that can still make you smile to this day?

Growing up near the beach, camping in the local mountains, fishing and just enjoying all the outdoorsy things San Diego had to offer (and totally not knowing how special it was!). I spent a lot of time fishing on the OB pier and catching perch. Our family ate abalone every time that my dad would go out. I think my family contributed greatly to abalone's demise...

What was the make/model of your first car?

The first one I bought myself was a used 1972 Dodge Dart. As time went on, small things started falling apart. I replaced it with a brand new Subaru wagon and drove that until 2001 when it had 250,000 miles on it!

Which singer or band could you recite all of their songs when you were in high school?

Probably no singer or band. I really like music but didn't tend to listen to the music everyone else listened to. I was never much of a groupie (except for with my husband's music).

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

Nothing. When no one is looking, I sit and do nothing! But when they look again, I get all productive.

Do you have any hidden talents?

They are only hidden at work. I play a smattering of instruments—piano, guitar, violin, bass, flute and trombone. The only instrument that I play semi-regularly at the moment is bass, though don't ask me to play you a song.

What brought you to the City?

A bus. Really, it was a bus. For some reason, I vividly remember taking the bus downtown. Downtown seemed so big (now it seems very small). But really, what brought me to the City was that I was trying to find a job while going to school. My parents weren't rich and I figured a job would help pay for my education. I never imagined it would be a career, but within two years of getting my job with the City, both of my parents died and I think that contributed to why I stuck around.

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

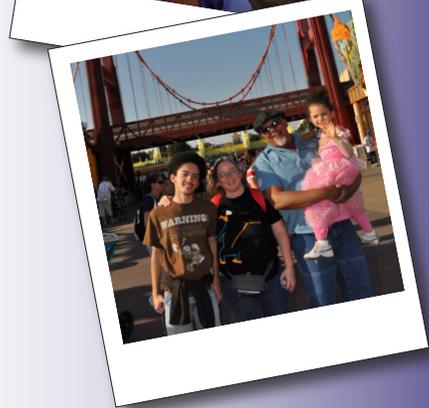
I was 19 years old but everyone thought I was younger. I used to do mail runs from our department to other departments. I remember people would ask me, "How old are you? You look 15!" I was so young and everyone else seemed so old. My supervisor was great and taught me so much about how to conduct myself. Everyone should have a supervisor like that! I called her up the other day on the anniversary of my 30 years and thanked her for hiring me. She is in her 80's now.

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

To get better at something. Yes, that's pretty vague, but I do so many different things in my job that I feel like I never have the chance to concentrate on any one thing. So I'm going to pick something, maybe working with GIS, and try to learn more about it.

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

I've already told them more than I want them to know! I get a lot of satisfaction from doing my job and doing my job well. I think that if I can encourage anyone at all, I'd say to find ways to challenge yourself in your job and you'll be much happier than if you're just putting in your time day after day. I rarely get bored. Every day I seem to come across something new to learn. That's the key to a career of over 30 years with the City.



MEA Children's Holiday Party 2011

With another year came another great Children's Party! On December 11th, MEA members' children enjoyed an afternoon of pizza, games, goody bags and a special visit from Santa Claus himself! It's safe to say that the kids had a great time and took advantage of all of the arcade games and rides that The Boardwalk had to offer.

For many youngsters (and those young at heart!), this has become a fun-filled event that they look forward to every year. Thank you to all of those who volunteered their time to help make the Children's Party so enjoyable. We are already planning for next year's event and look forward to seeing how much all of the babies and kids will have grown by next December!



Supporting One Another During Tough Times

2011 was a year of some ups and downs for us all. For two special families, the challenges were immense but so was the love and support they received from their family and friends.



MEA member Sarah Johnston and her husband Frank were eagerly expecting the arrival of their first baby when Frank (32 years old) had a heart attack. After being resuscitated, he was hospitalized and placed in an induced coma.

After three failed attempts to get him out of sedation, the doctors were finally able to safely bring him out of his induced coma. Through what Sarah can only call a miracle, Frank is alive today. Sarah also had an unscheduled C-section and she and Frank are now the proud parents of their beautiful daughter, Sienna. The end of 2011 was filled with a great deal of emotional, physical and financial obstacles for Sarah and her family to overcome.

