



San Diego Municipal Employees Association

Newsletter

Spring/Summer 2013

viewpoint



**MEA's 2013 Negotiating Team
Working for You**



on the cover

Led by MEA attorney Ann Smith, your Negotiating Team includes elected members from each MEA bargaining unit, ex-officio members of MEA's Executive Committee and General Manager Mike Zucchet.

For more information on your MEA Negotiating Team, please turn to page 16.

inside

- 3 President's Message
- 4 General Manager's Report
- 5 Legal Update from Ann Smith
- 7 MEA is Working for You
- 8 Boardmember Spotlight: Ramone Lewis
- 11 Know Your Rights
- 12 Celebrating 25 Years of Service
- 13 MEA Holiday Party
- 17 MEA Children's Party
- 18 Reflecting Back and Looking Forward
- 19 Adopt a Senior
- 20 MEA Members Making Us Proud
- 23 Calendar of Events



President's Message

The last few months have been very exciting and a breath of fresh air for all City employees! Your MEA leadership and staff have been working very hard for

you and we have had some stunning results to show for that diligence and commitment to our shared cause. While MEA General Manager Mike Zucchet will give you a more detailed overview of the election, I would like to mention just a few highlights.

Over a year ago, when we were seriously contemplating the possibility of a DeMaio administration and a hostile majority on the City Council, your MEA Political Action Committee interviewed a number of candidates. After not only listening to the candidates but evaluating their track records associated with public employees, your union got behind Bob Filner and Sherri Lightner very early on. In fact, we were actually the first union in the City to endorse Bob! Soon thereafter, your MEA staff, Executive Committee, Board and various general members worked in a number of capacities to help to ensure the success of our endorsed candidates.

Although the contributions by MEA were many, I want to take this opportunity to mention just a few people who made this undertaking possible. While phone banking in the evening at Bob Filner's campaign headquarters, you would have bumped into Boardmembers Alice Daniels (City Attorney's Office), Howard Greenstein (Planning) and Pete Lynch (Development Services).



You may have also spoken with union member Kathryn Campbell (Library) or retiree member Helen Phillips at one of the debates. If you participated in a precinct walk, you might have

encountered newly-elected Executive Committee members Brian Anthony (Park and Recreation) and Mary Enyeart (Police) or union member Tim Mountain (Library) who knocked on doors in Rancho Bernardo (Carl DeMaio's Council district).

You may have even received a call from Boardmembers Juan Baligad (Project Implementation & Technical Services), Sarah Erazo (Park and Recreation) or Ramone Lewis (Business & Grant Administration) along with

Executive Committee members Leslie Simmons (Library) and Bill Craig (Environmental Services) who stayed at MEA late into the evening to make sure that our members living in the City and specifically in District 1, were registered and ready to vote on November 6th.

I also want to point out the skill, enthusiasm and professionalism of MEA's staff. These talented individuals set aside their personal lives and family obligations in order to campaign on countless evenings and weekends. The insight and experience our staff brings to MEA has tremendous value. Add the fact that they truly believe in our Union's mission and you have an unbeatable combination! Nancy Roberts, Dawn Kealaluhi, Kelly Cruz, Marin Mejia, Gwen Phillips and Nichole Rice have been doing a wonderful job and deserve our appreciation for the work they did on this election cycle.



However, I want to acknowledge in particular the hard work of Mike Zucchet, Cathleen Higgins and Lora Folsom. Mike has been MEA's political point person and has not only contributed his time but his experience and expertise in all campaign decisions made by our Union. Even after a great personal loss, Cathleen worked through her grief and dedicated herself to the campaigns. Lora Folsom coordinated MEA political activities with wisdom and skill, all while actually participating in precinct walks up to the last hour on Election Day.

I realize that a number of factors contributed to November's successful political outcome, but we are right to join in, and to celebrate those campaign victories. From those who gladly displayed a yard sign to the many who initiated conversations with their family and friends about the detrimental impacts of a DeMaio mayoral administration, your efforts were crucial. The climate at City Hall has changed and your voice, vote and support have made all the difference!

Although this year will bring challenges, we can face them with the growing confidence that we are a Union whose strength comes from our collective efforts to fight for the common good of City employees. Thank you again and here's to what will undoubtedly be a good year for us all!

Officers 2012-2014

Bob Cronk	President
Gregory Woods	1st Vice President
Jan Lord	2nd Vice President
Candi Mitchell	Treasurer
Lisa Goehring	Secretary

Executive Committee 2012-2014

Brian Anthony	Park & Recreation
William Craig	Environmental Services
Tina Davis	City Clerk
Mary Enyeart	Police
Steven Ramirez	Environmental Services
Leslie Simmons	Library

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
Tina Davis	City Clerk
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
Cody Wilkinson	MWWD
Karen Witherspoon	Police
Greg Woods	Treasurer

MEA Stewards

Ramone Lewis	Chief Steward
John Butcher	Engineering & Capital Projects
Adele Campbell	Police
Shamellia Cooper	General Services
Alice Daniels	Purchasing & Contracts
Mary Enyeart	Police
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
Leon Sauls	Transportation & Stormwater
Janice Stevenson	City Attorney
Greg Woods	Treasurer
Nick Wright	Fire Rescue



Bob Filner Is Mayor

In case anyone missed it, we have a new Mayor in San Diego. Mayor Bob Filner has made quite a splash by spending his first 100 days in office upsetting just about everything and everyone involved in establishment politics in San Diego over the last several decades. To say he is shaking things up at City Hall is a significant understatement.

But what did we expect? This is a man who began his career in public service in 1961 as an 18-year old kid by boarding a bus headed for the heart of the Deep South to protest the injustice of segregation. He had just seen pictures of a similar "Freedom Ride" in Alabama that ended in the firebombing of a bus and the beating of the kids on board. His reaction to that news was not fear but an immediate desire to leave college, get on a bus headed for Mississippi and do the exact same thing.

Upon arrival in Jackson, he was arrested and imprisoned for two months in the infamous Parchman State Penitentiary in Mississippi, which as one might imagine was not a very pleasant experience, especially under the circumstances of that time in that region of our country. Bob Filner and his fellow Freedom Riders were ultimately exonerated by the United States Supreme Court and in the process they played a significant role in literally changing American history.

San Diego in 2013 is obviously a long way from Jackson, Mississippi in 1961, and Bob Filner has been through a lot and accomplished a great deal since then. But that original fearless spirit and "combative" approach to matters of public policy have certainly been the hallmark of much of Filner's political career on the San Diego City Council, School Board, United States House of Representatives and—so far—as Mayor of San Diego.

Many people, organizations and media outlets who politically oppose Mayor Filner are hammering him for his alleged "incivility." Even some of his political supporters are concerned about his approach and his penchant for confrontation.

First of all, let's give the guy a chance to settle in a bit. He's only been in office for about three months. Remember the early days of Mayor Sanders and City Attorney Aguirre? Not exactly peaches and cream.

