



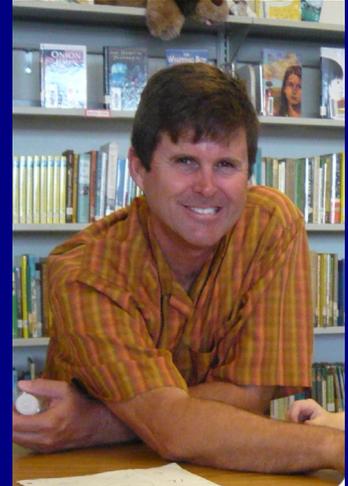
# San Diego Municipal Employees Association

Quarterly Newsletter  
July - September 2010

viewpoint



**Members lend their  
time and support  
to MEA's 13<sup>th</sup> Annual  
Blood Drive**



on the cover

Thanks to Blood Drive Chair Steve Ramirez and committee members Issy Camacho, Becky Cesena, Mary Enyeart, John Fisher, Lisa Goerhring, Howard Greenstein, Jan Lord, Bree Mead, Joe Miesner, Candi Mitchell, Helen Phillips, John Quigley and Leslie Simmons for making MEA's 13<sup>th</sup> Annual Blood Drive a success!

*(Pictured on the cover from left to right: Committee Chair Steve Ramirez, MEA 1st Vice President Bob Cronk, Boardmembers Leslie Simmons and Joe Miesner at the Mission Valley Blood Drive location)*

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# President's Message

On July 1, Carl DeMaio officially threw in the towel on his misguided and misleading outsourcing ballot initiative. DeMaio's failure gives San Diegans and City employees hope

that we might be nearing the end of a painful era of extreme, sometimes hateful, political rhetoric that has seemed to dominate the San Diego political debate for the last several years.

For those City employees who have had better things to do than to pay attention to everything Carl DeMaio has been up to, let me give you a brief recap. Last year, DeMaio launched a signature drive for a ballot initiative aimed at outsourcing almost every essential City service, with the exception of police and fire. Although he portrayed it as a "grassroots" initiative drive, the reality is that developers and anti-union contractors poured in hundreds of thousands of dollars to fund paid signature gatherers. In June, DeMaio turned in more than 134,000 signatures in support of his initiative to the City Clerk's office, even though he only needed about 96,000 valid signatures to qualify his measure for the November ballot.

His initiative paid lip service to "transparency" but included hidden provisions that would have wiped away numerous existing City policies and ordinances, including the Living Wage Ordinance passed by the City Council in 2005. The proposed initiative would have eliminated any thoughtful process for managed competition, and instead, replaced it with unchecked outsourcing with absolutely no regard for maintaining service. In fact, the initiative would have *prohibited* any minimum contract standards, independent review, or anything else that dared to slow down the DeMaio outsourcing train.

Most thought the initiative was sure to qualify, and MEA joined a coalition of other organizations committed to opposing the initiative. Battle plans were being drawn and money was set aside for the fight. Meanwhile, DeMaio was busy strutting around town with entourage in tow, confidently touting the initiative as his basis for a run at Mayor in 2012.

But a funny thing happened on the way to the train station. The County Registrar of Voters

and the San Diego City Clerk determined that the signatures on DeMaio's initiative petitions were just as phony as his initiative. Due to a disproportionate number of disqualified and duplicate signatures, the Registrar projected that DeMaio's initiative was more than 20,000 signatures short of the requirement, even though he supposedly turned in nearly 40,000 more signatures than were needed. Oops.

DeMaio pretended to be outraged by it all, but acknowledged just a few days later that his initiative had failed to qualify. In classic DeMaio fashion, he spun the failure as some sort of victory "for the people" and vowed to fight another day. I have no doubt about his resolve for a continued fight, but his most recent embarrassing misstep has demonstrated once again that there is not much bite to his constant bark.

Before it was clear that DeMaio's initiative was going to fail to even make it to the ballot, there were a few honorable and courageous City leaders working hard to get the truth out about the many shortcomings of DeMaio's initiative. Councilmember Marti Emerald led the charge and spoke loud and clear about what a sham the whole effort was. She challenged and debated Carl at every turn, including a KPBS radio debate where she walloped him with the truth and derailed his carefully scripted blather. In short, Marti was courageous and outspoken when it wasn't necessarily popular to be so vocal about opposing the initiative, and she deserves all of our thanks.

