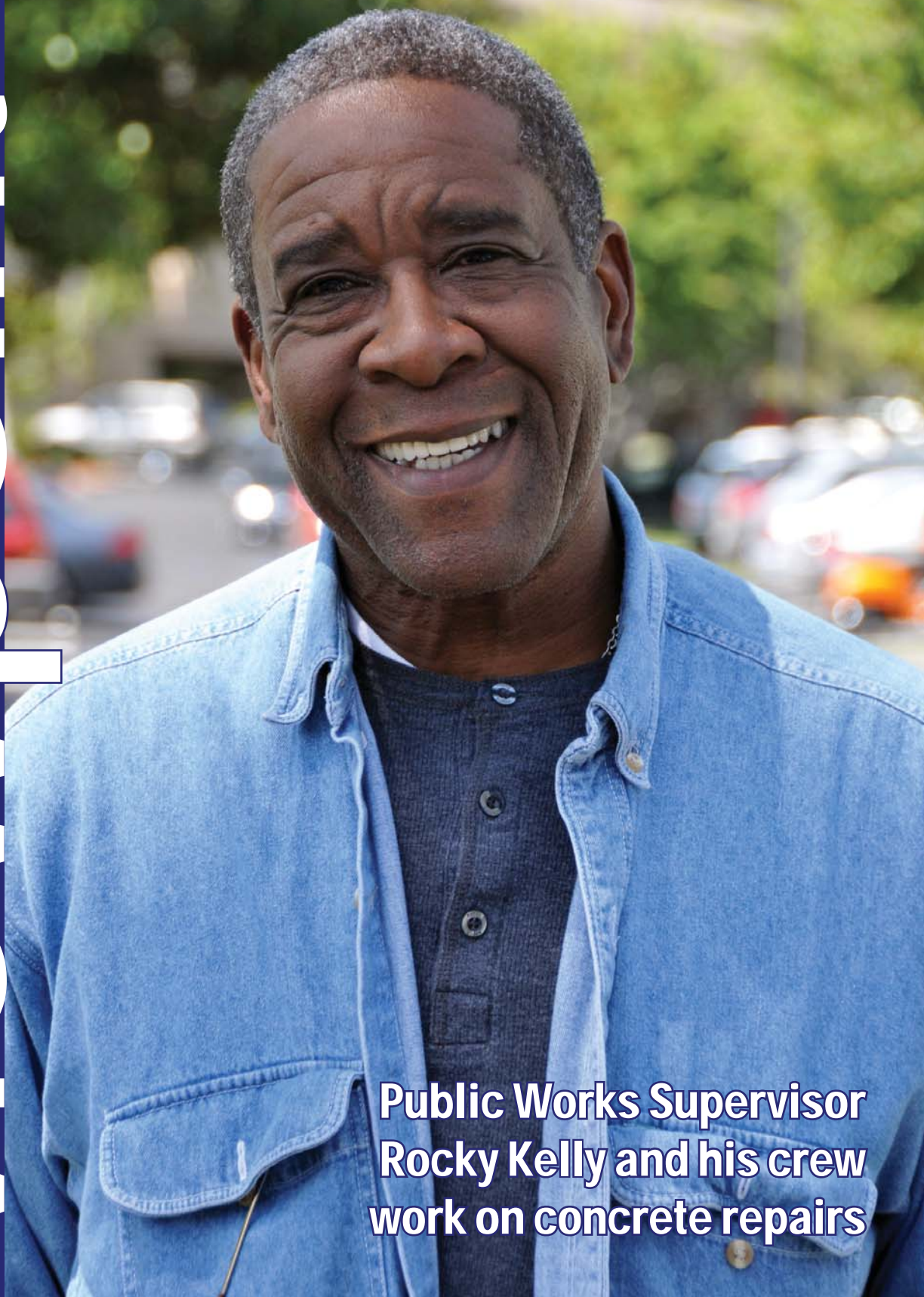




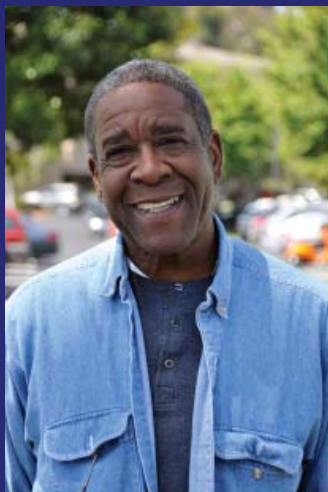
## San Diego Municipal Employees Association

Quarterly Newsletter  
April - June 2011

# viewpoint



**Public Works Supervisor  
Rocky Kelly and his crew  
work on concrete repairs**



## on the cover

MEA member Rocky Kelly has been with the City for 24 years and has worked with Streets Division since 1999.

Rocky has been married to his wife, Debbie for 32 years. The couple have five children, Caleb, Melyssa, Joshua, Jacob and Kelsey and also have three grandchildren with another on the way!



## inside

- 3 Message from your President, Tony Ruiz III
- 4 General Manager's Report
- 5 Ann Smith Update
- 6 In Defense of Public Employees
- 7 MEA is Working for You
- 8 Contract Extension Ratified by Members
- 10 Labor Headlines Around the Country
- 11 Labor Representative Quarterly Overview
- 12 Naughts & Noteables
- 13 Take a Ride Using the Compass Card



- 14 Section Highlight: Field Inspection
- 15 Kite Festival
- 16 Honoring Cesar Chavez
- 17 Healthy Habits
- 18 Boardmember Spotlight: Brian Anthony
- 19 Reflecting Back and Looking Forward
- 20 MEA Members Making Us Proud
- 22 Members in Need
- 23 Calendar of Events





## President's Message

Although the Wisconsin effort led by our union brethren did not end as we all had hoped, State Senator Spencer Coggs reminded me

about the power of organizing and fighting for a worthy cause when, after having returned to Wisconsin, he said, "We gave them hope. But they gave us inspiration."

Another quote that has stuck with me is from mayor-elect Rahm Emanuel of Chicago who once remarked "Never allow a crisis to go to waste." I think it's fair to say that certain politicians (I can think of one in particular here in San Diego) have taken advantage of the current economic climate in order to advance a very deliberate agenda. By emphasizing budget shortfalls and unfunded liabilities, they have characterized public sector unions as the real hindrance to financial stability. These opportunistic politicians have gone as far as casting government workers as overcompensated leeches who are draining the pockets of hardworking taxpayers.

Yet we know the truth... You are the librarian, the 911 dispatcher, the youth recreation leader, the water quality specialist who has selflessly dedicated your life to public service. The city's very infrastructure was built upon your passion and commitment to work for, and on behalf of, your fellow San Diegans.

We also know that the City of San Diego does the most with one of the leanest per capita budgets in the state. If San Diego were to simply increase fees and taxes to the same rate as the average of the ten largest California cities, the City of San Diego would generate an additional \$300 million in revenue each year. Yet we have witnessed time and again (most recently with the failure of Proposition D) the distaste voters have for simply paying for their fair share of services.

So you, the unwavering and committed City worker, continue to do more with less. One of countless examples is San Diego librarian Jennifer Suder who is now responsible for 10,000 books in comparison to her counterparts in any large California city who only manages

an average of 6,000 books. There is also John Anderson, a park ranger for Mission Bay Park who must contend with the fact that even though our city has the largest park acreage among the 8 largest cities in California, San Diego's park expenditure is the lowest (\$2,610 per park acre) among all of the cities, and far below the state average (\$6,442 per park acre).