Second, Bob Filner's Freedom Rider experience provides a clear window into his brain and explains his motivations. Unlike many politicians who might allow arrogance or egotism to guide their behavior, Bob Filner is just the opposite. He will sacrifice his own political capital, or even himself, anytime he perceives that an injustice needs to be tackled in an aggressive manner, even when he knows that it might not be the politically safe or popular approach to take.

For instance, it was that same approach to life and politics that led Bob Filner to not only oppose Proposition B last year (the "Comprehensive Pension Reform" ballot initiative), but to call it "illegal and a fraud." Other politicians, including some who are otherwise supportive of public employees, endorsed the proposition despite their objections in order to stay out of the crosshairs of a public hungry for anti-pension, anti-public employee red meat.

Not Filner. He saw the same polls as the other politicians (showing the initiative would pass with nearly 70% support) and came to the conclusion that he not only needed to oppose the measure, but fight it and be vocal about its shortcomings and inequities in an attempt to change public opinion. His opponent, Carl DeMaio, most certainly rejoiced when he heard that Filner was taking that position, especially given that DeMaio was literally basing his entire campaign and identity on "pension reform" rhetoric.

Bob Filner is Mayor today for a lot of reasons, but one of them is that independent voters realize that even though they may disagree with Filner occasionally (or often), at least they always know that he is coming from a principled place and speaking the truth as he sees it—he's not just telling people what they want to hear.

With Mayor Filner's victory, the era of Carl DeMaio is over—at least for now. In addition to the strengths of Bob Filner, many City employees were motivated to help elect Bob simply to oppose Carl and his penchant for targeting us in his relentless political rhetoric. No matter your reason for getting involved, we want to thank all of those active and retired employees who stepped up to walk precincts, staff phone banks, contribute money, waive signs on street corners and participate in all of the other activities of the campaign. It was certainly a hard-fought, well-deserved victory not only for Bob Filner, but for City employees and indeed for all San Diegans. It would not have happened without all of your hard work, and for that we thank you!

Now is the time for all San Diegans to help Mayor Filner be successful in running our City and moving us forward. If he ruffles some feathers along the way, so be it. If he does things that make even his staunchest supporters shake their heads a bit, that is just Bob Filner being Bob Filner. He only has one speed—full speed—and he will take on anybody who gets in the way of what he feels is righteous (just ask City Attorney Jan Goldsmith, the Union-Tribune and the hotel lobby in San Diego, to name a few).

Could anyone have imagined a Mayor in San Diego not only taking on these incredibly entrenched, powerful interests, but literally turning their worlds upside down in his first 100 days in office? Bob Filner could imagine it, and he is doing it.

MEA Wins Round One of Battle Over Proposition B

In a sweeping vindication of the legal rights of City employees under State bargaining laws, a Public Employment Relations Board (PERB) Administrative Law Judge issued a comprehensive 58-page ruling supporting every aspect of MEA's legal challenge against Proposition B (the ruling can be accessed on

(continued on page 11)

The City's Anti-Employee Litigation Beat Goes On

No one needs reminding about the years of anti-employee litigation initiated by former City Attorney Mike Aguirre attempting to gut City employee pension benefits. Aguirre staked his reputation on that signature attack and, with MEA taking the lead in the courtroom, Aguirre's case went down to defeat in the trial court and then the City quietly abandoned its appeal in 2011. But that wasn't the end of the City's efforts to get the courts' help in breaking promises to its employees.

City Attorney Jan Goldsmith started his own "signature" anti-employee case to challenge how SDCERS determines employee versus City contributions to fund your SDCERS pension. This case came on the heels of the major stock market losses SDCERS incurred in fiscal year 2009 during the worst recession since the Great Depression. The investment loss hit about \$800 million which increased the system's unfunded actuarially accrued liability (UAAL). Consistent with the Charter, the San Diego Municipal Code, and decades of past practice, SDCERS amortized this total investment loss over a number of years and added an \$80 million additional payment to the City's pension contribution bill when it came due on July 1, 2010.

In response, the City argued for the first time since the SDCERS retirement system began in 1926, that certain "substantially equal contribution" language in City Charter § 143 – as the current City Attorney now interprets it – requires SDCERS to charge employees for half of all investment losses beginning on July 1, 2010. In its lawsuit, the City asks the Court to impose a retroactive bill on employees for 2010 totaling about \$40 million – i.e., "half" of the amortized payment which SDCERS charged the City for investment losses incurred during fiscal year 2009.

Yes – you read that right – the City wants the Court to impose a retroactive take-away from your paychecks totaling \$40 million for 2010 – with similar amounts coming out of your paychecks for 2011, 2012, and on into the future.

Remarkably, what the current City Attorney is pitching on Charter § 143 – and what the City Council likely never knew when authorizing this lawsuit – is the exact opposite of what a former City Attorney told the voters in an "Impartial Analysis" printed in ballot materials

when Charter § 143 was last amended in 2004 by Proposition G. This 2004 amendment was designed to regulate the City's contribution obligations to SDCERS whenever investment losses occur and add to the system's UAAL. As the former City Attorney told the voters – under the specific language of Charter § 143 – it is the City's legal responsibility to pay for these losses, not the City employees'.

Why Is This Happening?

The paper trail produced through discovery in the case shows that Goldsmith got the idea for this new litigation from his close friends and allies in the San Diego County Taxpayers Association and at the Lincoln Club. Then he used his polished "I'm-the-City-Attorney-and-the-Charter-is-being-violated-according-to-me" speech to limit debate and sell the City Council on the idea. But guess who got left out of this latest pension and paycheck-busting idea? You guessed it – the City Council and the City Attorney – even though the Charter authority for these elected officers to have any pension benefit at all is exactly the same as yours – and includes Charter § 143!

In recent deposition testimony, City's COO/CFO Jay Goldstone confirmed that, before the City filed this case in 2010 and since filing, the City has done no fiscal or policy analysis related to the new pension plan contribution arguments being made – and, in fact, as Mr. Goldstone acknowledged, the City's policy-makers have no idea how this newly-minted contribution argument would work in real life or how City employees or the City would be impacted if the City wins the case.

No matter . . . Goldsmith was off to court in May 2010 and he put his public relations team to work. In fact, when Goldsmith sent an e-mail to one of the "outside insiders" (Vince Mudd) who pushed for this new attack on City employees – announcing in early May 2010 that the case had been filed, Mr. Mudd responded: "Out-freakin'-standing!" Mudd then assured Goldsmith that he would "get the business community to ring the bell on this issue . . . expect a few letters to the Editor."

In response to discovery requests during this litigation, we also got a copy of an e-mail which Goldsmith himself sent to the Union-Tribune Editorial Board explaining the "strategy" behind this new lawsuit as follows: drive up employee

contributions so high that employees are forced to "waive" their current pension benefits – which, he admits, are otherwise vested and constitutionally-protected – and move instead into an inferior defined contribution plan which would be far less expensive for the City.

When Will This End?