The *Union-Tribune* editorial page surprised us all by also speaking candidly about the problems with DeMaio's initiative before the measure imploded. Among other criticisms, the editorials questioned DeMaio's motives, calling his measure a misguided and "vindictive" attempt to punish City employees. When the measure failed to make the ballot the *UT* gloated that DeMaio was left with "egg on his face."

Is this the same editorial page that has relentlessly attacked San Diego City employees for the last several years? Although I'm not holding my breath, here's to the hope that a new day in the anti-City employee rhetoric of this City is near.

## Officers 2008-2010

- 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

- Sarah Anderson Park & Recreation
- 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 Eneyart Police
- 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 Customer Service
- 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
- Deanna Walker City Attorney
- 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
- 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
- Janice Stevenson City Attorney
- Mark Wiedenhoff Environmental Services
- Greg Woods Treasurer



**Election Update**

MEA's Political Action Committee had a busy election season in June, as half of the San Diego City Council seats were up for election. MEA made endorsements and, for the first time ever, independent expenditures on behalf of our endorsed candidates in each Council race. All MEA-endorsed candidates either won outright or finished in the top two and qualified for the November runoff elections.

In District 6, MEA-endorsed former State Assemblymember Howard Wayne finished second to Lorie Zapf, but both candidates received less than 50% of the vote in the crowded primary race, so there will be a November runoff. Shortly after the race, third place finisher (and chief of staff to incumbent City Councilmember Donna Frye) Steve Hadley endorsed Wayne. Councilmember Frye also endorsed Howard after the election, which is a powerful endorsement in District 6. The November campaign promises to be very expensive and perhaps a little bloody, but also a crucial race for all sides.

In District 8, MEA-endorsed David Alvarez finished first in another

crowded primary, and will face Felipe Hueso in a November runoff. Hueso barely finished second, beating BD Howard and Nick Inzunza by a few hundred votes for the right to face Alvarez in the general election. David is going to continue to work hard to win the race in November, and MEA will continue to enthusiastically support this young, bright new face in San Diego politics with limitless potential.

As expected, MEA-endorsed Council incumbents Kevin Faulconer and Tony Young easily won re-election in Districts 2 and 4.

MEA also endorsed two State Assembly candidates based on their records of support as City Councilmembers. Both Ben Hueso and Toni Atkins won their respective Democratic primaries in "safe" Democratic districts, meaning they will be elected to the State Assembly in November.

Shortly after her victory, Toni Atkins wrote MEA a very classy letter expressing her thanks not only for our support but also for the hard work of City employees. You can see the letter reprinted in the "election night coverage" on pages 12 and 13.

Looking ahead to November, the runoff elections in City Council Districts 6 and 8 will clearly remain our focus. These are critical races with very different choices and, like most every election, have a lot riding on the outcome. As we get past Labor Day, please look for notices from your Political Action Committee inviting volunteers to help with these races. We will be walking precincts and making phone calls, and those of you who actually live in Council Districts 6 and 8 will be asked to post a yard sign and tell your neighbors about Howard and David.

One ballot item we don't have to focus on anymore is the DeMaio Outsourcing Initiative that was slated for the November election. As you can read about in the

President's Message on page 3, DeMaio and his supporters failed to qualify the initiative for the ballot, which will allow MEA to focus instead on our endorsed City Council candidates.

**New MEA Budget**

On June 16, MEA's Board of Directors gave final approval to a new 2010/2011 budget. The new budget continues to cut costs at MEA, while at the same time refocusing expenditures on our priority areas of employee representation, contract negotiation, legal support, member communication and political action.

We are doing more with less by staying focused on our core activities and mission as a union, and we hope you have noticed the difference in the way your union supports and represents you. A big thanks to Treasurer Candi Mitchell, President Tony Ruiz, MEA Office Manager Dawn Kealaluhi, MEA's Finance Committee and the Board of Directors for all of their hard work in developing and implementing MEA's new fiscal year budget.

**General Membership Meeting**

Please mark your calendars for MEA's General Membership Meeting beginning at 5:00 p.m. on July 29 at the Balboa Park Club. Building on a successful event last year, MEA's sMembership Committee (Chaired by Greg Woods) is planning another great event, with an abundance of good food, good information and good cheer.

Whether you are an annual meeting regular, or have never attended before, you won't want to miss this year's event. For more information, visit MEA's website at [www.sdmea.org](http://www.sdmea.org). We hope to see you there!