What do City employees like Jennifer and John receive for their decades of dedication and service? Although certain politicians and media outlets will tell you that these employees will ride into the retirement sunset with a lavish six figure pension package, it is simply not true. After 25 to 30 years of service, the average MEA-represented employee can expect to receive a pension of about \$35,000 a year – with no social security benefit. And that pension is paid for in large part by the employee, not just "the taxpayer." Clearly the image of public employees driving off with Cadillac benefits is far more fantasy than fact.

Although MEA will continue to engage the public and get the facts out about these issues, certain media outlets and politicians seem like they'll never lose interest in vilifying you, and they will refuse to acknowledge the facts and a more accurate portrayal of the average City worker. Unfortunately, I don't foresee that changing anytime soon, especially with the next election cycle just around the corner.

Yet regardless of what is thrown our way, we have the tools which will equip us to ultimately win the battle. We have our integrity, our pride, our strong work ethic and the knowledge that at the end of the day, our public service efforts are what keep our communities going.



### Officers 2010-2012

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

### Executive Committee 2009-2011

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

### Board of Directors 2009-2011

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

### MEA Stewards

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



## Political Hysteria and Extremism Reigns...For Now

Thank you again to those MEA members who came to vote on our contract extension on March 22 at one of our five ratification sites.

As you can read more about on page 9, this extension essentially continues the same level of concessions agreed to by employees during the first two years of our current contract. But given all of the ongoing budget uncertainties (not to mention extreme political rhetoric) swirling around City Hall these days, locking in another year on similar terms represents a significant accomplishment for MEA-represented employees. Our contract extension also continues to contain better terms than other city bargaining units that failed to reach an agreement with the City in 2009. The harsher terms imposed on those units remain in place today. A reasonable person might think that another year of contract "peace" with the City might translate into a year of "labor peace" with City employees. But as each of us knows all too well, the City of San Diego is not a reasonable place these days. We are all going to have to continue to fight back against the political rhetoric and scapegoating surrounding budget shortfalls, pensions and public employees. And with the Mayor's race, five City Council district elections, and at least one extreme anti-City employee ballot measure being put before the voters right around the corner in 2012, we are going to have to deal with still more political extremism before peace might actually begin to settle in.

MEA's contract extension also leaves the future of the retiree health benefit to a separate negotiation, which is ongoing with all City bargaining units. Given that some at City Hall believe that the City can ignore 30 years of contractual and legislative promises and simply take retiree health away unilaterally, we are not extremely optimistic that an agreement with the City can be reached. If there is no agreement, the City will soon impose some draconian cut and essentially end the retiree health benefit as we know it. We will then likely head to court for another long, protracted, expensive legal battle.

The facts and the law are on our side, but the ultimate outcome in Court is of course always uncertain. That is why MEA counsel Ann Smith and your elected Negotiating Team continue to work hard and search for creative solutions that could lead to some sort of an agreement. And despite the rhetoric coming from City Hall, the City's negotiators are also working diligently to see if an agreement on retiree health is possible. All sides would benefit from an agreement that ends the uncertainty and constant attack related to this benefit.

MEA is prepared either way. On one hand, we welcome a Court battle where the City has to explain why for 30 years it acted under one set of facts and established legal principles, only to pretend that none of that matters today. On the other hand, we understand the value of an agreement and the certainty that comes with it, and we will continue to work to find one that balances the legal and budget realities of the day.

And speaking of actual and potential litigation, there is still a long list out there. The City's "substantially equal" litigation—where it argues that employees should be responsible for past investment losses in the pension system—is proceeding. (Notably, Ann Smith and her colleagues recently won an important pre-trial motion—over the vehement objection of the City—to move the case to a Los Angeles County Courthouse.) Then there is ongoing litigation over the DROP benefit; an appeal by the city of its loss in the Aguirre pension litigation begun five years ago; potential litigation over the implementation of the recent Purchase of Service Credit "window period" Court decision; potential litigation on the retiree health benefit; and various other actual and threatened Court actions related to your pay, benefits and contractual rights under the law and our MOU.

For now, the City's attempt to mediate a "global settlement" for all of these issues is dead, but that doesn't mean that the idea was without merit, and we remain willing to try again. Perhaps next time, if the city is willing to hold fewer press conferences and more actual mediation sessions, we could get closer to a resolution!

The other problem with global settlement in this City is that "global" is supposed to mean *everything* is resolved—meaning that if we agree to settle our differences then we are

done fighting with each other and ready to move forward together. But for several San Diego elected officials, media outlets and business groups, enough is never enough. The politics of attacking public employees are simply too much fun to let go of right now, and in fact they specifically do not want the party to end because they believe that the politics of "pension crisis" are good for their political careers.

Finally, the recent announcement by Mayor Sanders and friends to place an extreme, anti-City employee Charter change initiative on the 2012 ballot is disappointing but not unexpected. After all the changes and "reforms" that have already been agreed to or imposed, they want more. In fact, they want the whole enchilada, and they are going for it with this ballot measure. This is obviously not comforting nor good news, but we firmly believe that they have overreached this time. The proposed measure is punitive, legally flawed, built on phony "savings" that actually turn out to be costs, and compromises the public safety of our City.

The proposed ballot measure is a perfect example of how elected officials in this city tend to overreact, both in good times and bad, and make poor short-term decisions that turn out to be long-term blunders. We have 14 months before the election to educate the public about the measure (if it even makes it past signature gathering and legal challenges), and that is exactly what a coalition of MEA and other City unions will do. Right now, no one seems to believe that the initiative will ultimately fail. But *it will be defeated* and we may very well look back on this period as the bottom of a long, multi-year slog through the valley of hysterical anti-union, anti-public employee politics and policies in the City of San Diego.

It is incredibly disappointing and somewhat disheartening that we have to continue with these battles for some time to come. But we will continue to be successful by sticking together and working together. At the same time, City employees will continue work diligently and professionally to do their job and serve the public. Your union will do the same for you and we will prevail.

Please hang in there, stay strong and stay safe.

*Mike Zucchet*

## Legal Update: Purchase of Service Credits

MEA attorney Ann Smith is working tirelessly on a number of litigation and negotiation issues affecting MEA-represented employees (see Mike Zucchet's article on page 4 for more information). As most readers know, we send periodic "E-blasts" from Ann on these issues that alert employees to new information posted on MEA's website at [www.sdmea.org](http://www.sdmea.org). The article below related to "window period" Purchase of Service Credit issues is an example of the type of information that can be found on our website, so be sure to visit us when you get a chance to keep abreast of the latest from Ann!

### "Options" Letters for Active Employees:

As you know from the last letter you received from SDCERS in late February, those of you who are in the "AFFECTED" category regarding purchased service credits have already or will soon receive a letter from SDCERS by certified mail which outlines the "correction" options available to you and the details related to each option. Most of the "Options" letters for active employees have already been sent, while letters for those who are in ACTIVE DROP (whether they entered DROP *before* or *after* 11/20/07) and for those who have RETIRED will arrive later.

### Meetings at Balboa Park Club

SDCERS' "Options" letter will also inform you of a series of dates and times for SDCERS-sponsored informational meetings to be held at the Balboa Park Club in mid-to-late April. SDCERS will also explain the arrangements which have been made with the City to allow you two (2) hours of City-paid release time to attend *one* of these informational sessions after giving advance notice to your supervisor.

### Decision-Making Time-Line

Per SDCERS Board Rule 4.90, you will have sixty (60) days after receipt of your "Options" letter to make your selection from the "options" identified – with another thirty (30) day "grace" period being applicable before SDCERS implements Option 1 on those who do not make a timely selection. Before you make any decision, make sure you understand the different tax consequences and interest payment outcomes. SDCERS has a fiduciary duty to make a full disclosure to you. Ask SDCERS to explain these issues to you at these informational meetings. For example:

#### *Tax Consequences:*

Option 1 is the rescission of the original affected PSC contract with a full refund of monies you paid plus interest -- and a corresponding reduction in your pension service credits. If you select Option 1, you will have the right to make a tax-deferred rollover of both the principal amount and the interest earned into your SPSP account. In contrast, if SDCERS ultimately imposes Option 1 on you because you fail to make any selection, the principal and interest will be refunded to you in a taxable cash payment. Be sure you understand these differing tax consequences.