Despite the City's having filed this lawsuit in 2010 against SDCERS only, MEA and several other City employee unions moved to intervene in the case to protect employees' vested rights. The Court granted leave for MEA and the other unions to intervene despite the City's strenuous opposition. SDCERS and the Intervenor Unions sought a change of venue based on procedural protections in the Code of Civil Procedure and based on the unions' showing of the City Attorney's provable attempts to have the Union Tribune Editorial page pressure local judges on City pension-related cases. Judge Joan Lewis granted the motion for a change of venue to Los Angeles Superior Court but the City challenged this ruling by a writ to the Fourth District Court of Appeal. Those proceedings consumed another year before the appellate court decided that a change of venue to Los Angeles was not necessary because, under the Code, a judge from a neutral county could be brought into San Diego Superior Court to hear and decide the case. Once this ruling became final, the Presiding Justice of the California Supreme Court had responsibility to designate the neutral judge and, having done so, SDCERS exercised its right to challenge this appointee – which led to a second designee who is Judge Joseph Zimmerman, retired Superior Court Judge who last sat on the Imperial County Superior Court.

With two years behind us, we pushed forward with motions to compel certain discovery which had been pending before the Superior Court for more than a year while we waited for a resolution on venue before the Court of Appeal. We had success on these motions.

(continued on page 10)



In Memory of Judie Italiano

It was with great sadness that we learned of the passing of Judie Italiano just before Christmas. Judie was the longtime former President and General Manager of MEA, and is credited with the growth of our Union and of the rights, compensation and benefits of San Diego City workers for much of the last 30 years.

During Judie's tenure, MEA's profile and influence grew, making it the largest labor union in the City today. To many, she was a strong matriarchal figure whose positive impact will be felt by City employees for years to come.

A Celebration of Life Memorial took place in Balboa Park on Saturday, January 26th. More than 150 friends, family and numerous current and former City leaders from throughout the years were in attendance and recounted many memories and anecdotes that brought both tears and laughter to those in attendance.

Judie will be greatly missed and we send out our thoughts and prayers to her family and all who were touched by Judie's decades of service on behalf of City employees.



Special thanks to MEA staff member Cathleen Higgins for all of her work to make the memorial a special time for all of those who attended.

MEA Is Working For You...



General Manager Mike Zucchet spoke to retirees about local political shifts at REA's General Member Meeting.



Labor Representative Marin Mejia stays late into the evening to call members and retirees to make sure they were registered and ready to vote in the General Election.



Senior Labor Relations Representative Kelly Cruz met with the Fire Communications LMC to discuss a management proposal on a new break policy.



Supervising Labor Relations Representative Nancy Roberts and Library Boardmembers met with Labor Relations staff and Library management to discuss various issues, including the big move to the new downtown Central Library.



Senior Labor Relations Representative Gwen Philips delivers coffee supplies to PD dispatchers.

Save the date!!!

MEA's General Membership Meeting
Thursday, July 18th, 2013
More details to come...

Ramone Lewis

Business Office

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 to a military couple on the base in Amarillo, Texas. I am the youngest of 10 children and the twin to a sister. I grew up in Riverside from the age of 2 years old and graduated from Poly High School. I grew up in a family where church was a MUST and I have sung in a choir since I was 5 years old. Though, I guess it ultimately paid off since singing paid my way through my undergraduate degree by earning me a spot on the College's Premier Traveling Ensemble for 3 years. We were even able to record 2 CD's in the process.

I think the most challenging, yet interesting experience of my life was at the age of 13, when my twin sister and I were informed by my mother that the man we thought was our "godfather" was actually our biological father! It was a shocking revelation for me, especially during those already challenging adolescent years. It was a pleasant surprise though, because growing up, I would often dream of having a father as kind as he had been. So for me, it all worked out.

What brought you to the City?

I was in Court Reporting School and a fellow student encouraged me to apply as a Legislative Recorder for the City Council open and closed session meetings. I applied and began working for the City in 1999.

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

My first impression of the City was entirely eye-opening in terms of an organization full of bureaucracy and red-tape which I had not previously known. My co-workers and boss were really great and they had such patience and care when it came to my training. I was showed the ropes by my direct supervisor, Mary Cepeda (now

retired), and Esther Woronicz, a fellow court reporting student and friend, who was actually the one who convinced me to apply for the position in the first place.

What's the furthest you've ever been away from home?

I have never lived more than 65 miles from where I grew up. I have, however, traveled to Hawaii, the Netherlands, England, France and Greece.

My fondest experience was visiting Greece with my 2nd eldest daughter after her high school graduation. I wanted to go there to visit the ancient biblical town of Thessaloniki. We flew into Athens and saw all the ancient Greek temples and also traveled to a church camp in Sounio. We then went to remote villages in Crete where the locals hosted dinner and actually competed for whom had the best homemade liquor called "Raki". I found Greeks to be the one of the friendliest cultures I have ever met.

Although my daughter and I thoroughly enjoyed visiting Thessaloniki, we had a bit more trouble actually leaving. We were so mesmerized with actually seeing what we had only read about in the Bible that we didn't realize that the ancient gated town was closed at dark! With all of the gates locked, we were stuck inside and had to call through the gates to ask the locals to contact someone to get us out.

What's one thing that you can't stand to be dirty?

That's a funny question because all of my co-workers know this answer VERY well...The microwave oven!

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

That I sincerely appreciate all of the encouragement, support and opportunities that I have been given while getting more active in our union. What a learning journey this has been! In participating more fully in the workings and activities of MEA, I have realized how hard our union works for its members (and I wasn't paid to say that...LOL).



Supporting One Another During Tough Times

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

MEA member Isabel Dubay and her family have had to tackle several significant obstacles that have come their way.

In January of 2012, their one year old son, Robert, was diagnosed with Neurofibromatosis. This is a disorder that attacks the nerves and forms tumors throughout the body.

A few months ago, the doctors found a cancerous tumor near Robert's brain. The doctors are trying to determine the next course of action, all while taking into consideration that the tumor is located near little Robert's spinal fluid.

At this time, surgery is too risky because of the likelihood of damaging his motor skills. Luckily, it's a slow growing tumor and the hope is that as Robert grows and develops, the tumor will move away from this very sensitive area.

Although multiple surgeries are in his future, right now, Isabel and her family are allowing Robert to experience and enjoy the thrills of being a happy, curious and energetic two year old.

Even though this has also been a roller coaster ride for big sister, Alex, she keeps busy with playing sports and maintaining almost straight A's.

Isabel's husband, Christopher, works for the U.S. Border Patrol and was completing the training requirements for a promotion. During the 17 week process, Chris was injured when a grenade-like device malfunctioned and exploded, sending shrapnel into both of his legs.

Chris was put on bed rest and was out almost three months. During that time, he had daily doctor's appointments for dressing changes and physical therapy. Christopher will eventually have to start the training process over in order to be eligible for the promotion.

During these struggles, Isabel found out that she will be welcoming a baby girl to the family in March.

Although a new baby will certainly bring a different set of challenges, the family can't wait to add this bundle of joy into their already close and loving family.