*Mike Zucchet*

# Purchase of Service Credits and How it Might Affect You

You have likely seen recent media coverage about the Fourth District Court of Appeal's decision issued on June 7<sup>th</sup> affirming a trial court decision related to purchased service credits.

Here is the background on the case and an overview of what it means as well as when/how its consequences will likely be felt.

In October and November 2007, on the advice of its former outside fiduciary counsel Harvey Leiderman, SDCERS conducted two public meetings on the subject of purchased service credits and the alleged underfunding associated with them. The "underfunding" arose because, as the benefit formula improved between 1997 and 2003, the price which SDCERS calculated and charged a plan participant for these purchases allegedly did not keep pace with the actual value of the service being purchased and the resulting cost to the City to fund these purchases when translated into a lifetime pension benefit. SDCERS ultimately increased the pricing for these purchases effective November 1, 2003, such that it has been "cost neutral" since that time. Mr. Leiderman informed the SDCERS Board that, among the alternatives available to it, were the following: (1) void the purchase of service contracts; (2) collect arrears payments; (3) offer rewritten contracts; (4) spread out additional payments; (5) reduce benefit levels; or (6) continue to collect the shortfall through the amortization of the system's unfunded liability.

These meetings culminated in a SDCERS Board vote on November 16, 2007, to continue to include any underfunding of these "air time" service credits (as it had done since the inception of the program) in the unfunded actuarial accrued liability (UAAL) of the system for which the City remains responsible. This was option # 6 on Mr. Leiderman's list.

This vote prompted an immediate reaction from the City Attorney's Office (then under City Attorney Mike Aguirre) in filing a lawsuit against SDCERS challenging the legality of this vote.

During the course of the litigation which followed, the service credits under attack were narrowed to one discrete period: those service credits purchased during the period of August 15, 2003, through November 1, 2003, or for which an application to purchase was submitted during the same period. Because SDCERS was inundated with applications to purchase service credits at the lower rates during this "window period"

from August 15, 2003, through November 1, 2003, hundreds of purchases were not actually completed until after November 1, 2003. These purchases will nevertheless be affected by this ruling if the application for the "air time" service credit purchase was made to SDCERS from August 15, 2003, through November 1, 2003. {Please note: The City also narrowed its attack to those plan participants who had purchased or applied to purchase "air time" service credits during this period and who had not yet retired as of the time the City filed its lawsuit on November 20, 2007. Accordingly, those who retired before November 20, 2007, would not be impacted by this case *even though they purchased or applied to purchase service credits between August 15, 2003, and November 1, 2003.*}

This period of 8/15/03 through 11/1/03 became the focus of the City's litigation because SDCERS' actuary informed the Board in August 2003 that the rates being charged for service credit purchases were outdated as they had been set by the Board prior to certain benefit increases. SDCERS' actuary recommended an upward adjustment in the purchase-of-service-credit rate structure from 15 percent to 27 percent for general members and from 26 percent to 37 percent for safety members. According to the system's actuary, these adjustments were needed for "air time" service credit purchases to be cost neutral. However, the Board felt that, in the exercise of its fiduciary duty to plan participants, it should provide notice of a new pricing structure and a window of opportunity for plan participants to purchase or apply to purchase service credits at the "old" lower rates. This window period became August 15, 2003, through November 1, 2003, when employees either purchased or applied to purchase a significant number of service credits: 5,726 years of service by 1,609 general members and 828 years by 412 safety members.

Ultimately, the trial court concluded that SDCERS could not lawfully charge the City for this underfunding under the circumstances and directed the SDCERS Board to rescind its vote taken on November 16, 2007. SDCERS appealed.

On June 7, 2010, the Fourth District Court of Appeal issued its decision affirming the trial court's ruling. The appellate court rejected SDCERS' reasoning for the delay in implementing the new rate structure and concluded that the SDCERS Board action in August 2003 was

contrary to law and exceeded the Board's authority - i.e., the new higher rates should have been implemented immediately and no further purchases allowed at the old, lower rates because the benefit, as established by City ordinance, required the pricing to be cost neutral.