The couple's family and friends have created a website which provides more information about their experience and ways that you might be able to help:

<http://sites.google.com/site/4frankandfamily/>



MEA member Jennifer Garcia is a single mom and the eldest in her family. Regrettably, her mother was diagnosed with Stage 4 cervical, ovarian, uterine and breast cancer which has spread to her lungs, liver and lymph nodes. As her primary caregiver, Jennifer has exhausted all of her City leave time and has taken leave without pay when she has to take her mother to her numerous treatments and doctor appointments. This has taken a financial toll on Jennifer and her family and she now has added a second part-time job to help make ends meet.

After speaking to Jennifer just once, you are taken aback by what a strong, courageous and positive person she is. When asked if MEA could help during these tumultuous times, she wanted nothing for herself and only spoke about the needs of her son and family.

Although this year will continue to be filled with a great deal of challenges for Jennifer and her family, they are so grateful to have one another and the support they have received from her family and friends.

Any contributions to Jennifer's catastrophic leave bank would be greatly appreciated. Please contact your payroll specialist for information of how to donate.



Special thanks to Ann Smith and the law firm Tosdal, Smith, Steiner & Wax, California Bank & Trust, San Diego Gas & Electric and the Rancho Bernardo Community Council for their generous donations which helped fund the costs of this event!

Labor Representation Quarterly Overview

October – December 2011

67 new cases were opened for this quarter (23 in October, 26 in November and 18 in December).

If you or anyone you know is retiring soon, please contact Risk Management regarding insurance you may wish to convert to a private policy. We have a member who recently retired and was rejected by the life insurance company because she did not make the request within the required 21 days. Risk Management had not sent her the information on time as they are behind in getting packets out due to the high number of employees retiring. Please be proactive in getting the needed forms or information.

All but one of the eleven submitted requests for Special Salary Adjustments and New Classes were approved for study by the Civil Service Commission. There are three requests for Special Salary Adjustments and seven requests for New Classifications. Meetings with the employees, the assigned Personnel Analyst and their MEA representative have been scheduled during the month of January. The first round of recommendations from the studies will be presented at the Civil Service Commission meeting in February.

MEA Labor Representatives have been engaged in a variety of meet and confers regarding policy matters with various City departments and Labor Relations staff. The issues being discussed include take-home vehicles in the Fire Department, issuance of passports by City Clerk staff, changing from a 12 to an 8 hour shift in Fire Communications, modifications to lunch periods in Police Communications and outsourcing first level parking appeals in the City Treasurer's Department. We are also in meet and confer regarding the outcome of Fleet Services winning the Managed Competition bid.

In addition, Labor Representatives have been engaged in a number of disciplinary action cases, including several terminations, LTD appeals, fact findings and supplemental employee performance reports. They have also been answering questions about the new retiree health MOU.



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Know Your Rights:

The Family - School Partnership Act

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

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

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

Reasonable Notice: Employees are required to give reasonable notice of their intent to participate in school activities; generally, seven (7) days in advance, unless such notice is not possible.

Type of Leave: Employees may use accrued annual leave, compensatory time or, if the employee has exhausted all paid leave, may use leave without pay.

Amount of Leave: State law allows up to eight (8) hours per month, or forty (40) hours per school year of leave for parents of school-age children (K thru 12).

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

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

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

Naughts & Noteables

Naughts and Noteables is a 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 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!

Camp Run-A-Mutt

3265 India Street
San Diego, CA 92103
619-795-6421

4030 Sports Arena Blvd.
San Diego, CA 92110
619-225-2267

This is a new facility for doggie day care. It has a very clean and friendly environment with reasonable prices. If you have a four-legged friend that you need to leave in good hands, Camp Run-A-Mutt is the place.

*Reviewed by: Victoria Bender
Retired Member*

Antique Row Cafe

3521 Lemon Grove Ave
Lemon Grove, CA 91945
(619) 828-0071

Large portions, good prices, staff like family. The Seared Ahi Tuna (on Fridays and Saturdays) is awesome.