Throughout this tough year, Isabel and her family remain steadfast in their faith and grateful to their family and friends who have loved and supported them. After meeting Isabel and her family, you can't help but feel the warmth and love that they have for one another. It is clear that they truly mean it when they talk about how much they cherish the time they spend together as a family.

Isabel's co-worker also reflected on how she "comes to work each day with a smile on her face" and how her positive outlook and high spirits lift up those around her.

Although this year will continued to be filled with a number of challenges, Isabel and her family will undoubtedly face each obstacle head-on and will remain grateful to have one another and the countless friends and family that love them so dearly.



Helping Our Youth, One Hoop at a Time

Congratulations to the City's Park and Recreation youth basketball teams who have finished another fantastic season. The basketball league was co-ed and included teens from all 13 teen centers including San Ysidro, South Bay, City Heights and Allied Gardens. In total, 200 teens were kept busy every Friday night in a supervised and supportive environment.

MEA is proud to help support programs and activities aimed at providing youth with safe and constructive recreational opportunities.

Thank you to the Park and Recreation staff and coaches who have been so instrumental in establishing and maintaining these vital sporting programs. More importantly, thank you for helping to instill the importance of responsibility, self confidence, accountability and camaraderie in our youth.

Congratulations again on another great season!



Legal Report

(continued from page 5)

The City's Anti-Employee Litigation Beat Goes On

Last September, Judge Zimmerman set the case for trial to begin on May 14, 2013 – three years after the case began.

Then in late October the City filed a "Motion for Judgment on the Pleadings" which asked Judge Zimmerman to decide, as a matter of law, that the language of Charter § 143 is "clear and unambiguous" and that it means what the City now asserts it means. By this Motion, the City asks the Court to enter judgment in the City's favor directing SDCERS to charge employees for half of all SDCERS' investment losses going back to 2009 and on into the future.

In addition to SDCERS' opposition, the Union Intervenors filed their own separate

consolidated opposition as well. After oral argument on December 5, 2012, Judge Zimmerman issued an Order denying the City's motion on the procedural grounds we (and SDCERS) had identified in our opposition briefs – adding this critical additional rejection of the City's position:

"Even if the motion were not denied on procedural grounds, it would be denied on the merits. The City contends the language of Charter section 143 is clear and unambiguous and as a legal matter, the motion should be granted. However, this court finds the plain language of Charter section 143 is ambiguous and it is not persuaded, based on the papers before it in this motion, that the City's interpretation should be accepted."

In response – with endless resources available to attack its own employees – the City simply re-packaged the same arguments based on the same "evidence" it had offered the Court in its Motion for Judgment on the Pleadings into a new motion for summary judgment set for hearing on April 8, 2013. This filing is no better than the prior Motion which the Court denied but, of course, it requires time and resources to oppose – and oppose it we will.

Assuming, as I do, that the City's re-packaged new motion will be denied – just as its prior identical motion was – we will begin trial on May 14, 2013.

Labor Representative Overview

August - December 2012

A total of 254 new cases were opened in 2012. During the summer months, MEA and the City were engaged in discussions regarding new or revised Administrative Regulations including 90.62-Information and Communications Technology Acceptable Use; 90.61-Mobile Device Security and 75.12-Vehicle and Industrial Accident Review, Reporting & Prevention Program.

Additional hours were added to libraries, which resulted in additional positions being filled and better schedules negotiated by MEA. We also completed the meet and confer process regarding passport processing in the City Clerk's Office which resulted in management taking on the additional duties. A grievance was also filed in Police Communications regarding mandatory overtime.

Meet and confers on Managed Competition wins were conducted in Fleet Services, Street Sweeping and Landfill Operations. Numerous policy revisions were negotiated in Fire Communications, Development Services, Park and Recreation and the Treasurer's Office. We have also been discussing Public Utilities, Stormwater and Public Works proposals for as-needed contracts for specialized expertise or skills.

Bid-To-Goal pay-outs in the Water and Wastewater Fund were distributed in early December for FY10. We are still waiting for the audit of FY11 and a date for those pay-outs. Those will be the last pay-outs to employees who participated in the Bid-To-Goal Program. The Labor Management Committees will continue to meet to discuss requests from employees for use of the Employee Efficiency Incentive Reserve funds.

Your Labor Representatives were involved in the mayoral election in November and were very happy with the results!

We are now gearing up for this year's negotiations and working to reach an agreement with the City on contract terms for FY 2014 and perhaps beyond!

General Manager's Report

(continued from page 4)

MEA's website), and in the process rejected every argument offered by City Attorney Jan Goldsmith that the City was somehow above that law.

The ruling stems from MEA's allegations that the City had a duty to meet and confer with employees before putting the "CPR" measure on the June 2012 ballot. Mayor Sanders and the City Attorney argued that they could act as "private citizens" to avoid complying with the meet and confer requirement. In his ruling, the Judge rejected the City's "private citizen" ruse and offered a stinging critique of the City's conduct: "Though he characterized his initiative campaign as the activity of a private citizen, the Mayor pursued pension reform in his capacity as an elected official, and could not disown his statutory obligation" to negotiate with employees.

The remedy called for by the Judge is exactly what MEA requested, including the rescinding of Proposition B's provisions as they relate to MEA-represented employees, as well as a return to the "status quo" that existed at the time the City refused to meet and confer, including the restoration of the pension benefits policy as it existed prior to the adoption of Prop B. However, the City—if it chooses to pursue them—has a number of appellate rights in this case, including an appeal to the full PERB Board and ultimately to the California Court of Appeals and Supreme Court. Until there is a FINAL ruling in the case, Proposition B is likely to remain the law in San Diego, and the remedy called for in this decision will be "on hold."

(continued on page 15)

Know Your Rights: Use of City Email

Although your workday is full of meetings, assignments, projects and deadlines, you still have the right to check your City email in order to read updates and information from MEA. Often times, the most efficient method of disseminating crucial union information to the thousands of members we represent is to send an E-Blast. An MEA E-Blast will include one or more links that you can click on in order to access the crucial information on MEA's website.

Under MEA's contract with the City, employees are explicitly allowed—using City computers and during work hours—to receive emails from MEA and access MEA's website for information. Please refer to Article 15 of our MOU which states, "MEA may use the City's email system to direct employees to information contained on MEA's website. MEA's email message for this purpose may include a link to MEA's website and it will not be a violation of City policies for an employee to click on the link in this email message and access the information to which he or she has been directed. No further use of or access to the City's email system is authorized unless the use pertains directly to the employee-employer relationship. Examples of this relationship include, but are not limited to: communicating with Management or Labor Relations, responding to disciplinary actions or appeals, submitting grievances, scheduling meetings, making requests for information, and communicating a tentative agreement for ratification purposes."

If you encounter any problems or issues when reading or accessing a MEA E-Blast, let us know. We are here to protect and enforce your rights!

Congratulations to the following MEA members who are celebrating their 25th anniversary with the City of San Diego. Thank you for your commitment to public service and your quarter century of dedication!