#### *Interest Calculations:*

The SDCERS Board Resolution calls for interest at the assumed rate of return for the system (formerly 8%; currently 7.75%) to be compounded annually or monthly depending on the circumstance. Before you make any selection, be sure you understand how interest will be calculated and what the affect will be if you act (1) within the initial 60-day period; or (2) during the 30-day "grace" period; or (3) on or after the 90<sup>th</sup> day.

### Those Who Entered DROP Before November 20, 2007: Motion For Clarification of Judgment To Be Heard by Judge Nevitt on April 22, 2011

The motion which SDCERS filed to seek a clarification of the judgment to exclude from this PSC "correction" process all those who were "trapped" in DROP as of 11/20/07 is pending before Judge Nevitt in the San Diego County Superior Court and will be heard on April 22, 2011. Since the City voluntarily excluded all those who were already "retired" as of 11/20/07 from the relief it was seeking when it filed its writ of mandate on 11/20/07 -- and since the City acknowledges that those who were already in DROP on that date were "trapped" in these irrevocable agreements -- SDCERS is asking Judge Nevitt to exclude these employees/retirees under the circumstances.

### Those Who Entered DROP After November 20, 2007

SDCERS continues to await an updated letter from Mayor Sanders regarding the City's position on allowing DROP participants to reform their DROP contracts to establish a different DROP beginning and end date as part of any "correction." Since the City is also a signatory to each DROP contract, the City's agreement to the reformation or rescission of any DROP contract is needed.

### Litigation???

Discussion is on-going with other unions and their attorneys regarding potential litigation related to these PSC issues. Many of you are familiar with the letters I sent last August and September related to potential legal claims and the grounds for them. We will continue to participate in these discussions and keep you apprised of MEA's intentions in this regard. However, this is too "public" a forum to offer any further comments at this time.

We will update you as new information becomes available.

Best regards to all, Ann M. Smith



The following opinion piece was originally published in the *Union Tribune* on March 10, 2011. Eric Johnson eloquently wrote what many of us feel, and his detailed account of serving the public as a municipal employee exemplifies countless City of San Diego workers who have also selflessly dedicated their lives to public service.

## In defense of public employees: Do you know who I am?

By Eric Johnson

I am the scourge of the modern era. I have been verbally assaulted in the local and national media. My utter existence has all but been criminalized. I have been accused of causing the budget shortfalls of every municipal and state government in the nation.

Who am I? I am your dedicated and hardworking municipal employee, now retired.

What have I done to earn all of this notoriety? Nothing less than spend 36 years of my life working for you as a public works employee with a local municipality.

I am the one you saw maintaining your park and open space areas so you could enjoy your picnics, barbecues and outdoor weddings in a safe, healthy and pleasing environment. I maintained your athletic fields so you and your families could participate in your favorite sports. I am the one who swept and maintained your streets, and installed the road signs and signals so you could negotiate through your fine city and arrive safely.

I trimmed your urban forest to keep branches out of the way of your passing vehicle or your face as you walked down the sidewalk.

I kept your sewer and storm drains flowing. I maintained my municipality's fleet of vehicles so they were ready for emergency responders in a moment's notice.

I worked for you rain or shine, hot or cold, during regular hours or on weekends, holidays and after hours while on call. In an after-hours emergency, I would be out of my warm bed and at your front door in less than 30 minutes.

The most important aspect of my job was the administration of your money in the most effective manner so as to benefit you, and the rest of the community. If I did not, I ultimately answered to those you elected. I did all of the aforementioned as a maintenance, supervisory and management employee. Every step of my 36-year hike was dedicated to improving the quality of your urban life and environment.

During my career, you paid for this by providing me with a decent wage and benefits package. Thank you.

When I retired, I had accumulated more than 1,500 hours of unused sick leave. Why so much? Because I chose to serve you instead of staying home when I was a little ill, achy

or otherwise not feeling up to par. I even worked for six weeks with a cast on my left hand and forearm. After all, I am right-handed and could still serve. If I had used all of my sick leave, you would have paid me much more than the small amount I did receive.

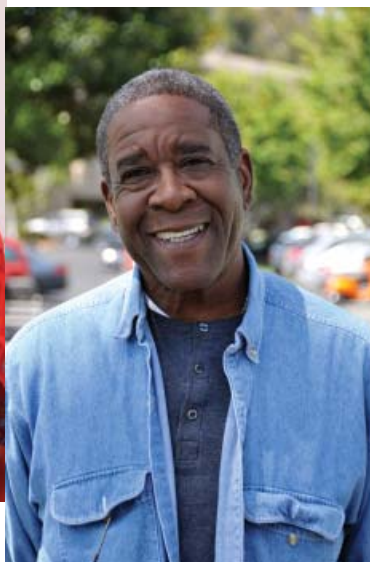
Although I was only performing the job you paid me to do, a few of you over the years actually wrote, called or e-mailed my bosses conveying your appreciation for my services. You know who you are. Thank you.

For the rest of you who have jumped on the blame-the-city-worker-for-all-of-life's-current-problems or the if-I-can't-have-it-no-one-else-can-either bandwagons, shame on you. You, too, know who you are. Your actions remind me of my elementary school playground days when those without the new ball took it from the one who had it.

I have always been, and continue to be, proud to have served you. I deserve better than your wrath.



**Mary Enyeart**  
San Diego Police Dispatcher



**Rocky Kelly**  
Public Works Supervisor



**Sam Cerato**  
Logan Heights Library Clerk



**Sarah Erazo**  
Standley Recreation Center  
Director

# MEA Is Working For You...



MEA's Second Vice President and By-Laws Committee Chair Jan Lord led a discussion on proposed revisions and recommendations.



MEA President Tony Ruiz, 1<sup>st</sup> Vice President Bob Cronk and Boardmembers Sam Cerrato, Joe Miesner, Leslie Simmons and Chun Chi Ma participated in the Labor Management Committee (LMC) for the Library Department.



Labor Relations Representatives Nancy Roberts, Gwen Phillips and Marin Mejia attended the S.D. Labor and Employment Relations Association (LERA) meeting which addressed new labor developments, issues and practices in the field.



The Finance Committee reviewed the budget and examined specific line items. The Finance Committee begins to prepare the 2011-2012 MEA budget this month which will then be forwarded to the Board of Directors for review in May.



GM Mike Zucchet spoke with Engineering & Capital Projects employees regarding the contract extension and issues affecting City employees.



Senior Labor Relations Representative Kelly Cruz met with Facilities Maintenance Division employees Les Judd, Glenn Simpson, Dave Prevost, Calvin Yeldell and John Montoya.



# MEA Contract Extension Ratified by Members

Thank you to all of the MEA members who took the time to vote on our contract extension ratification. We had a great turnout and the contract was overwhelmingly ratified by a vote of 1298 in favor to 35 opposed, which amounts to a 97.4% "yes" vote to support the recommendation of MEA's negotiating team.

The next step is for the City Council to adopt a resolution approving the contract at an upcoming meeting, which will likely take place in April or May.

While the terms of this 1-year contract extension involve continuing economic sacrifices for employees, extending the contract avoids the need for another bargaining process which would likely have resulted in a worse outcome given the City's ongoing recession-related budget deficit and other political considerations.