Tuesdays is all-you-can-eat catfish- it's the freshest in San Diego!

Reviewed by: Margaret Pamela Glover
Purchasing and Contracting
Department

Cabrillo Dental

7695 Cardinal Court, Suite 300
San Diego, CA 92123
(858) 277.9300
info@cabrillodental.com

Great customer service and dental care. Highly recommended!

*Reviewed by: Christian Silva
Business Office*

Miramar H & A Specialist

9491 Black Mountain Road (between
Activity Rd and Miramar Rd)
San Diego, CA 92126
(858) 689-9800

I've been going to them for 22 years. Super honest mechanics certified for Honda, Acura, Toyota and all other

makes and models for cars. Integrity, honesty and quality workmanship is their motto. Family-owned business. They never have to advertise, just through word of mouth. Everyone needs an honest mechanic and this is the place! They mostly use genuine parts and I've taken my European cars to them and they've done excellent work at very reasonable prices. Love them!

*Reviewed by: Michelle Abella-Shon
Fire Rescue 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.

17th Annual Adopt a Senior Event

For the 17th year in a row, MEA's Adopt-A-Senior Committee put on another special event for 50 deserving Park and Recreation Department senior volunteers. Special guest Councilmember Todd Gloria took a great deal of time to acknowledge and applaud this special group of seniors for their countless contributions to the City of San Diego. Senior volunteers field calls and assist guests who call and visit various public locations including the City Administration Building (CAB) and Balboa Park's Senior Lounge. In total, senior volunteers account for over 1,000 volunteer hours each month! We are so lucky to have such a willing and capable group who lend their time and institutional knowledge to assist others. MEA looks forward to taking part in next year's Adopt-A-Senior event in order to highlight the volunteer efforts of our amazing seniors.

Special thanks to Ann Smith and the law firm Tosdal, Smith, Steiner & Wax, California Bank & Trust, San Diego Gas & Electric and the Rancho Bernardo Community Council for their generous donations which funded 100% of the costs of this event!



Bob Filner: Standing Up for City Employees

MEA-endorsed mayoral candidate Bob Filner spoke the following words at a recent event. Unlike other mayoral candidates who have blamed, vilified and/or attributed the City's financial woes to public employees, it is refreshing to know that not only does Bob not blame you, but he actually recognizes and values the public services that you provide on a daily basis!

This, along with his impressive resume and voting record of supporting public employees, is why MEA has endorsed Bob. We look forward to working with him when he is elected mayor of San Diego!

If you would like to join MEA and your City colleagues and volunteer on Bob's campaign, please contact MEA at 619-264-6632.

"Unlike all the other candidates, I want to thank you for your service to the City of San Diego. I am honored to have your endorsement; I am truly honored.

You know, public employees are taking a beating around the nation and in San Diego. Yet these are the people who give us our daily services. Our quality of life depends on them. We should be honoring them, respecting them, making sure their morale is high because then their service is better to us. That is what we need to do in the City of San Diego.

Let's get one thing straight about our pension mess, and it is a mess, but these guys didn't cause it. These guys didn't cause it. The value of our pension stocks went down, why? Because of Wall Street, not them. We got a big debt because of the criminality on Wall Street and we've had past mayors, like Ms. Golding and

Mr. Murphy who raided the pension fund for their own projects when they said, "We're not going to spend any public money on the Padre stadium. We're not going to spend any public money on the Republican Convention." So they raided the pension fund. That's why we're in this mess—not because of these guys. Yet we have people rallying people up against them. They have taken, as Mr. Zucchet said,



a beating in the last half dozen years. They have paid the price for the mess we're in. But they were the only ones willing to make some sacrifices but now we all have to be in it and we've asked enough of them.

There is a so-called pension "reform" initiative on the ballot, the DeMaio-Dumanis-Fletcher measure. It is a fraud, and it does nothing to help this city but it uses these public employees for the political benefit of those politicians. What it says is that we

"Let's get this pension mess off the table"

will put all new employees on a 401k which means that you are subject to the stock market. The stock market goes up and down hundreds of points. I think what is really behind this is that with a 401k, you won't need a pension because you'll have a heart attack just watching it go up and down! But remember that these folks do not have Social Security.