Benito Acasio
Kathleen Aceves
Tisa Aguero
Amanda Alvarado
Fabiola Amarillas
Fahmi Bajoua
Alisha Ballejos
Michelle Barrett
Jamal Batta
Jeffrey Bauman
Angelina Bautista
Gordon Bordson
Elvia Brown
Terri Bumgardner
Pamela Carreon
Marichole Castro
Billy Church
Elizabeth Collazo
Carlos Contreras
Shamellia Cooper
Ali Darvishi
Matthew Debeliso
Daniel Dickel
Elmer Dulay
Elizabeth Dunn
Jose Espiritu
Dedric Evans
Joseph Faulk
Duke Fernandez
Aundrea Fisher
Veronica Fraga
Julio Fuentes
Kevin Gensler
Lisa Getz
Mark Giandoni
Jennifer Gonzalez
Luke Goodrich
Howard Greenstein
Ricardo Guerrero

Brenda Halberstadt
Cheryl Hall
Tracy Han
Geoffrey Hasenauer
Maria Helminski
Rosemarie Homan
Julianna Humphries
Richard Isabella
Wayne Jarrell
Alan Johannis
Janeth Khalifah
Tony Khalil
John Kleine
Kimberly Knox
Michael Krasovich
Lori Ann Labnao
Phillip Lang
Sidney Laramie
Catherine Lawler
Kim Lomack George
Janet Long
Michael Loving
Michael Maria
Reginald Martin
Sharon Martin-Miles
Bruce Martinez
Kimberly Mathis
Rosemary Mc Cartney
Gabrielle Mead
Teresa Monillas
John Montoya
Charles Moyer Jr
Michael Myers
David Nagel
Maria Navarro
Theresa Newman
Craig Newton
Garry Norris
Pablo Nunez

Virginia Oskoui
Eric Overstreet
Steve Pallo
Matthew Papuga
Benjamin Perry
Regina Peterson
Eric Picou
Eileen Polanski
Michael Poston
Jeff Remsburg
Gary Richardson
Joel Rizzo
Robert Rodil
Macha Rodriguez
Alina Rosas
Michael Rosenberg
Steven Scuderi
Kris Shackelford
Duane Skarbic Jr
Rickey Skinner
Robert Smith
Ali Soheili
Sabrina Tatum
Steven Taylor
Kathleen Tsang
Tia Turner
David Vega
Maria Vidana
Coral Villarino
Joseph Weber
Victor Westmoreland
Charlette Williams
Latricia Williams
Erin Wilson
Kelly Wood
Henrietta Woods Martin
Denise Zent



2012 MEA Holiday Party

The end of the year wouldn't be the same without celebrating the holiday season with your Union family at MEA's Holiday Party. On the evening of December 15th, nearly 300 members and their guests joined us at the Four Points by Sheraton and enjoyed a fantastic dinner, took candid photos in a photo booth and danced late into the night. In between song sets, MEA 1st Vice President and Committee Chair Greg Woods called out the winning raffle ticket numbers and several lucky partygoers took home some great prizes.

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



Making Our Community a Safer Place

On June 22nd, 2012, Park Ranger Andy Quinn and Center Director for the Tecolote Nature Center, Marla Gilmore, saw a young boy in the company of an adult male in Marian Bear Park.

Andy and Marla requested police assistance after sensing that something was off with what they were seeing. After they provided a license plate number to the Police Department, it was discovered that the automobile belonged to a registered sex offender. Officers were dispatched to the park and surrounding area, but the vehicle was not located.

The next day, San Diego Police Officer Dionisio Medina returned to Marian Bear Park in an attempt to locate the same vehicle and to get Ranger Quinn's statement.

During this time, Officer Medina saw a boy matching the description

of the young boy and Ranger Quinn confirmed that it was indeed the same child.

Officer Medina spoke to the 8 year old boy and his mother who was with him. It was ascertained that the mother exercises daily at the park and had recently begun letting Steven Apostolas, the registered sex offender, watch over her son while she exercised in the park.

Additional officers soon arrived and were able to obtain a more detailed account from the young boy of his interaction with Apostolas.

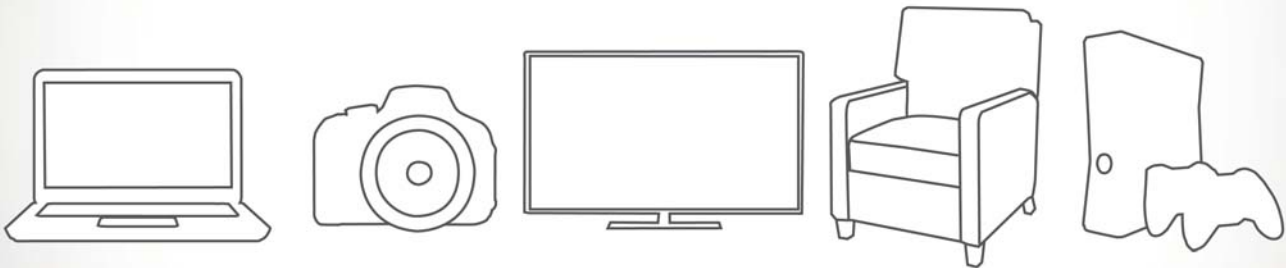
Three days later, Ranger Quinn spotted Apostolas riding a bicycle through the park. He immediately contacted authorities and Apostolas was soon apprehended and arrested. He has since plead guilty and received a 30 year prison sentence.

Due to Andy and Marla's keen observations, Apostolas will remain behind bars and will never come in contact with another young person again.

Thank you Andy and Marla for your hard work and dedication to protect and serve park patrons. Your diligence has made the community a safer place.



Find the latest computers, electronics, furniture, appliances *and more.*



Shop online today and enjoy the convenience of payroll deduction.

www.SDMEA.PurchasingPower.com

800-537-3134

Use Group Code: SDM2258

General Manager's Report

(continued from page 11)

But round one of this legal fight is firmly in the victory column for MEA-represented employees. The result is exactly what we hoped for which is an overwhelming, undisputed factual record and an initial ruling has been made that will become the basis for the potential appeals process. As a matter of law, and based on this factual record, this decision should withstand scrutiny by any court that may review it in the future.

Special thanks and congratulations to MEA attorney Ann Smith, who initiated and litigated this challenge from the very beginning. As usual, her incredible vision, diligence, preparation and skills dominated these proceedings and were the key to this decision coming out as it did. Thank you and congratulations to Ann and all MEA-represented employees!

The Passing of Judie Italiano

On January 26, a Celebration of Life memorial service was held for Judie Italiano, MEA's former longtime President and General Manager, who passed away unexpectedly just before Christmas at her home in Oregon.

The service took place at Balboa Park's Recital Hall, and was attended by more than 150 friends, family and dignitaries, including current Councilmembers Sherri Lightner and Todd Gloria and former Councilmember and State Senator Christine Kehoe. Former MEA President John Torres served as emcee and tribute speakers included former Firefighters Local 145 President Ron Saathoff, former City Labor Relations Manager Dan Kelly and Judie's son Jonathan Hayes.