Also, the terms of this extension continue to be more favorable than the outcome experienced by other City unions that had harsher economic take-aways imposed on them after impasse in 2009—and those take-aways remain in effect to this day.

## Material Terms of One-Year Contract Extension

### 1. Terminal Leave Eliminated

Effective July 1, 2011, retiring employees will no longer be entitled to "terminal leave" status.

### 2. General Salary Freeze

The same general salary freeze will continue through June 30, 2012. Employees will remain eligible for all other current forms of compensation, including but not limited to step advances on the salary schedule, career advancement opportunities as well as certification and registration pay.

### 3. Six Percent Economic Concession Remains in Effect for Most Employees

*(a) 3% Reduction in City's Paid Retirement Contribution Offset*

Effective July 1, 2011, the City will reduce the amount of the retirement contribution offset

which the City has been paying on behalf of employees hired before July 1, 2009, from 3.4% to .4% only – a 3% reduction. This reduction means that these employees will pay 3% more of their own retirement contribution obligation, which is paid pre-tax.

*(b) Choose ONLY ONE: SPSP 3% Mandatory Match Waiver, 3% Pay Deduction or 52- Hour Furlough*

Effective with the pay period beginning July 9, 2011, each employee will elect only one of the following options (see exceptions below for employees hired after July 1, 2009, and for all Hourly employees):

(1) waiving the right to receive the City's mandatory 3% match of contributions into the SPSP Plan;

(2) taking a 3% deduction from all SPSP-eligible compensation; or,

(3) taking fifty-two (52) hours of unpaid furlough during fiscal year 2012, which will be deducted on a pro-rata basis from each of 25 paychecks over the course of the fiscal year on the same terms and conditions as apply to the City's FY09 Voluntary Furlough Program, except that no discretionary days off shall be made available. A pro-rata adjustment in the number of furlough hours shall be made for those employees who work half and three-quarter time, and for any employee hired after the beginning of a fiscal year.

*(Please note: The City will provide a form for the purpose of making your choice in May.)*

### 4. Exceptions: Post-7/1/09 Hires and Hourly Employees

Since employees hired after July 1, 2009, are not eligible to participate in the SPSP plan, these employees may not elect option (1) above. Since Hourly employees are not eligible for furlough (option (3) above), and since federal law mandates their participation in the SPSP-H plan (option (1) above), the 3% pay deduction (option (2) above) is mandatory for them.

Some additional provisions applicable to the options under 3(b) above:

1. Failure to execute an election of one of these three options by the designated date or within fifteen workdays after returning to active payroll or from approved leave will result in an automatic "choice" of the 3% deduction from all SPSP-eligible compensation.
2. Employees may not change their election during the term of this one-year MOU extension.
3. Each employee who waives the City's mandatory SPSP match will have the option to continue or stop making his or her mandatory SPSP contribution while the waiver of the City's matching contribution is in effect. If the employee elects to discontinue making his or her mandatory 3% contribution, the employee must also waive the right to increase his/her voluntary SPSP contributions beyond the percentage the employee had selected during the payroll period ending March 18, 2011.
4. Each employee will schedule his or her furlough hours in the same manner as vacations are presently scheduled pursuant to Article 18 of this MOU. The City agrees that each employee must be allowed the opportunity to take furlough hours off before the end of each fiscal year. The parties intend that this furlough program will be conducted on terms that are fair and reasonable to each employee while permitting the City to carry on necessary work. In the event of any dispute over a department's or division's handling of employees' requests to schedule their furlough days, the City's Human Resources Director will have the authority to hear and direct the department or division to resolve the dispute in keeping with the letter and spirit of the parties' agreement.

If you have any questions regarding the contract extension, please do not hesitate to contact MEA at (619) 264-6632.







# Labor Headlines Around the Country

## Union rallies support at Oregon Capitol

Published: 3/07 1:41 pm  
[www.kmtr.com/news](http://www.kmtr.com/news)

SALEM, Ore. (AP) — Hundreds of union members who rallied at noon at the state Capitol in Salem got a pledge from Gov. John Kitzhaber that he's on their side.

The Oregonian reported the Democratic governor said the state will not solve its budget crisis or fix other problems by attacking the labor movement or making scapegoats out of public employees.

## Watching Uproar Over Wisconsin Protests, It's Time to Remember How Unions Make Our Lives Better

*By Sally Kohn*

Published March 10, 2011  
[www.foxnews.com](http://www.foxnews.com)

If you're cheering on Wisconsin Governor Scott Walker's decision to destroy both democracy and working families by ramming through anti-union legislation backed by big business, shame on you!

## Lee County public workers rally support

Written by Mary Wozniak  
Published April 5, 2011  
[www.news-press.com](http://www.news-press.com)

FLORIDA – The talk was tough Monday at a rally blasting proposals by Gov. Rick Scott and state legislators that would weaken public workers' rights and benefits, but one local union official said it may be time to battle back with more than words.

## Debate over union negotiations reaches Iowa

By Lindsey Peterson, KVNO News  
March 9th, 2011  
[www.kvnonews.com](http://www.kvnonews.com)

Omaha, NE – Hundreds of protesters rallied at the Iowa capitol in Des Moines on Monday, to speak out against a bill which would limit the rights of public union workers to negotiate.

## Union Protesters Gather At The Indiana Statehouse

*By Mary Collins*

*By Scott Sarvay*

*By Megan Trent*

March 10, 2011

[www.indiananewscenter.com](http://www.indiananewscenter.com)

INDIANAPOLIS, Ind. (Indiana's NewsCenter) - Around 8,000 protesters gathered at the Indiana Statehouse in Indianapolis Thursday to protest what they call a radical Republican agenda.



# Labor Representation Quarterly Overview

*January - March 2011*

In the first quarter of 2011 there were a total of 62 new cases which included grievances, fact findings and disciplinary actions.

In addition to working on the individual cases, MEA Labor Relations Representatives have also been busy with various departmental meet and confers and with labor management committees, including:

## Facilities Maintenance

We have made our proposals for the Employee Handbook and are now waiting to hear back from the department after they meet with Local 127.

We are also meeting with the department regarding Article 68 of the MOU which requires discussion on how work will be restructured, reassigned or delayed after a section undergoes a reduction in force. Last year, the department eliminated the "trades" supervisors, which resulted in many of their duties being transferred to the Building Maintenance Supervisors and Senior Building Maintenance Supervisors. The Deputy Director has received approval to fill two vacant Building Maintenance Supervisor positions which MEA supports. We are also in agreement with the BPR recommendation that a new Assistant Building Supervisor classification be added.

Similar to the recently created Streets Labor Management Committee, MEA is pursuing the creation of a Labor Management Committee with Local 127 in order to address issues between represented employees of both unions.

The Push-to-Talk cell phone policy meet and confer has been completed and the agreed upon policy is now being implemented.

Facilities Maintenance management wants to cancel the alternate work schedules for MEA-

represented employees. This is due to the fact that Local 127 employees whom MEA-represented employees supervise are not on the same schedule. We will be meeting with management to discuss their proposal and any issues triggered by the change.

## Fire Communications

The staffing policy has been finalized. Meet and confer regarding the mandatory overtime policy and sick leave policy has now begun.

## Public Utilities

Customer Support management has asked to meet in order to discuss a temporary (5 months) suspension of alternate work schedules while the training and implementation of their new system occurs. We have recently attended the first meeting and will report on the situation in the next publication.

## Miscellaneous Issues

We have submitted our questions and feedback on a proposed new Administration Regulation Security Policy and an updated Employee Assistance Policy to Labor Relations. An updated Threat Management Policy should also be coming out soon.

MEA has sent a letter to the Police Department to meet and confer regarding the impact of last year's budget cuts.