People come up to me and say, "What's wrong with a 401k, I have a 401K?" Yeah, but you have Social Security too, they do not. So it's

completely unfair and it doesn't do anything in terms of saving money. In fact, because of state and federal laws to set up a new system, there is almost a \$100 million dollar transfer from the old system to the new system in the first 6 years. It takes money away from our pension system and makes the debt even more which makes our payments even higher. The only savings in this initiative is from them agreeing to a zero salary increase over the next 5 years. Yet they can't legally do that in the initiative because this is a collective bargaining right. So the initiative doesn't do anything, it is a fraud.

"Let's negotiate a fair contract with them"

I have a plan which places a cap on management pensions. Remember all of the horror stories you hear by the way of the \$200,000-



250,000 pensions are paid to the management folks who get bonuses in their last few years which raises their pensions. So let's put a cap on those people. In fact, I could do it on my first day of mayor because it is not collective bargaining. As a matter of fact, I challenge Mayor Sanders to put a cap on those salaries today. Put a cap on those pensions today! He could do that, he doesn't need to wait. He's the mayor and I'm going to be the mayor in a year. Why wait for a year? Put the pension cap on now. It won't affect 98% of our employees, by the way. However, it will get rid of the horror stories that these guys are running on. Let's do it today.

"It's a fraud"

I've talked to Mr. Zucchet and some of the others who run the collective bargaining units. They would like a 5-year labor peace in a contract that has to be negotiated but, if we did that, it would bring down our debt and our payment just by having a 5-year contract because our debt and our payments are based on projections of a presumed salary increase of 4%. Well, what if we negotiated something less? Whatever we negotiate is then fixed

and it brings down the actual payment and the actual liability. We can refinance our debt with bonds that will bring down our payments [our annual payments over the next decade] to \$500 million dollars. Let us put \$500 million in our general fund without new taxes, without throwing these guys under the bus and fix the potholes, keep the libraries open, keep the fire stations open without new taxes. That's what we can do. That's what I think these guys would appreciate. Let's negotiate a fair contract with them. Our quality of life depends a lot on our public employees. If the citizens of San Diego want better services, want a higher quality of life, then let's treat our public employees with respect and with dignity and not throw them under the bus.

Let's get this pension mess off the table; we have been concerned about it for 6, 8, almost

“Let's treat our public employees with respect and with dignity”



10 years now. Let's pivot to the real issues of this city. Let's create the jobs that we have lost when the defense industry had to almost shut down. Let's create livability and a sustainable lifestyle in this city. Let us give power back to the neighborhoods—away from the downtown private developers and fix the infrastructure in our neighborhoods.

Those are the issues that people really want to hear about. We can fix this pension mess without throwing employees under the bus. But let's use our incredible potential, our incredible resources, our incredible assets as a city and really move forward. We could create thousands of jobs right at the Port by becoming a maritime center. We could become the solar energy capital of the United States. Not only do we create the jobs, but the mayor, the president of the school board and other public officials

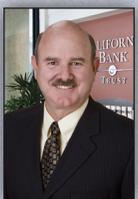
can say that all of our public buildings will be solar powered. What does that do? That creates a tremendous demand that the private sector will meet. That brings down the cost for private home owners and business owners to use solar panels and photovoltaic cells on their properties. We can change this city. We can talk about affordable housing and public transit in a whole different way and we can bring power back to the neighborhoods. That's what we want to do.



I am honored to have the endorsement of the Municipal Employees Association and we look forward to working

throughout this city. We're going to walk every house in this town in order to counter the money that the other guys have. So let us finally say that the Dumanis-Fletcher-DeMaio plan is a fraud and let us give respect to our public employees and really move this city forward”.

Connected to our Community



Proud to be the Official Bank of the San Diego Municipal Employees Association. For more than fifty years, California Bank and Trust has supported the organizations that foster the enrichment of the neighborhoods where we do business. It's our way of contributing to the growth and prosperity of our local community.

Connect with Robert Whitelaw, El Cajon Branch Manger today at **(619) 593-4418**.