## WHAT DOES THIS MEAN?

Unless SDCERS determines that there would be merit in seeking a discretionary review of this decision by the California Supreme Court, the decision of the 4<sup>th</sup> DCA will become final. [Even if a petition for review is filed before the California Supreme Court, it would not likely be granted; thus, "finality" is likely right around the corner.] This means that SDCERS will not be permitted to charge the City for the "underfunded" cost of the "air time" service credits at issue and SDCERS must look to another source for funding; if the City cannot be made to pay the underfunding, then the employees who purchased the "air time" service credits will become the only other viable payor.

However, it remains for the SDCERS Board to make a number of determinations before coming to this conclusion and acting upon it – for example:

- (1) what are the IRS consequences of this situation (if any) in terms of the plan's tax qualified status;
- (2) what is the Board's fiduciary duty to affected plan participants, all plan participants, and the City in light of this court decision;
- (3) what is the input from affected plan participants (to be gathered in a public hearing); and,
- (4) what is the Board's decision and how will it affect you if you purchased or applied to purchase "air time" service credits during the targeted period.

I know this outcome will be disappointing news and will raise many questions and concerns. However, only after SDCERS takes these additional steps and makes a concrete decision on what action to take and/or options to offer affected plan participants, will I be in a position to assist MEA's Board of Directors in evaluating the situation in order to determine what steps are appropriate and available to protect your rights.

# UNION MEA Is Working For You...



MEA Labor Relations Representatives Gwen Phillips and Brian Balla met with the Public Utilities Department and the Labor Relations Office to discuss the Water and Metropolitan Wastewater merge and potential impacts to MEA employees in those departments.



Senior Labor Relations Representative Gwen Phillips attended a monthly labor management meeting for the Police Department's Communications Division to discuss retention of seniority and other topics specific to communications.



MEA's Negotiating Team met to discuss and review the updated draft revisions for Managed Competition.



President Tony Ruiz presents Councilmember Todd Gloria with a \$500 donation for the SAFE Neighborhoods Citizen Patrol for the neighborhoods of Kensington and Talmadge.



MEA Labor Relations Representatives Gwen Phillips and Brian Balla met with representatives from the Public Utilities Department and the Labor Relations Office to discuss the newly proposed MOU for the Public Utilities Bid-to-Goal Program for the Water Fund.



MEA's Political Action Committee meets to discuss candidates and ballot propositions for November's General Election.



General Manager Mike Zucchet debates Councilmember Carl DeMaio on his outsourcing ballot initiative at the San Diego County Taxpayers Association's Issues Committee meeting. Go get 'em Mike!



MEA President Tony Ruiz presents Councilmember Todd Gloria and City Heights on Patrol (CHOP) with a \$500 donation.

# new members

Thank you for making our union strong by joining your City brothers and sisters in their commitment to work to improve the quality of wages, hours and working conditions of those we represent. MEA is proud to have these new members join us:

- Lea Adriano
- Shelia Bose
- Timothy Breidenstein
- Shedrick Dykes
- Stephen Haupt
- Joan Knabel
- Olga Leggee
- Tricia Mendenhall
- Mehdi Nasrollahnia
- Jennifer Pettis Schallert
- Kimberly Taylor
- Kevin Van

# members in need

The following MEA members have established catastrophic leave accounts and request your generosity in helping to 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!

## Leila Zai

My name is Leila Zai and I have worked for the City's Library Department for 15 years. I have just been diagnosed with stage 4 lymphoma cancer and have started intensive chemotherapy. Unfortunately I am out of annual leave, but I am still determined to beat this cancer! Thank you for your generosity and willingness to help me get one step closer to this goal!

## Sylvia Calderon

My name is Sylvia Calderon and I have worked for the City of San Diego for the past 15 years, currently in the Auditor's office. I have just been diagnosed with Stage 4 pancreatic cancer. I have begun intensive chemotherapy and I am already out of annual leave. Your generous donation of annual leave will assist my family and I during this difficult time (my husband and son are also City employees in the Fire-Rescue Department). Any time that you would be able to donate would be greatly appreciated.

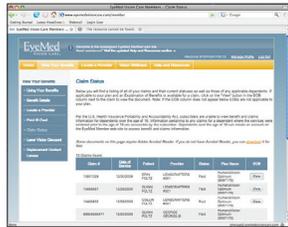


**Introducing the latest enhancements to the EyeMed Web site – now it's easier than ever to care for your vision.**

EyeMed Vision Care has enhanced the features of its Member Web site – putting additional information right at your fingertips. These enhancements will make it easier than ever for you to manage your vision care needs.