The Library Labor Management Committee has been reinstated and began meeting in January. The meetings will continue to take place on a monthly basis.

## Know Your Rights:

### Paid Release Time to Donate Blood

Many of our members are not aware that the City provides paid release time for employees who donate blood at an MEA-sponsored blood drive or when the Blood Bank issues an emergency request.

According to Article 64 of the MOU, "An employee shall receive paid release time, not to exceed two hours, when he or she donates blood at the annual MEA blood drive and/or in response to an emergency request from the Blood Bank. The City shall release the employee for the actual time the employee spends in any travel to and from the Blood donation site, as well as for the time spent at the site, in any event not to exceed a maximum of two hours of release time. The employee shall submit his or her 'blood receipt' to the payroll clerk as verification of the donation."

City employees have always been incredibly generous, but it helps to know that they won't have to take time off work in order to donate the gift of blood.

The Blood Bank must collect 400 pints of blood each day in order to meet the needs of area hospital patients who are battling life-threatening conditions. We hope that you will join us in our efforts this summer at our annual blood drive. We will provide additional details as the event approaches and encourage you to contact MEA if you are ever denied paid release time during our blood drive.

# Naughts & Noteables

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

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

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

## **Econo Lube & Tune**

7979 Aero Drive  
San Diego, CA 92111  
(858) 279-7979

Tony and the guys are great! Tony has a vast knowledge of automobiles and shares it with his customers. He even called me the next day to see how things were going with my repair. Fair prices, great atmosphere and excellent customer service.

Review by Tim Robinson  
Fire Rescue Department

## **Tamara Schneidmiller, DDS**

7888 La Mesa Boulevard  
La Mesa, CA 91941  
(619) 460-8211

Dr. Schneidmiller is a fabulous dentist with a small practice in La Mesa which she shares with her dental partner and husband, Dr. Brien Hill. Even though it's a PPO, it's definitely worth it! She's the only dentist I know who actually cleans her patients' teeth herself so she knows what's going on.

Review by Leslie Simmons  
Library Department

## **Surf Club Surf Shop**

952 Garnet Avenue  
San Diego, CA 92109  
(858) 483-4854

The Surf Club has been in business in Pacific Beach for 30 years and has a great selection of boards and wave-riding gear. The

owner, Jeff Kinney, and his staff are really knowledgeable and friendly. The Surf Club is a true surf shop for surfers of all abilities and styles.

Review by John Fisher  
Development Services Department

## **Spice Corner**

*Vegetarian/Halal/Non-Vegetarian Indian food*  
9508 Miramar Road  
San Diego, CA 92126  
(858) 566-4599

Spice Corner is a new Indian restaurant in Miramar with a passionate owner. Samples are available for those that have little experience with Indian cuisine. The chicken tikka masala is superb! A unique mango drink goes well with the spicier dishes, which are few since most have had their spiciness toned down for general consumption. With each plate comes India's famous naan bread. If you haven't tried Indian food before this restaurant will give you a very good first impression.

Review by Matthew Sanders  
Police Department

## **Monica's at the Park**

1735 Adams Avenue  
San Diego, CA 92116  
(619) 665-2162

Monica's is a coffee shop with a quiet, dog-friendly patio (in the back). Their salads are great, though their pastry options are limited and their soups tend to run out. You

will enjoy the sound of the water fountain which adds to the relaxing atmosphere. The back patio is also smoke-free.

Review by Natalie de Freitas  
Stormwater Department

## **Telegraph Canyon Animal Medical Center**

577 Telegraph Canyon Road  
Chula Vista, CA 91910  
(619) 421-1323

Telegraph Canyon Animal Medical Center is a community-based veterinarian center that offers a multitude of services. Dr. Henderson and her staff truly care about animals and even opened their doors for displaced animals when the East County fires broke out. The Center offers low cost shot clinics every Saturday. Additionally, they work closely with the Feral Cat Coalition and offer low-cost spay/neutering services.

The staff goes above and beyond to make everything more convenient. When I needed to renew a prescription for my shepherd, I'd call and they'd always have it ready by the time I would pick it up after work. When it came time for me to put my shepherd down, the entire staff was very caring and supportive and even assisted me with the final arrangements for my dear friend and companion.

I would highly recommend the Telegraph Canyon Animal Center for anyone looking for a professional and caring veterinarian center.

Review by Gabrielle Mead  
Police Department



# TAKE A RIDE USING THE COMPASS CARD

Many City employees aren't aware of the MTS Compass Card which is now being offered. The Compass Card is accepted on all Metropolitan Transit System (MTS) and North County Transit District (NCTD) fixed route buses, the trolley, Coaster and Sprinter.

The Compass Card is a plastic "smart card" that is designed to streamline and expedite transit fare collection. The card allows riders to have their trip validated by simply touching it flat on a designated validator or farebox.

All paper transit passes are being replaced by the Compass Card in the San Diego region in order to improve transaction times and to allow buses, trains and trolleys to maintain their transit schedules.

City employees receive a significant discount (see below) and can purchase their Compass Cards from the 1<sup>st</sup> to the 12<sup>th</sup> of each month. If the last day of the selling period falls on a weekend, the selling period is extended to the next business day or the following Monday.

To make it a little more convenient for you to take the time out of your day to purchase the card, there are several City workplaces that offer the Compass Card including:



**Executive Complex  
(8th Floor)**  
1010 Second Ave.  
10am to 1pm  
2pm to 4pm

**Balboa Park  
Administrative  
Building,**  
2125 Park Blvd.  
1st and 2nd day of  
each month  
1pm to 3pm

**Central Library  
Administrative Office  
(3rd Floor)**  
820 E Street  
*\*Library employees  
only*  
First week of the  
month  
1pm to 3pm

**San Diego Police  
Department  
(Sub Station)**  
2500 Commercial St.  
1st week of the  
month  
8am to 4:30pm

**Ridgehaven  
Permits Counter  
(2nd Floor)**  
9601 Ridgehaven  
Court  
1st week of the  
month  
8am to 4pm

## JUST 2 OF SEVERAL DISCOUNTED ROUTE OPTIONS INCLUDE:

**Coaster Passes**  
2 Zones, Sorrento Valley

**Full Price**  
\$150.00

**Employee Cost**  
\$50.00

**Transit/Trolley**  
All Trolley, Local Routes, 20, 30, 50, 150, etc.

**Full Price**  
\$72.00

**Employee Cost**  
\$18.00

*For more information about the Compass Card, please call 511 and say "Compass" or visit [www.511sd.com/compass](http://www.511sd.com/compass).*

## WAYNE HAY CONSTRUCTION

General Contractor CA License 945205

Specializing in home  
improvement and remodel

**PHONE**  
619.402.0369

**EMAIL**  
[whay444@cox.net](mailto:whay444@cox.net)



DJ Nate Scott is committed to providing superior customer service. Whether you want a laid back, elegant or hip energized wedding/event, he will do it your way.

E-mail: [djnate@weekenddjonline.com](mailto:djnate@weekenddjonline.com)  
[www.weekenddjonline.com](http://www.weekenddjonline.com)

## Nate Scott/Mobile DJ

Tel: (619) 806-1293 or (951) 303-8401

# Field Inspection

The process of remodeling or constructing a home or commercial property can be stressful and taxing. However, Combination, Mechanical, Plumbing, Electrical and Structural Inspectors in the Development Services



Department do their best to ensure that a project will meet the minimum standard of safety by performing the necessary inspections and making sure that applicable codes are adhered to.

Permitting is the primary tool used by the City to regulate construction in San Diego. Work done without permits can lead to safety standards not being met which could ultimately result in property damage or even worse, bodily injury and the threat to life.