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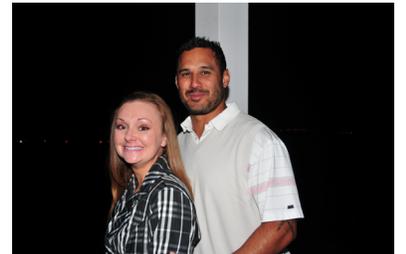
MEA Holiday Party 2011

On December 3rd, MEA members and their guests rang in the holiday season at the 2011 MEA Holiday Party. The nearly 300 attendees enjoyed a great dinner and the company of their friends and City colleagues. DJ Nate (also a City employee) played hit after hit and kept everyone dancing well into the night.

In between song sets, Committee Chair Greg Woods called out the winning raffle ticket numbers with several lucky partygoers winning some fantastic prizes.

Thank you to everyone who helped put on the event and for all of those who attended. We hope that you had as much fun as we all did! If you weren't able to attend it this year, we hope you can make it to next year's night of fun and festivities.





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!



John Durina

I have worked for the Police Department in the Crime Lab for 28 years. During that time, I have had a lifetime of memorable on-the-job experiences.

I remember back in 1996 there was a SWAT operation where grenades of pepper spray were fired into a townhouse where a fugitive was holed up in. The second floor went up in flames (probably from the meth lab that was located inside). It took us 5 days to process the scene and to document and collect all of the evidence. The residence was still filled with pepper spray, so we had to wear full face respirators the whole time. It was very hot and after about 10 minutes the face shields would fog up from the perspiration. When we would go outside to take off and clean the masks, particles from the pepper spray would fall from the mask onto our neck and face which caused a burning sensation. This was an especially physically challenging scene to process, but for me, it was also a lot of fun. I had such a great time during 4 of those days because I got to work with my future wife who was a Crime Scene Specialist.

It was my honor and privilege to work with the men and women of the Crime Lab. The citizens of San Diego are very fortunate to have such skilled and dedicated public employees who serve and protect them. My colleagues were truly exceptional people and I am proud to be associated with them.

Although my co-workers were quality individuals, they were also incredibly funny! I remember on one occasion a few of us from the Crime Lab attended a dinner meeting in Orange County. After dinner, one of my colleagues went to the men's room while another one of my co-workers took the opportunity to tie several cloth napkins together and followed my first colleague into the restroom. Unknowingly, one of them left the restroom with a string of cloth napkins attached to the back of his trousers. Being a gregarious and affable fellow, he began to walk around the room talking and visiting with people at the other tables. Much to his surprise, he did so with a four foot napkin tail behind him!

I am looking forward to the simple things retirement has to offer like taking the dogs for a walk in the morning, watching the sunrise and drinking a glass of wine with my wife as we watch the sun go down. I am also planning some trips to the Southeast, Hawaii in May and eventually to the British Isles and Europe.

Even though retirement brings simple daily pleasures and the excitement of travel, I will definitely miss my colleagues a great deal. We spent countless hours together, sometimes until late in the night at crime scenes. They supported me during the good times and bad and I hope that these friendships will continue, even in retirement.



Kathy Hunt

I have worked for the City for almost 30 years in numerous departments including Purchasing, Water, Fire and the City Clerks's Office. My final post was working for the Ethics Commission as an Executive Secretary. During my tenure with the City, I have had the pleasure of touring some of the various facilities like the Point Loma Sewage Treatment Plant. The size of that place was amazing!

Through the years at the City, I have had the opportunity to meet people from all walks of life; some of those people I became good friends with and I suppose there were a few who I just couldn't really relate to.

I am looking forward to retirement so that I can spend more time reading and just being outdoors. I can't wait to hike and camp more and to tour all of the U.S. and Canadian national parks. I would also like to travel to Washington State to visit my family and maybe even take a trip to Ireland and Germany. Even though retirement has a lot to offer, I will definitely miss the people who I worked with over the years!

Introducing your 2012 Negotiating Team

Thank you to those of you who took the time to vote in the recent online MEA Negotiating Team election. We hope that you found the online voting option more convenient during your busy workday. We are also happy to report that online voting saved MEA thousands of dollars in postage and printing costs!