**New Features**

- Printable replacement identification cards
- Online claims status
- Printable Explanation of Benefits
- Ability to "go paperless" and receive Explanation of Benefits electronically
- Enhanced help tools including an automated contact form, frequently asked questions, context-sensitive help and more
- Expanded vision wellness content



Real-time online claims status information.



Receive Explanation of Benefits electronically.



Educational videos.

Enjoy the features above in addition to the many functions available to you today through EyeMedVisionCare.com including:

- Locate the provider nearest you
- View your benefits, including service eligibility and next date of service
- View additional discounts
- Learn about the importance of vision care through Vision Wellness content

**Register today at [EyeMedVisionCare.com](http://EyeMedVisionCare.com)**



## Introducing Best Health—Sharp Health Plan's New Wellness Program

Best Health is a comprehensive wellness program designed to help you become more informed, make better health decisions and incorporate healthier habits into your lifestyle. From diet and exercise to stress reduction and work-life balance, Best Health gives you the tools to manage your own health. Getting healthy has never been this easy, or this fun!

Some of the Best Health features include:

- **Best Health Online-** An online portal with a wide range of tools, workshops and resources that are customizable for members.
- **Health Coaching-** Telephonic program providing one-on-one support with a personal health coach. Topics include smoking, weight management, stress management, nutrition and physical activity.
- **Resource Guide-** A comprehensive, online tool listing an array of health and wellness resources available at no or low cost to members.

For more information about Best Health, please log on to [www.sharphealthplan.com](http://www.sharphealthplan.com) or contact your MEA benefits representative at 888.217.9175.

## Tickets on Sale **NOW!**



**Adults \$21.00**  
**Children (3-11) \$19.00**

**Park is open**  
**May 29th-October 12th.**

**For tickets or more information contact MEA at 619.264.6632**

# Public Utilities Employees Do Their Part to Support Local Youth

MEA members working for the Public Utilities Department are known for being a dedicated and hard working group. Yet even with the many demands of their jobs, they still find opportunities to donate their time and resources to others. One way that Public Utilities employees give back is by participating in the Partnerships in Education Program through the San Diego Unified School District.

Each week, department employees travel to Sequoia Elementary School and volunteer their time by lending a hand to the teachers and tutoring small groups of students in the subjects of math, reading, writing and/or science.

Over time, the volunteers have developed a rapport with the students and often serve as a much needed role model in many of the students' lives. "One hour a week can make a significant difference in a child's life," said Volunteer Coordinator Skyla Wallmann, "and the school staff greatly appreciate our volunteer efforts."

If you are an employee in the Public Utilities Department and would like to get involved, please contact Skyla at (619) 758-2371 or [swallmann@sandiego.gov](mailto:swallmann@sandiego.gov). No prior experience is needed and new volunteers from the department are always welcome and encouraged to participate.

If you work in a different City department and would like to get involved with Partnerships in Education, please contact the program's Community Relations Department at (619) 725-5592. The program coordinators would be happy to discuss your department's time and workplace specifications and can assist with selecting a potential school partner that would accommodate those needs.

*Special thanks to Skyla Wallmann for her assistance and program profile!*



Kathy Langan counts out change to help her student answer the math problems.



Craig Brewster gladly lends his support to two students in the library.



Skyla Wallmann uses colored squares to help three students with their math homework.



Peter Higgins enjoys his time working with a young man on his homework.

## Getting Your Vacation Time Approved

MEA Senior Labor Relations Representative Gwen Phillips represented an employee who was recently denied vacation time. The employee had initially sent an email in December to notify her supervisor that she would be requesting time off at the end of March. The employee then submitted her leave slip on February 12<sup>th</sup>.

As a supervisor herself, the employee was aware of her responsibility of ensuring that her staff was aware of, and prepared for her time off. The employee met with her staff to map out a plan and to discuss any potential issues that might arise in her absence. In addition, she created a timetable for her supervisor that showed all projects would be covered while she was on vacation. The employee also scheduled several meetings with her supervisors.

The employee was informed on March 23<sup>rd</sup> that her vacation request starting on March 29<sup>th</sup> had been denied. Upon being notified of the issue, Gwen Phillips immediately contacted the employee's department. Unfortunately, the department was unwilling to reverse the decision of denying the request. Gwen proceeded to contact the City's Labor Relations Department which concurred with MEA: if the department had intended on denying the leave request, they should have done so at an earlier time. The employee's department was contacted and the leave request was finally approved.