Many people are not aware that you need a permit for all remodel construction. For example, a plumbing permit is needed if you are replacing an existing fixture such as a toilet. An electrical permit also may be required for any addition or change to a building's existing system like adding an electrical plug-in for a computer in home office or a microwave in a kitchen. If you aren't sure whether your project requires a permit, you can call (619) 446-5000 or go to the Development Services website at [www.sandiego.gov/development-services](http://www.sandiego.gov/development-services).



Field inspection is broken down into two groups- Combination Inspectors (who inspect 1 and 2 family dwellings) and Specialists Inspectors (comprised of Mechanical, Plumbing, Electrical and Structural Inspectors who inspect multi-family, commercial and industrial projects).

Combination Inspectors are responsible for inspecting single family homes and duplexes. Their work is quite technical and deals with the intricate and ever-changing building codes and construction practices.

To ensure that inspectors are up to code in their understanding, they must maintain several different building certifications and attend training on environmental issues including lead paint and asbestos removal. Even with the stringent requirements for being an inspector, there is not high staff turnover. MEA member Mike Boerner has been with the division for 29 years!

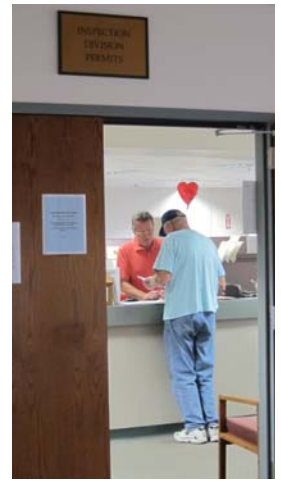


Similar to Combination Inspectors, Specialists utilize the same base codes for their inspections. When inspecting projects other than 1 and 2 family dwellings, however, the construction design can get complex. For example, a high rise condominium project requires that the structural inspector not

only verify code compliance, but that he or she must also manage a series of third party inspections and testing which occur throughout the duration of the project.

Plumbing and Mechanical Inspectors also inspect intricate systems that many people will later rely on to properly function

with each use. The Electrical Inspector adheres to codes specific to the structure's occupancy as well as an additional electrical system which supports the many functions of the building. For example, a high rise building requires an onsite generator to support the emergency system which would allow people to exit the building in case of an emergency.



Development Services inspectors do not just inspect a project, but really provide insight, guidance and technical code expertise throughout the process. Although we don't necessarily think about it when we walk into a movie theater, high rise building or newly remodeled home, we have inspectors to thank for making sure that the structure is sound, the electricity is properly wired and running water comes out of the sink and toilets. Thank you field inspectors, MEA is proud to represent you!

*Special thanks to Mark Chrysler for his assistance and division profile.*



## 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.



# Kite Festival

MEA members Brian Anthony, Johnny Chou and the staff at the Ocean Beach Recreation Center welcomed the sunshine and slight breeze which helped to make this year's 63<sup>rd</sup> Annual OB Kite Festival a huge success. The OB Rec. Center and the OB Kiwanis Club partner every year to bring the longest running kite festival in the United States to our local community. Starting in the morning and going into the afternoon, families built kites in the recreation center then flew their carefully-constructed creations from the black top as well as in the grass sports diamond of OB Elementary School. In between running, playing and occasionally getting their kites in flight, kids enjoyed hot dogs, root beer floats, amusements rides and face painting. In the afternoon, everyone was invited to join the kite parade which breezed its way down Newport Avenue. Thanks to Brian, Johnny and all of the OB Recreation Center staff for helping to put on such a fun, high-flying, family event!





# Honoring Cesar Chavez and Supporting the Next Generation of Leaders

MEA was proud to support the Chavistas at the Cesar Chavez Breakfast on Friday, March 25, 2011. The Chavistas are from Memorial Prep Academy who are a part of one of the many Cesar Chavez Service Clubs in the San Diego Unified School

District. Chavistas are committed to learning the legacy of Cesar Chavez through the values he espoused, including respect, non-violence, sacrifice, pride, creativity, determination, teaching and helping others and valuing knowledge. The club's mission

is to help empower students to believe in themselves and to make a difference (¡Si se puede!). MEA is proud to support such a bright group of young persons who are committed to making a difference in their communities.



Guests enjoyed breakfast and hearing Gilbert Padilla's message about organizing and community service.



Chavistas with Gilbert Padilla, a close confidant of Cesar Chavez and former Secretary-Treasurer for the United Farm Workers of America.

## Best Health

*your best. your health. your way.*

## MEA Employees Get Ready for Summer!

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

### Features include:

- Online wellness portal offering Wellness Workshops, health trackers, recipes and more.
- Exercise challenges and activities. Look for the *Spring into Summer* challenge coming soon!
- MEA President's Circle — a special program with rewards and exciting prizes for employees who go above and beyond and complete the Health Risk Assessment and all Best Health challenges.\*

\*Includes the Maintain, No Gain holiday challenge and the Spring into Summer challenge.



Your journey to best health starts here —  
[www.BestHealthSanDiego.com](http://www.BestHealthSanDiego.com)

**SHARP**  
HEALTH PLAN



## Healthy Habits to Work into your Work Day

The key to achieving and maintaining a healthy weight isn't about short-term dietary changes. It's about a lifestyle that includes healthy eating, regular physical activity and balancing calories consumed, with calories your body actually needs.

With busy work schedules and family obligations, it isn't always easy to find time to exercise regularly. Many of us also have jobs that require us to be deskbound and in front of our computer screen for large portions of the workday. According to the European Heart Journal, the damage done by sitting too much during the day could not be reversed, even for those who exercised moderately to vigorously after work. The good news is that with a little creativity and a commitment to staying healthy, there are practical ways to increase your movement and activity in your workplace. Rodale Institute's Leah Zerbe recommends simple modifications to your workday like taking the stairs instead of the elevator, walking over to a co-worker's desk, rather than sending an email, standing up while talking on the phone and even using a restroom on another floor. All of these activities promote additional movement and combat sedentary and monotonous workdays.

A healthy eating plan which includes a wide variety of foods like fruits and vegetables, calcium-rich foods, grains and proteins is also crucial to healthy living. Yet "healthy" doesn't necessarily have to replace "delicious" in your vocabulary and on your taste pallet. Women's Health Magazine suggests several dessert recipes which combine a variety of fruits with great flavor. The next time you reach for a cookie or that ice cream carton, try one of these simple desserts instead.



### Moroccan Pomegranate Mint Yogurt

1/2 cup nonfat Greek yogurt (such as Fage)

1/3 cup pomegranate arils (the pulpy seeds)

2 tsp thinly sliced fresh mint

(about 5 leaves)

Fold mint into yogurt. Layer yogurt mixture and pomegranate arils in a clear dessert dish.

Makes 1 serving.

Per serving: 145 cal, 0 g fat (0 g sat), 69 mg sodium, 19 g carbs, 4 g fiber, 16 g protein



### Honey-Lime Fruit Cup

1 cup fresh fruit (such as pineapple, kiwi, and assorted berries)

1/2 Tbsp honey

1 small lime

Place fruit in a medium serving bowl. Zest and juice the lime. In a small bowl, whisk 1/2 teaspoon lime zest and 1/2 tablespoon lime juice into honey until well blended; drizzle over fruit salad and toss gently to mix.

Makes 1 serving.

Per serving: 109 cal, 1 g fat (0 g sat), 3 mg sodium, 28 g carbs, 3 g fiber, 2 g protein

Additional tips and tools to maintaining a healthy lifestyle can be accessed through Best Health ([www.BestHealthSanDiego.com](http://www.BestHealthSanDiego.com)). This online resource has everything from weight trackers and exercise plans to nutritional guidance and a cardio log which are all useful tools. Maintaining a healthy weight and lifestyle definitely has its challenges, but a little creativity and a willingness to incorporate better long term habits can go a long way on your journey to good health.