We are pleased to introduce your newly elected MEA Negotiating Team from each bargaining unit:

Administrative Support/Field Service Unit:

Janice Stevenson (City Attorney), Tina Davis (City Clerk) and Sam Cerrato (Library)

Supervisory Unit:

Steve Ramirez (Environmental Services), Bill Craig (Environmental Services) and David Lugo (Park and Recreation)

Professional Unit:

Bob Cronk (Library), Jeff Wallace (Debt Management) and Jack Canning (Development Services)

Technical Unit:

(by appointment due to a lack of nominated candidates for the election): Kyle Wiggins (Police), Jan Lord (Human Resources) and Lisa Goehring (Public Utilities)

Negotiations on MEA's next contract are scheduled to begin this month. Please do not hesitate to contact MEA at 619-264-6632 if you have any questions about the election or would like more information about the Negotiating Team.



Welcome to the MEA Family



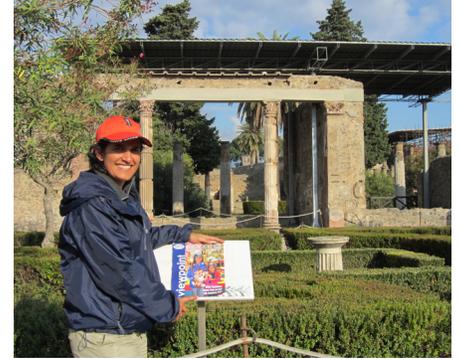
MEA member Carmina Trajano and her husband Jerry are happy to present their new addition, Ethan Trajano. He was born on October 18, 2011 and weighed 6 lbs., 2.2 oz.



Congratulations to Boardmember Sarah Erazo and her husband on their first baby, Stella. She was born on October 7, 2011 and weighed 7 lbs., 6 oz.

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.



MEA Boardmember Natalie de Freitas visits the ruins of Pompeii located near Naples, Italy.



MEA member John Minhas recently traveled to London where he toured the Thames River, Parliament House and the London Bridge.

Shrimp Divan à la William

by Bill Craig

MEA Executive Committee member

INGREDIENTS:

½ lb. broccoli crowns
¼ cup butter
1 tsp. minced garlic

¼ cup flour
1 cup chicken broth
1 cup milk
2 tbsp. Dijon mustard

Salt
White pepper
1 lb. cooked shrimp (deveined and no tails—Costco)
1 cup shredded jack cheese

Cut or break the broccoli crowns into small florets and steam them until just tender (5-7 minutes).

Melt the butter in a large skillet over medium heat and sauté the garlic for a minute or so. Gently stir in the flour and cook, stirring for 2 minutes. Gradually add the chicken broth and milk, stirring constantly until thickened and smooth, about 2-3 minutes. Add the mustard and stir until blended. Season to taste with salt and pepper. Stir in the shrimp and cook until just cooked through, about 2 minutes.

Spray a casserole dish with that nonstick crap. Put the broccoli evenly into the bottom of the dish and spoon the shrimp mixture over it. Sprinkle the cheese on top. Place it under the broiler for 4-5 minutes until the cheese melts. Serve over rice. If you don't like this, there's something wrong with you.

MEA members Making Us Proud

The following is a letter from Ralph Vasquez, Senior Project Professional at SCS Engineers to Steve Meyer at EMTS:

Dear Mr. Meyer,

I am contacting you on behalf of Ms. **Skyla Wallmann** and to inform you of a presentation she made to my Air Quality Management class at Cuyamaca College some weeks ago.

Her presentation reinforced many of the issues and concerns that industry must comply with when dealing with the APCD permitting and inspection process. All the students felt the material presented was useful and timely with our discussions in class.

We appreciate and thank Ms. Wallmann for taking her personal time to make the presentation to our evening class and for the City of San Diego for encouraging their employees to reach out to the community.