Each speaker provided a lovely tribute to Judie's life, focusing on her two main passions: her family (especially her kids and grandkids) and her decades of work and sacrifice on behalf of MEA-represented employees. There was not a dry eye left in the room after Jonathan spoke, providing the attendees with an incredibly funny, personal and touching tribute to his mom.

A special thank you to MEA staff member Cathleen Higgins who worked with Jonathan Hayes to lovingly plan the service; to MEA Board member Sam Cerrato who put together the slide show and music; and to MEA member Sylvia Isely-Aguilera who provided some incredible singing in honor of Judie.

Members or retirees who wish to send a card to the family can address them c/o SDMEA, 9620 Chesapeake Drive, Suite 203, San Diego, CA 92123. We will be happy to forward them on to the family.

Rest in peace Judie and thank you for everything you did to help and support us all throughout the years.

Mike Frucht

METRO TECH LOAN

More Tech. Less Cost.



Save big with flexible repayment terms and rates as low as **4.99% APR***



An Exceptional Offer for City Employees, Retirees and Family Members.

The METRO Tech Loan is the best way to get the latest high tech gear for less. San Diego Metropolitan Credit Union (METRO) has partnered with SARCOM, an Apple Corporate Reseller and division of PC Mall, to make your tech purchase easy, fast and affordable. No one else has anything like the METRO Tech Loan or METRO Shop! It's the place to get low rates on high tech.

Go to MetroTechLoans.com.

METRO has a web site that provides all the details on the Tech Loan. You'll find low rates, generous loan amounts and flexible repayment terms. Also on this site is METRO Shop!, the gateway to special tech deals, powered by SARCOM. Online loan approval is available, with special prices and bundled offers. These offers won't last long. Visit metrotechloans.com today!

SARCOM
A PC Mall Company

Apple Corporate Reseller

NCUA
Federally Insured by the NCUA

* APR= Annual Percentage Rate. All loans are subject to credit approval. Rates and terms are subject to change without notice. Membership with METRO, including a one-time \$10 membership fee is required. Other terms and conditions apply. METRO Tech Loan is powered by SARCOM, an Apple Corporate Reseller and division of PC Mall.

San Diego
Metropolitan
Credit Union

Introducing Your 2013-2014 MEA Officers...

We would like to thank the many members who took the time to vote in the online 2012 MEA Officer Election.

Congratulations to the following elected Officers:



Bob Cronk
President
Library Department



Greg Woods
1st Vice President
Treasurer's Office



Jan Lord
2nd Vice President
Human Resources



Candi Mitchell
Treasurer
Public Utilities



Lisa Goehring
Secretary
Public Utilities

The Officers will serve a two year term and were sworn in at the November Board meeting with Mayor Bob Filner delivering the oath of office. Councilmember Sherri Lightner also attended the Board meeting to thank MEA members for their support and contributions throughout her campaign.

We would also like to acknowledge Boardmembers Brian Anthony (Park and Recreation) and Mary Enyeart (Police Department) who were recently elected by their Board peers to serve on MEA's Executive Committee.

Congratulations to all of MEA's Officers and Executive Committee members and thank you for all you do for MEA members!

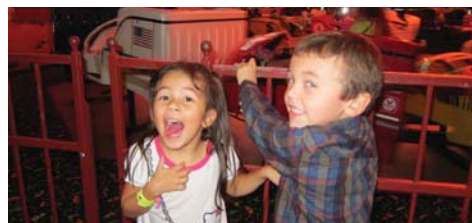
...And Your 2013 Negotiating Team



In January, MEA members elected a new Negotiating Team to begin bargaining for MEA's next contract. The Team is made up of representatives from each of the four bargaining units that MEA represents. Working with lead negotiator Ann Smith, ex-officio members of MEA's Executive Committee and General Manager Mike Zucchet, the team "meets and confers" with the City's authorized representatives to bargain and attempt to reach an agreement with the City on a new labor contract.

Serving on the Negotiating Team represents a significant sacrifice of the personal and professional time of our representatives, so please thank them for their efforts the next time you see them. The Negotiating Team will have numerous meetings at various times and days of the week, and many last well into the evening. Thank you to both the previous and newly-elected Negotiating Team members for their willingness to represent their MEA-represented colleagues at the bargaining table.

MEA Children's Holiday Party 2012



Children of all ages (and a few adults who are still young at heart!) spent a Saturday afternoon playing games, eating pizza and taking pictures with Santa Claus at this year's MEA Children's Party. The kids were all smiles and had a great time playing the arcade games and riding the many amusement rides at The Boardwalk.

For many families, this has become a fun-filled event that they look forward to every year. Thank you for making the day so special and fun for all of us.

We look forward to planning next year's Children's Party and we can't wait to see how much all of the babies and children will have grown by next December!

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!



Bill Craig

After working for the City for 31 years, with the past 28 years being at the Miramar Landfill, I will finally be retiring as an Associate Land Surveyor with the Environmental Services Department. With almost three decades under my belt at the Landfill, I've seen and experienced a lot. One memory that stands out is when we had to bury a 40 foot long gray whale on of all days, "Take Your Kids to Work Day." You just never knew what kind of crazy and preposterous things that would come in for disposal like 2,500 gallons of mayonnaise, 10,000 pairs of sandals, countless large boats, a dead walrus from Sea World and a flatbed truck loaded with counterfeit designer clothing and luggage.

My co-workers were just as interesting and entertaining as the items that came in to the Landfill. I worked with three partners over my career, Gary Gobel, Bill Cardenas and Shawn Pavlik and have many great memories with them.

At the Landfill, it was a mostly male environment and there were always colorful (and sometimes cruel) nicknames attached to co-workers. I've worked with the likes of "Big Daddy, Pegleg, Big Lip, Vic the Gimp, Speckle Neck, Pineapple, Momo, Tweetie Bird, The Ant, Creepin' Charlie, Stop and Go, Snoop, Bigfoot, Cousin Itt, Geronimo, Chili

and Lucky Charms." Soon after arriving at the Landfill, I was given the name "Cucuy" which translates to "Boogie Man," with whom I seem to bear a strong facial resemblance to.



I'm definitely not going to miss waking up at 3 a.m. in order to get to work at 4 a.m. Once retired, hopefully I'll be able to sleep in until at least 5 a.m. and spend more time with my wonderful wife, Leslie and our kids.

I'm very fortunate to be able to say that I actually like my job and have enjoyed the physical and mental challenges of surveying as well as working with MEA for many years. I will definitely miss being at work but I'm sure that I will get over that pretty quickly...



Luke Goodrich

I started working for the City as a Communications Technician on November 22nd, 1988. Today, I'm an Associate Communications Engineer. In my almost 25 years with the City, I've had some pretty interesting, and sometimes challenging experiences. I remember one very hot summer day when I worked on top of one of the Mount Woodson towers. Buzzards kept flying by to see if I was dead and going to be their lunch. At one point, I had to lie down on a narrow grating at the 150 foot level to work on the antenna base. This really intrigued the buzzards who were now convinced that I must be dead and flocked within 10 feet of me. Looking back, it was kind of creepy.