# Brian Anthony

## Park & Recreation

Provide a brief history of yourself—where you were born, where you went to school, some jobs you had before working for the City, family information, etc.

I was born in Long Beach but I really grew up in Clovis, CA for the first 9 years. We moved to San Diego in 1987 and lived in Rancho Penasquitos where I attended elementary, middle school and eventually Mt. Carmel High School. Some of my many jobs have included refereeing soccer games and preparing fields, pizza cook, assembly line worker at a circuit board factory, receiving products in a warehouse, working at various recycling centers and organizing youth basketball and flag football leagues. All of these and a six year stint at various local community colleges provided me with the motivation to attend San Diego State University where I received my Bachelor's Degree in Art.

My Dad is a retired County of San Diego employee and now speaks internationally about resource management and Zero Waste. At one point, my mom and two sisters all worked for the City's Library Department, which was probably the motivation behind me taking the job with the Park & Recreation Department.

I don't have any kids yet, and live in Pacific Beach with my dog Daisy and cat Jazz.

What's a song that you would deny liking, but if it comes on the radio and you're alone, you listen to?

If I would deny liking it, why would I tell you now? I did get caught by someone the other day singing along to Oingo Boingo's "Dead Man Party" and had to roll up my car window rather than stop.

What brought you to the City?

As rewarding as it was making pizzas, my mom encouraged me to apply with the City. I was originally hired as a Service Aide just after I turned 16 years old. I

had interviews for Lake Aide, Library Aide and Recreation Aide all within weeks. After hearing more about the different job descriptions, I decided to work for the Park & Recreation Department at an afterschool program in Mira Mesa.

How long have you been with the City and in what department(s)?

I was hired in February 1996 and this will be my 15<sup>th</sup> year with the City of San Diego, all of which has been with the Park & Recreation Department.

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

My first week was great and so was the job. I reported to work at Hickman Elementary School in Mira Mesa where I first met my co-worker. The two of us then proceeded to organize and play games (tetherball, four square, wall ball, kickball, football, soccer, etc...) and supervise kids on the playground for three hours afterschool each day. Generally there would be 30-50 kids, but on half days, it was closer to 150.

What is the first thing you do when you get to work?

I check the building for vandalism and issues, open all the doors for all our morning groups, turn on the computer and then start to respond to daily emails.

Who would you want to play you in a made for TV movie?

I would like to think Brad Pitt, but I would be happy with Seth Rogan.

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

I am proud to be a part of MEA and to fight on behalf of our members and fellow employees in order to protect our collective bargaining agreements, improve our working conditions and to defend our rights as employees.





# Reflecting Back and Looking Forward

MEA would like to acknowledge the many contributions and years of service of recently retired MEA-represented City employees. We wish you all the best as you embark on this next chapter of your life!



## Chuck Rickman

I served as a 911 Dispatcher for the San Diego Police Department for nearly 20 years. I came one day for a sit-a-long and immediately knew this job was exactly what I was looking for. Over the years, I became the go-to-guy in the phone room to solve problems and to provide insight and am very proud and honored by the trust and confidence my peers and supervisors had in me.

Recruiting and training were extremely rewarding aspects of being a dispatcher. Seeing the sparkle in the eyes of new dispatchers along with guiding them through training and helping them become a dispatcher was very satisfying. I was a core member of our mentoring program which we developed to assist new employees with any problems that they might encounter. I also used to love telling people, "I tell cops where to go!"

My career has been so full of memorable experiences, but there is one 911 call that will forever stick in my mind. The call was from a hysterical lady who I could not understand. I immediately dispatched the call and after what seemed like an eternity of hearing her scream and cry, I finally understood the words "my baby!" My heart immediately sank! She finally calmed down enough to tell me that her baby was in the clothes dryer! You can imagine what picture went through my mind...

As it turned out, it was not a baby, but rather her cat named Baby. When she had discovered that the curious cat had jumped in the dryer, she was so paralyzed with fear that she did not think of opening the door, but just called 911! Dispatching definitely had incredible highs and lows, and from one moment to another, you never knew what type of call you would get.

I have many goals now that I'm retired including walking. I love to walk and every morning I set out on one of my 18 "adventure walks" all around San Diego. We are so blessed to live in a city that has miles of sidewalks with such scenic beauty and wonderful unique places. I also intend on doing more with my photography and cooking interests. I have travelled extensively the past 10 years and am now planning a trip to Vietnam and China for next year.

Oddly enough, I will actually miss talking to the citizens. Yes, they could be real pains, but I loved helping them. Most of all, I will miss my "communications family". I feel so lucky to have been a part of such a diverse group and will remain grateful for the love and support they have given me over the years.



## Wayne Hay

I worked for three different departments during my 20 years with the City. I was first hired as a carpenter in the Water Department in 1988. Two years later, I was promoted to Building Maintenance Supervisor at the Police Department. In 1998, I transferred to General Services, Facility Maintenance Division and was soon promoted to Senior Building Maintenance Supervisor where I worked until I retired.

One of my most memorable experiences was in June 1996 when I worked with the White House Communications Agency and Secret Service to prepare for a visit by President Clinton at our Police Headquarters. It was really exciting to represent the City of San Diego and to assist the White House staff during the three days of preparation leading up to the event.

Afterwards, I was able to meet the president and even had my photo taken with him!

Although I have indeed retired from the City of San Diego, I have not stopped working. Last year I obtained my General Contractors License and I have embarked on what I consider my third career. My primary work is home remodel and commercial tenant improvements.

When I have a little free time, I love to walk, shop and travel a bit with Bonnie, my beautiful wife of 8 years.

I will definitely miss the people that I was so lucky to have worked with. Throughout my entire time at the City, I was surrounded by a dedicated and fantastic group of individuals. At the Facilities Maintenance Division, I thoroughly enjoyed working with highly skilled crafts persons whose work was outstanding at every level. I truly miss going to work every day and collaborating with such dedicated and talented people.

# MEA Members Making Us Proud!



Congratulations to the READ/San Diego-SD Public Library team, the *Bee Sharps* who took first place in the San Diego County Corporate Spelling Bee.

The *Bee Sharps* were triumphant through all seven rounds and successfully competed against fifteen teams. The victorious *Bee Sharp* spellers consisted of MEA member **Philip Gunderson**, READ/ San Diego Tutor Clifford Pressley and Jennifer Spurl. Congratulations to Philip and his *Bee Sharp* team members!

## 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 Graham Hufford in Baja Sur Mexico observed the more than 1,000 gray whales that migrate down from Alaska.

Congratulations to MEA members in the Park and Recreation and Treasurer Departments celebrating anniversaries this month for their many years of service with the City of San Diego.

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

35 years...Julie Salinas

25 years...Cheryl Cook, John Koozin

20 years...Greg Woods, Katie Close, Cheryl White, Debra Beale, Victoria Hara, Mari Jo Ricanor

15 years...Kim Hill, Maria Anderson, Heather Jacobs, Cynthia Nash, Kathy White, Lupe Estrada

10 years...Thelma Gutierrez, Albert Cuevas, Carol Howard, Blanca Chacon, Dixie Keshavarzi, Tamika Singleton, Susana Loza, Diane Le May, Marilyn Stern



Maria Anderson



Thelma Gutierrez



Debra Beale & Cheryl White



Kathy White



Diane Le May



Mari Jo Ricanor



Cynthia Nash





Each month, SDREA hosts a luncheon featuring a guest speaker. This month's speaker was MEA General Manager Mike Zucchet, who updated retirees on various legal and political issues facing city employees.