## Posting Work-Related Content on a Personal Networking Site

Recently, an MEA member contacted Labor Relations Representative Brian Balla for representation concerning disciplinary action for an alleged violation of Civil Service Rule XI Section(s) 3 (b), (d), (i). The employee had been working a considerable amount of overtime due to approaching budgetary deadlines. While at work on a Saturday, and in an attempt to lighten the mood, the employee placed non-City related content on his desk and took a photo. The employee then proceeded to complete his work and carry out his responsibilities for the day. Later that afternoon and on his own time, the employee posted the photo to a networking site on the internet.

On Monday morning, the employee was questioned by his supervisor about the incident. He took responsibility for his actions and admitted that he had indeed posted the photo on his personal networking site. Although he had posted it on his own time and with his own personal computer, he realized he had exercised poor judgment by uploading the photo and immediately removed it from his account.

As a result of the posting, the employee received a discipline that Brian argued was too severe for an employee who had an excellent job history. The action was appealed and was eventually reduced to something more appropriate for the infraction committed. The employee was grateful for MEA's representation but learned a valuable lesson that it is never a good idea to post any work-related content on a personal networking site, including MySpace, Twitter or Facebook.

## Welcome to the MEA's Steward Column

*"We cannot seek achievement for ourselves and forget about progress and prosperity for our community... Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own"*

### Cesar Chavez

Choosing to be an MEA steward is both a great honor and a sacrifice, primarily of time. In order to be prepared for a case, and to represent an MEA employee to the best of our abilities, stewards must be willing to invest a great deal of personal time and resources into each case.

We also attend monthly training sessions that enable us to effectively respond to and defend employees' rights which are enumerated in the Memorandum of Understanding (MOU). Your team of stewards is dedicated to helping you and ensuring that your rights as a City employee are honored and maintained.

Our collective commitment demonstrates the words of Cesar Chavez, "Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own." The truth is, when we defend your rights in the workplace, we are also preserving our collective rights. Whether one looks to MEA's representative staff, leadership, negotiating team, or your stewards, we all have a common resolve—to protect MEA members' rights as City of San Diego employees.

In future issues of The Viewpoint, we will begin to feature steward cases that will hopefully be of interest to you. It is our goal to make this new section both informative and an avenue to educate employees of their rights that MEA has fought so hard to preserve.



Mark Chrysler  
Chief Steward

### Transponder (Chip) Auto Keys Mobile Service

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Think ahead...save yourself time, money and frustration.  
Have a spare made today!

For a price quote contact  
**Gerry Buckhanon at 619.742.7789**



## Know Your Rights:

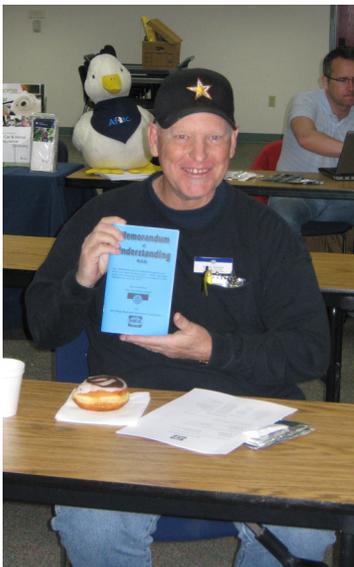
### What is in Your Personnel File?

It is always disheartening when an employee receives a letter of counseling or a letter of warning or formal reprimand. It is important to note, however, that in most cases these disciplines can be removed from the employee's permanent record.

According to Article 37, Section B of MEA's MOU, "Formal reprimands without further penalty more than two (2) years old, and those with additional penalty more than three (3) years old, will be destroyed, and will not be considered for purposes of promotion, transfer, special assignments and disciplinary actions, except as to disciplinary actions when such reprimands show patterns of specific similar misconduct. Reprimands may be retained in the employee's personnel jacket. Upon request of the employee, such reprimands will be destroyed on this basis. However, in the event that an employee fails to make such a request, on discovery by Management any reprimand will be destroyed in accordance with this provision."

In the case of letters of counseling and letters of warning, Article 37, Section C states, "Letters of counseling and letters of warning, more than one (1) year old will be destroyed and will not be considered for purposes of promotion, transfer, special assignments and disciplinary actions, except as to disciplinary actions involving specific similar misconduct as that addressed in the letter of counseling or letter of warning. Letters of counseling and letters of warning may be retained in the employee's personnel jacket. Upon request of the employee, such letters of counseling and letters of warning will be destroyed on this basis. However, in the event that an employee fails to make such a request, on discovery by Management any counseling or warning will be destroyed in accordance with this provision."