Just like my experiences, my co-workers were also an interesting lot. Most of the folks that worked alongside me are on the brighter side of the bell curve in the IQ category. Though, that also tended to mean that they had some rather interesting quirks and work habits. I had one excitable co-worker who used to speak slower than his high-speed mind and would come up with unusual phrases like, "There is more than one way to lick a cow." I know the first part was related to the saying, "There's more than one way to skin a cat," but even my co-worker wasn't able to explain where the cow licking came in.

Although I'll miss San Diego, I am planning on moving to another state where my "Cadillac" benefits might actually allow me to purchase a home. I also have a bucket list of travel locations that I'd like to visit including England, Ireland and Scotland. I'd also like to visit some places that have interesting architecture and history like Italy, Germany and France. My son's wife is German, so I'm hoping that they can help me with the travel arrangements for a Rhine River wine cruise.

Besides doing some travelling, I am looking forward to setting up a work shop where I can try my hand at carpentry, blacksmithing, vermi farming (a composting using worms), small scale animal husbandry and canning my own fruit.

Although I'm going to miss some folks at the City, I'm excited to start this next chapter of my life!

18th Annual Adopt a Senior Event

As we have come to expect through the years, MEA's Adopt-A-Senior Committee put on another incredible event for many deserving senior Park and Recreation Department volunteers. Special guest Councilmember David Alvarez 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 Fern Steiner and the law firm Smith, Steiner, Vanderpool & Wax; California Bank & Trust; San Diego Gas & Electric; and Bruce Knowlton and Mark McMahon from Moss Adams for their generous donations!



MEA Making Us Proud

members

From a City Heights resident who recently wrote a thank you letter:

I would like to personally thank **Mike Baker** for his personal approach to the situation at hand... He came to my house, saw the basement, and said "I think I know what the cause is." He found the cause, the 8 inch water main.

He then told Equipment Operator **John Wells** to probe the street. After only 5 probes, the probing bar located the problem...these city employees were professional and worked with a sense of urgency on the repair. Mike Baker came to my house the next day to personally ask me if my basement was any better.

Thank you Mike and crew for a job well done!



Kudos to Steve Lucas

Steve, wanted to thank you for taking such quick action with the eucalyptus trees in the open space below us. It was a wonderful surprise to return from our trip and see that it was already done. It looks so much better, too.

Thanks, again!
Sandy

Kudos to Jan Benoit née Eby

Dear Jan,

I want to thank you for your quick and excellent response on the brush and especially the eucalyptus tree. It was extremely nice and professionally done by you and your crew. Best of all it was timely and you did a great job on directing them on what was called on.

Again thank you!

Sincerely,
Brian Kelly

Kudos from Councilmember Todd Gloria to Roberto Bejar

Dear Mr. Bejar,

Thank you for having such a strong and positive impact on the areas of Golden Hill Park. I was pleased to receive a letter recently from a constituent who lives on the street adjacent to the park with her young children.

She informed me that recent cleanup efforts to this particular portion of the park caused the added benefits of removing loiterers and creating a safer environment for families.

She mentioned that this was possible due in large part to you and Allison Palmer...I cannot express my gratitude strongly enough for your professionalism and commitment in responding promptly and effectively to reports of trouble in the park.

Email from Park and Recreation Director Stacey LoMedico to Kelly Wood:

Kelly,

Just returned a call from the Serra Mesa Recreation Council President- regarding the swing...all good there!!!

Wanted to let you know he said he has worked with a lot of staff and you are the "best Area Manager he has had the pleasure of working with..."

Email to Casey Smith:

Hey Casey,

Thanks for the report. I wanted to let you know that at SRPG's meeting last week everyone was singing your praises for being so responsive to the Hendrix Pond aeration issue. Thanks for taking care of that so quickly. Everyone really appreciates it.

Tiffany

Kudos to Shawn Mitchell

I am writing as a result of a positive experience I had with a Customer Service Representative from the Public Utilities Department...Shawn Mitchell was the representative I had the pleasure of speaking to. He was very professional, sympathetic, knowledgeable and, most importantly, showed a genuine concern to address my problem...

William Yu

Associate Management Analyst Jana Vierola recently received an email praising Water Systems Technician Rahfeal Alomar:

Earlier today I called your office to find out about water certificates, which I know very little about. I spoke to an employee named Rahfeal on the phone...Rahfeal was so helpful with all of the questions I had, and was able to explain the whole process to me. His great attitude was a pleasant surprise to say the least. I just wanted you to know what a good job this

employee is doing, and that he is representing your department very well. His positive attitude and willingness to help really set him apart from others...
Sincerely,
Debbie Binggeli

Kudos to Dawnn Dixon-Lewis

I would like to express my sincere gratitude to Dawnn Dixon-Lewis...

My wife and I recently moved to a new house in San Diego and had received a very large water bill (that turned out to be a misread on the meter) and Dawnn was extremely helpful and courteous.

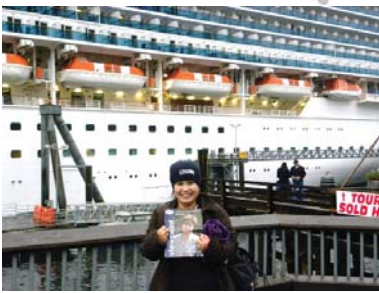
Thankfully, I called and was able to speak with Dawnn. She was incredibly helpful and kind. Dawnn took the time to explain the situation and went above and beyond to follow up with me several times while our water bill was under review.

Again, I just wanted to express my sincere gratitude to Dawnn! She did a fabulous job and I thought you might like to know that. Thank you Dawnn Dixon-Lewis.

*Best Regards,
Phillip Icenhower*

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 member Phet Guiney brought her Viewpoint along on her 7 day Alaskan cruise.



Rain didn't hinder MEA Boardmember Natalie de Freitas from sporting her Viewpoint when she visited Arthur Ash Stadium for the U.S. Open.



MEA retiree Karen Denning took her Viewpoint all the way to Italy. For Karen, it was a way to honor her good friends and former co-workers, Mary Enyeart and Karen Witherspoon who are on the cover of the magazine. "It was fun to have them along with me!" said Karen.

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!

Ricardo C. Ramirez

I work as a Police Property & Evidence Clerk for S.D.P.D. Due to my hip surgery on Nov.1st, I will be out of work for 5 to 8 months. Long Term Disability kicks in on the 31st day of my absence. I am asking for any contributions to cover the 30 days that L.T.D does not cover. My family and I greatly appreciate any contributions that we receive. Thank you for your time and consideration.