These luncheon programs are becoming increasingly popular with retirees and serve as yet another arrow in our quiver to get retirees actively involved in protecting the pension rights which they worked so hard and long to attain. Active employees, particularly those enrolled in DROP whose retirement date is fast approaching, have a standing invitation to join us.

Our meetings are on the 2<sup>nd</sup> Tuesday of the month. We meet in the War Memorial Building at the far north end of the zoo parking lot in Balboa Park. The REA's board of directors meets at 9:30 am and the general member meeting begins at 11am. Our program begins at 11:30 am and will be followed by a catered lunch at noon or shortly thereafter.

Luncheon cost is \$8.50 per person. Reservations are required and can be made by consulting our website (just Google CSDREA). We look forward to seeing you!

A special  
**BIRTHDAY WISH**  
for the following  
MEA Board members:

#### APRIL

11th Lisa Goehring  
19th Steve Ramirez  
22nd Jeff Wallace  
26th Graham Hufford

#### MAY

3rd Susan Hurst  
9th Bree Mead  
12th Eleuterio Buquiran  
15th Joe Miesner  
21st Karen Witherspoon  
26th Sarah Erazo  
27th Tony Ruiz III

#### JUNE

19th Kimberly Akins  
28th Kyle Wiggins

## Orange Vanilla Creme Brulee

by Bill Craig  
MEA Executive Committee

### INGREDIENTS:

1/2 cup granulated sugar  
1 egg  
4 egg yolks  
3 cups heavy cream  
(Costco, by the eggs)  
1 1/2 tsp vanilla extract  
1 1/2 tbsp Grand Marnier  
Several tbsp raw sugar for topping  
(Starbucks, when they're not looking)

### HOW YOU DO IT:

This is a very easy recipe that provides maximum bang for the buck and everyone loves it.

Preheat your oven to 300 degrees and get a pretty large pot of water boiling on the stove. While that's getting going, whisk together the egg, yolks and sugar briefly in a fairly deep bowl that has a pouring spout.

Pour the cream into a saucepan over medium to low heat but DON'T LET IT BOIL. You want to scald the cream which is to get it just before it boils. Look for the tiny bubbles to form around the edge of the pan while you gently stir it occasionally (so it doesn't get a film on top). Here's the trick in this very

easy recipe, while slowly whisking the egg mixture, pour the scalded cream in VERY SLOWLY.

You are tempering the eggs by slowly raising the temperature so you end up with luscious custard instead of sweet scrambled eggs. Take your time; it will all be worth it.

Once the cream is finally mixed with the eggs and sugar, mix in the vanilla and Grand Marnier then pour through a fine strainer into 6 or 8 oven-safe ramekins (small dishes).

What about the boiling water you might ask? You want to get out a couple of large baking dishes that have about 2 inch high sides and pour the boiling water into the pans until it comes up to about 3/4 of an inch. Set the ramekins into the hot water so that it comes about halfway up each one then carefully put them into the oven and bake for about 35 minutes.

After baking, move the ramekins to a cooling rack and let them get down to a temperature that you can safely put them into your refrigerator. Leave them in the fridge for at least a couple of hours. Take them out and put about a tablespoon of raw sugar evenly over the top and use a kitchen torch (available at any kitchen store) or a torch out of your garage and caramelize the sugar into a beautiful crust.

*This is as good as it gets!*

## Catastrophic Leave Requests

The following MEA members have established catastrophic leave accounts and request your generosity in helping donate annual leave in their time of need. If you are able to help, please contact your Payroll Specialist for the proper paperwork. Every hour helps!

My name is Kimberly Vance and I work for the Public Utilities Department, Grants & Loans Section. I've been with the City for 20 years and have been with the PUD for 10 years. In January 2011, I was diagnosed with Hodgkin's Lymphoma (cancer). Since my diagnosis, I have used a considerable amount of annual leave because of appointments and additional tests. In April, I will begin treatment, which is scheduled to be every day (Monday thru Friday) for four weeks. My leave will be exhausted. I extend my gratitude and appreciation in advance for any donations you are willing to contribute at this time. Thank you.

Kimberly Vance

## 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 Manager today at **(619) 593-4418**.



CALIFORNIA BANK

TRUST

[calbanktrust.com](http://calbanktrust.com)

Member FDIC

## new members

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

Albert Hughes  
Bernie Penera  
Brian Ikeda  
Constance Johnson  
Elvira Santiesteban  
Gerald Soltero  
Jeffrey Manchester  
Judy Fisher  
Patricia O'Hara  
Richard von Dienes-Oehm  
Ross Wilhelm  
Ryan Kunkel  
Branden Hall  
Cristobal Amezcua  
Jamila Shelton  
Hanine Miller  
Maria Theresa Quicho  
Mary Wolford  
Nicholas Hodnett



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

## events

May 3, 2011  
National Teachers Day

May 5, 2011  
MEA Finance & Executive Committee meetings  
Cinco de Mayo

May 8, 2011  
Happy Mother's Day!

May 11, 2011  
MEA Board of Directors & Executive Committing meetings

May 21, 2011  
Armed Forces Day

May 24, 2011  
MEA Stewards meeting

May 26, 2011  
MEA Finance & Executive Committee meetings

May 30, 2011  
MEA office closed in observance of Memorial Day

June 2, 2011  
MEA Executive Committee meeting

June 8, 2011  
MEA Board of Directors & Executive Committee meetings

June 14, 2011  
Flag Day

June 19, 2011  
Happy Father's Day!

June 21, 2011  
First day of Summer!

June 23, 2011  
MEA Executive Committee meeting

June 28, 2011  
MEA Stewards meeting

July 4, 2011  
MEA office closed in observance of Independence Day

July 7, 2011  
MEA Finance & Executive Committee meetings

July 13, 2011  
MEA Board of Directors & Executive Committee meetings

July 24, 2011  
Parents' Day

July 26, 2011  
MEA Stewards meeting

July 28, 2011  
MEA Executive Committee meeting

**Save the Date...**  
**August 18, 2011**  
**General Membership Meeting**



## MEA OFFICES

9620 Chesapeake Drive, Suite 203  
San Diego, CA 92123

619.264.6632 or 858.300.3888

## WEBSITE

[www.sdmea.org](http://www.sdmea.org)

## GENERAL EMAIL

[info@sdmea.org](mailto:info@sdmea.org)

## BENEFITS INFORMATION

888.217.9175

## STAFF

Michael Zucchet

General Manager

[mzucchet@sdmea.org](mailto:mzucchet@sdmea.org)

Nancy Roberts

Supervising Labor Relations Representative

[nroberts@sdmea.org](mailto:nroberts@sdmea.org)

Kelly Cruz

Senior Labor Relations Representative

[kcruz@sdmea.org](mailto:kcruz@sdmea.org)

Gwen Phillips

Senior Labor Relations Representative

[gphillips@sdmea.org](mailto:gphillips@sdmea.org)

Marin Mejia

Labor Relations Representative

[mmejia@sdmea.org](mailto:mmejia@sdmea.org)

Cathleen Higgins

Competition Assistant

[chiggins@sdmea.org](mailto:chiggins@sdmea.org)

Lora Folsom

Communications Coordinator

[lfolsom@sdmea.org](mailto:lfolsom@sdmea.org)

Dawn Kealaluhi

Office Manager

[dkealaluhi@sdmea.org](mailto:dkealaluhi@sdmea.org)

Nichole Rice

Member Service Representative

[nrice@sdmea.org](mailto: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](mailto:lfolsom@sdmea.org)

Graphics and Page Layout

Dawn Kealaluhi

(619) 264-6632

[dkealaluhi@sdmea.org](mailto:dkealaluhi@sdmea.org)