MEA encourages you to check your personnel file once a year in order to be aware of your file's content and to ensure that previous disciplines have indeed been purged. To view your personnel file, simply contact your payroll specialist and schedule an appointment. If you experience any difficulties in scheduling the appointment, or if you discover any personnel file discrepancies, please do not hesitate to contact your MEA labor representative. We are here to protect and enforce your rights!



*MEA is very sad to inform you that we have lost a valued member of our union family.*

*Development Services Field Inspector Dennis Couture lost his battle to liver disease on June 7<sup>th</sup>, 2010.*

*He is survived by his wife of 19 years, Gloria Couture. His quirky smile and wonderful attitude will be greatly missed by us all.*

# YOUR MEA repps

Below are your department representatives. MEA Representatives can be reached at 619.264.6632 or 858.300.3888 or via their e-mail address listed below.



### Nancy Roberts

[nroberts@sdmea.org](mailto:nroberts@sdmea.org)  
Office of Homeland Security  
Office of COO  
Office of CFO  
Office of IBA  
Office of the Mayor  
Office of Assistant COO  
Human Resources  
Ethics Commission  
Community & Legislative Services  
Business Office  
Business Operations  
Administration



### Kelly Cruz

[kcruz@sdmea.org](mailto:kcruz@sdmea.org)  
City Clerk  
Fire Rescue  
General Services  
Park & Recreation  
Personnel  
Retirement  
Storm Water



### Gwen Phillips

[gphillips@sdmea.org](mailto:gphillips@sdmea.org)  
City Planning & Community Investment  
Environmental Services  
Police  
Public Utilities - MWWD  
Purchasing



### Brian Balla

[bballa@sdmea.org](mailto:bballa@sdmea.org)  
City Auditor  
City Comptroller  
City Treasurer  
Financial Management  
Library  
Public Utilities - Water  
Stadium



### Marin Mejia

[mmejia@sdmea.org](mailto:mmejia@sdmea.org)  
City Attorney  
Debt Management  
Development Services  
Engineering & Capital Projects  
Real Estate Assets  
Risk Management

# Election Night Coverage

Like most important elections, June 8<sup>th</sup> was an event filled with excitement and anticipation. A small group of MEA representatives, including First and Second Vice Presidents Bob Cronk and Jan Lord and MEA staff member Cathleen Higgins, spent the day lending their support to MEA-endorsed candidates Howard Wayne in San Diego City Council District 6 and David Alvarez in District 8.

Their day started with calling residents on behalf of David to remind them that their vote was crucial in such a closely contested election. Afterward, they drove to Howard Wayne's campaign headquarters and called District 6 residents and checked the various polling locations dispersed

throughout the district. Thanks to Bob, Jan and Cathleen for volunteering their time in order to help get Howard and David one step closer to being elected!

This past election night wasn't like years past because Golden Hall was not the central meeting location for all candidates. Due to a labor dispute with members of IATSE Local 122, Golden Hall was boycotted by most Democratic candidates and their supporters. Boycotters started marching with signs and flyers in hand in the early morning, and continued to picket Golden Hall throughout the night.

Out of respect for the picket, many candidates moved their election night festivities just a few blocks

from Golden Hall to The W Hotel. There, volunteers, candidates and political spectators watched as the election night results began to trickle in. Although some candidates and ballot measures were more closely contested than others, the evening was filled with highs, lows and lingering late night hopes.

In the end, all MEA-endorsed candidates won outright or are contenders in the November General election. We look forward to November's outcome and remain hopeful that our candidates will prevail in order to have elected representatives who will remain truthful and will follow the law instead of the politics of the day when it comes to issues that affect MEA employees.



76<sup>th</sup> District State Assembly candidate Toni Atkins celebrates the early election results with MEA President Tony Ruiz and 1<sup>st</sup> Vice President Bob Cronk at The W Hotel.



MEA staff member Cathleen Higgins and 2<sup>nd</sup> Vice President Jan Lord and 1<sup>st</sup> Vice President Bob Cronk check the data at a polling location in District 8.



Local 122 picketers circle around Golden Hall into the late hours of the election night.