Customer Service System Operations Division employee Richard Schmitt and Maria Contreras received praise from a La Jolla resident recently for their work:

“Because one of the reservoirs in our La Jolla area was being emptied for regular maintenance, and it caused water and mud to come down Al Bahr Drive and almost block a driveway, Richard and Maria were out between 6pm and 7pm shoveling mud for more than an hour. This was at the home of my neighbor, Tom Murphy, and his family, across the street from my home. Tom and I helped by providing some light.”

*Joan Henderson Brown
La Jolla*



Promotion!

Congratulations to MEA member Johnny Chou who was promoted in the Park and Recreation Department to Area Manager II for the University City community.

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

Ben Griffin
Ramil Arroyo
Anna Rodriguez
Sylvia Thompson
Kelly Balo
Frank Edmond
Roseann Miguel
David Stallman
Sam Pruet
Daniel Moreno
Jackie Williams
Eric Symons
Robin Gartman
Peter Fogec
Matthew Nelson
Barbara Sharatz
Tisa Aguero
Peter Vroom
Daun Worthington
Cynthia Joyner
Jenny Carroll
George Adrian
Michael Stewart
Lisa Goehring
Mary Morse
Victor Sandoval
Dan Gutierrez
Mariacarmela De Jesus
Dave Nagel
Sahar Khoury



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!

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.

Daun Worthington

My name is Daun Worthington and I am a payroll specialist for Public Utilities. I am on a medical leave and have no annual leave available. I would greatly appreciate any donation of hours to cover my recovery time and visits to the doctor. Thank you for your consideration.

Sal Castillo

My name is Sal Castillo and I work in the Department of Public Works. Currently I am on disability and have exhausted all my annual leave and mandatory furlough due to my condition and to take care of my mother who was diagnosed with cancer. I would greatly appreciate it if you could donate some of your well-earned annual leave time to my leave bank. Please contact your payroll specialist for assistance with donating your time. Thank you in advance and God bless!

Linda Irvin

My name is Linda and I work in the City Clerk's Office. I have suffered from ulcerative colitis for more than 30 years and I am at high risk for colon cancer. In August, I was hospitalized for 2 weeks and used up all of my available leave time (and was still short 55 hours). I have been advised to contact a surgeon regarding having my entire colon removed which would take up to a year with two surgeries which would be scheduled six months apart. I would greatly appreciate any donation of hours to help cover my doctor's visits and any possible surgical procedures. Thank you so much.

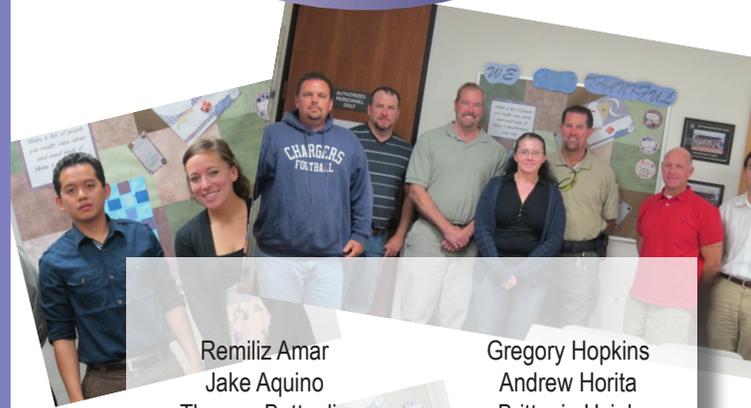
Joy King

My name is Joy King and I work in the City Attorney's Office. My youngest son was born with chronic asthma which has continued to get worse with age. When he's sick, he requires round-the-clock care and breathing treatments. Since I am my own support system, I have exhausted all my annual leave and all other options for meeting my family's needs. If you would be willing to donate time to my catastrophic leave banks, my family and I would be truly grateful. Thank you for your consideration.