Jennifer Perez

My name is Jennifer Perez, Clerical Assistant II in Public Works. In late September, my sister was diagnosed with having an aneurism. She had emergency surgery due to the discovery of it hemorrhaging for one to two weeks; with only being given a 10% chance of survival. Gratefully, my sister has beaten the odds and has been an absolute "MIRACLE." She is recovering slowly with the assistance of all family members taking turns in flying to Seattle 2 weeks at a time to care for her. During this recovery period, I have exhausted my leave time. If you are able to donate leave time, it would be greatly appreciated. Thank you so much for your consideration and God bless.

Sue Benson

I work at the City Attorney's Office as a Legal Secretary. I have exhausted my leave as a result of stress-related illnesses. Currently, my husband Kevin (who is in remission of one year from lung cancer) is in the process of locating the cause of new pain(s). Thankfully, it has not been cancer thus far. Also, I am scheduled to have a hysterectomy on October 17th. Any contributions to my leave bank would be greatly appreciated. Thank you for your consideration.

Emma Pama

Emma Pama, a 10 year City employee as a CA2, has had a massive hemorrhagic stroke and will be hospitalized for quite awhile. She only has an estimated 92 hours on the books counting her Annual Leave, Furlough, Floating Holiday and Discretionary Leave. She needs an additional 68 hours until LTD kicks in. Emma is the sole breadwinner in her family and her husband and son are both disabled. A Catastrophic Leave Bank has been set up for Emma and all donations are welcomed.

Carolyn Carr

My name is Carolyn Carr and I work as a Clerical Asst with the San Diego Fire and Rescue Dept. I am currently under treatment for serious hand issues (especially my right hand), with neck and shoulder pain. I have many more doctor appointments ahead for me with a hand specialist. I am in need of hours to help with possible hand surgery and or more time off for healing. Any hours that can be donated to me, would be deeply appreciated by me and my family. Thanking you in advance.

new MEA members



Jay Alvarado
Vanessa Canizal
Robert Cervantes
Paul Chopin
Breanne Clarke
Keith Cleveland
Lisa Corbin
Raynaldo De Leon
Bradley Donahue
Dennis Donley
Ahmad Doudar
Allison Falkenstein
David Finney
Steven Gallant
Jack Gibbard
Joseph Goettee
Luca Gonzales
Jolene Hamilton
Gina Hass
Karla Hurst
Brandon Iledan
Adela Jimenez-Mesa
Peter Kann
Patrick Larkin
Nii Laryea
Roma Layosa

Stephen Lepper
Elham Lotfi
Luis Mateos
Paul Matson
Margo McInerny
Carling McLaughlin
Frederick McPherson
James Michaels
Bryan Monaghan
Angela Nuristani
Artemisa Orozco
Jantrae Palmer
Adrian Pavon
Katherine Reeve
Edson Jan Reyno
Gladys Robles-Lopez
Danielle Sanchez
Tania Serhan
Joshua Spas
Monte Stanfill
Melissa Strasser
Erin Weatherwax
Warren Wilson
Emmerson Aries Zapata
Maribel Zepeda



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	\$37.25	\$44.00
Children (Ages 3-11)	\$28.75	\$34.00
San Diego Safari Park Deluxe Package		
Adults	\$37.25	\$44.00
Children (Ages 3-11)	\$28.75	\$34.00
Sea World Day Pass		
Adults	\$58.00	\$78.00
Children (Ages 3-9)	\$48.00	\$65.00
Sea World Fun Card		
Adults	\$65.00	\$78.00
Children (Ages 3-9)	\$65.00	\$70.00
Legoland		
Adults	\$56.00	\$72.00
Children (Ages 3-11)	\$56.00	\$72.00
Six Flags Magic Mtn Adult	\$35.00	\$64.99
Six Flags Hurricane Harbor	\$24.00	\$38.99
Six Flags Fright Fest	\$40.00	
K1 Speedway (Must be 4'11")	\$15.00	\$25.95
AMC Restricted	\$6.50	
AMC Unrestricted	\$8.00	
Reading	\$6.75	
Regal Restricted	\$6.50	
Regal Unrestricted	\$7.50	

events

March

7: Finance and Executive Committee meetings
10: Daylight Savings Time
13: Executive Committee and Board of Directors meetings
17: Saint Patrick's Day
26: Steward meeting and Passover begins
28: Executive Committee meeting
31: Easter Sunday

April

1: Cesar Chavez Day
4: Finance and Executive Committee meetings
10: Executive Committee and Board of Directors meetings
15: Tax Day
23: Steward meeting
24: Happy Administrative Professional's Day!
25: Executive Committee meeting

May

2: Finance and Executive Committee meetings
5: Cinco de Mayo
8: Executive Committee and Board of Directors meetings
12: Mother's Day
23: Executive Committee meeting
27: Memorial Day
28: Steward meeting

June

6: Finance and Executive Committee meetings
12: Executive Committee and Board of Directors meetings
16: Father's Day
25: Steward meeting
27: Executive Committee meeting

July

4: Independence Day
10: Executive Committee and Board of Directors meetings
18: General Membership meeting
23: Steward meeting
25: Executive Committee meeting

August

1: Finance and Executive Committee meetings
14: Executive Committee and Board of Directors meetings
22: Executive Committee meeting
27: Steward meeting

September

2: Labor Day
5: Finance and Executive Committee meetings
11: Executive Committee and Board of Directors meetings
24: Steward meeting
26: Executive Committee meeting



MEA OFFICES

9620 Chesapeake Drive, Suite 203
San Diego, CA 92123

619.264.6632 or 858.300.3888

WEBSITE

www.sdmea.org

GENERAL EMAIL

info@sdmea.org

BENEFITS INFORMATION

888.217.9175

STAFF

Michael Zucchet

General Manager
mzucchet@sdmea.org

Nancy Roberts

Supervising Labor Relations Representative
nroberts@sdmea.org

Kelly Cruz

Senior Labor Relations Representative
kcruz@sdmea.org

Gwen Phillips

Senior Labor Relations Representative
gphillips@sdmea.org

Marin Mejia

Labor Relations Representative
mmejia@sdmea.org

Cathleen Higgins

Managed Competition Director
chiggins@sdmea.org

Lora Folsom

Director of Communications
lfolsom@sdmea.org

Dawn Kealaluhi

Office Manager
dkealaluhi@sdmea.org

Nichole Rice

Member Service Representative
nrice@sdmea.org



SDMEA
9620 Chesapeake Drive
Suite 203
San Diego, CA 92123

Non Profit
U.S. POSTAGE
PAID
PERMIT No. 411
San Diego, CA

Advertise With Us!

The Viewpoint is distributed to more than 4,500 readers including MEA members, retirees, business leaders and elected officials.

Advertising your business in MEA's quarterly publication is a great way to reach a new consumer base to grow and expand your business. We offer competitive advertising rates and offer a special discount to MEA members.

To advertise in an upcoming Viewpoint edition, please contact Lora Folsom at (619) 264-6632.



Editorial and Graphics Information

Editor
Lora Folsom
(619) 264-6632
lfolsom@sdmea.org

Graphics and Page Layout
Dawn Kealaluhi
(619) 264-6632
dkealaluhi@sdmea.org