Kristina Miller

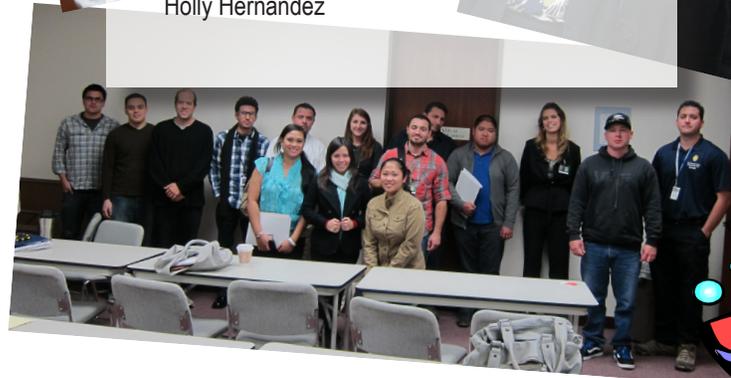
My name is Kristina and I work as a Radio Dispatcher in the Police Department. I was involved in several automobile accidents in 2010 and 2011 (none of which I was at fault). While I am working hard to go back to full-time status, my doctors have me working a modified work schedule. This modification requires that I take 12 hours each week of annual leave/comp time. At this time, I have exhausted my annual leave and mandatory furlough hours. I understand the current state that we are all in, however, it would mean the world to me if you were able to donate any time. Thank you for your time and consideration.

new MEA members



- Remiliz Amar
- Jake Aquino
- Thomas Battaglia
- Richard Belesky
- Saba Berenji
- Megan Bugzavich
- Michael Clark
- Kyle Conners
- Ali Darvishi
- Scott Davidson
- Katie Dupras
- Hildamaria Espindola
- Paul Espino
- Debbie Estrada
- Neda Fariba
- Lori Felchlin
- Stephanie Ferris
- Robin Fordan
- Jeffrey Garthaus
- Michelle Geiger
- Robert Grigg
- Ana Gulley
- Benjamin Hafertepe
- Andrew Harris
- Montrell Harris
- Geoffrey Hasenauer
- Holly Hernandez

- Gregory Hopkins
- Andrew Horita
- Brittanie Hyink
- Rene Kaprielian
- Mario Llanos III
- Peter Martin Jr.
- Lindsay Morabe
- Hoa Nguyen
- Jenni Nguyen
- Bryan Norris
- Paola Parra
- Ignacio Parra-Gonzalez
- Amy Pinion
- Paul Piscopo
- Edgar Portilla
- Andrew Quinn
- Guillermo Quiroz Jr.
- Alexis Robles
- Jorge Rodriguez
- Maileir Ross-Cerezo
- Emery Sisko
- Brandon Spurgeon
- Thomas Stuhr
- Brian Thornton
- Peter Gerard Villaver
- Carina Weber



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 | \$53.00 | \$73.00 |
| Children (Ages 3-9) | \$53.00 | \$65.00 |
| Sea World Fun Cards | | |
| Adults | \$60.00 | \$73.00 |
| Children (Ages 3 - 9) | \$60.00 | \$65.00 |
| Legoland | | |
| Adults | \$53.00 | \$69.00 |
| Children (Ages 3-11) | \$53.00 | \$59.00 |
| Six Flags Magic Mountain | | |
| Adults | \$32.00 | \$61.99 |
| 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

- February 2, 2012
MEA Finance & Executive Committee meetings
- February 8, 2012
MEA Executive Committee & Board of Directors meetings
- February 14, 2012
Valentine's Day
- February 20, 2012
MEA closed for President's Day
- February 23, 2012
MEA Executive Committee meeting
- February 28, 2012
MEA Steward's meeting
- March 1, 2012
MEA Finance & Executive Committee meetings
- March 11, 2012
Spring Ahead! Daylight Savings Time Begins
- March 14, 2012
MEA Executive Committee & Board of Directors meetings
- March 17, 2012
Happy St. Patrick's Day!
- March 22, 2012
MEA Executive Committee meeting
- March 27, 2012
MEA Steward's meeting
- March 30, 2012
MEA closed for Cesar Chavez Day
- April 1, 2012
Palm Sunday & April Fool's Day
- April 5, 2012
MEA Finance & Executive Committee meetings
- April 6, 2012
Passover begins & Good Friday
- April 8, 2012
Happy Easter!
- April 11, 2012
MEA Executive Committee & Board of Directors meetings
- April 14, 2012
Passover ends
- April 24, 2012
MEA Stewards meeting
- April 26, 2012
MEA Executive Committee meeting





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