District 8 City Council candidate David Alvarez and his volunteers gear up for election day.



District 3 Councilmember Todd Gloria lends his support to District 6 City Council candidate Howard Wayne on a busy election day.

## Toni Atkins for Assembly

June 18, 2010

Michael Zucchet  
General Manager,  
San Diego Municipal Employees Association  
9620 Chesapeake Drive, Suite 203  
San Diego, CA 92123

Dear *Mike*

I would like to thank you and the San Diego Municipal Employees Association for its endorsement of my campaign for California's 76th Assembly District. I'm honored to again have the support of MEA and the employees that I worked with for almost 15 years at the City of San Diego.

I applaud MEA for its long-standing commitment and ongoing efforts to advocate for a better quality of life for San Diego City employees. Since 1926, MEA has remained steadfast in fighting for better wages, benefits and working conditions which for more than 80 years has considerably improved the lives of countless City employees.

You truly are making a difference, and as a former City Councilmember, I know firsthand what an exceptional job city workers do day-to-day on behalf of the citizens of San Diego. It's why I've always been proud to support not just the workers, but MEA for representing the workers.

Again, I appreciate your support. Your primary endorsement will further build upon the enthusiasm for my general election campaign and help ensure our success. I look forward to working with you in the future and wish you all much continued success.

Sincerely,



Toni Atkins  
Candidate  
California State Assembly,  
76<sup>th</sup> District

TGA: to

Paid for by Toni Atkins for State Assembly 2010, ID#1314693  
PMB# 283 1010 University Avenue, Suite 113 San Diego, CA 92103  
www.AtkinsforAssembly.com



# Engineering & Capital Projects

When you notice improvements to a library or recreation center, water and sewer lines being replaced or traffic-calming measures in your neighborhood, you might not associate the projects with any specific City division. Yet there's a good chance that the Engineering and

If you find yourself enjoying a sunny afternoon in Mission Bay, you might notice the project to divert urban runoff into the sanitary sewer system, rather than allowing it to flow directly into the Bay. Also, if you're in Southeastern San Diego, you will see the Dorothy Petway Neighborhood Park which provides almost

necessary. I am not sure of their supervisor's name but I witnessed him on several occasions go above and beyond what most construction supervisors would do. They all worked their butts off and did a fantastic job on restoring our yard and driveway to how it was prior to them beginning construction."



Project Implementation and Technical Services staff during a quarterly meeting at Ruben H. Fleet Science Center.

Capital Projects (E&CP) Department is involved in this effort to improve and enhance your neighborhood.

E&CP provides a wide range of engineering services in order to invest in, and maintain the City's capital investments. This includes all capital improvement projects such as libraries, fire, lifeguard and police stations, recreation centers, drainage and flood control facilities, rebuilding and expanding water and sewer pipelines and

6 acres of park land for the Southcrest neighborhood and the linking pedestrian bridge to make it easier for neighbors to access the park.

The department also provides traffic engineering services which include maintaining the City's traffic signals, transportation system forecasting and responding to traffic requests from the community. E&CP encourages citizens to submit a request to report a faded, missing or incorrect traffic

sign, to ask for street striping or curb color painting or to request a stop sign, traffic signal or other traffic safety measures in your neighborhood. To do so, simply go to [www.sandiego.gov/engineering-cip/services/public/request.shtml](http://www.sandiego.gov/engineering-cip/services/public/request.shtml) and complete the form.

With such a vast and diverse array of responsibilities, it is no wonder that the department is made up of well over 500

employees. This is a group of hard working individuals who have been working in E&CP for an average of 15 years! With a staff that clearly has a firm foundation of institutional knowledge, a commitment to the community and a dedication to their department's responsibilities, it is no wonder that so many E&CP employees receive praise for a job well done. One of many examples came from a San Diegan who wrote, "I just wanted to pass

Although E&CP employees are alike in sharing a commitment to maintain a high level of customer service and productivity, differences in the department are also celebrated. E&CP has a highly successful diversity program which has been recognized at the national level with the Diversity Distinction Award from the American Public Works Association. The program not only focuses on celebrating the different cultures and customs that make up the E&CP Department, but it also organizes and facilitates a wide range of activities and events to allow employees to get to know one another



E&CP staff took part in the Walk a Mile in Her Shoes fundraiser that brought awareness to domestic violence.



E&CP organized and hosted a bidder's conference to educate small contractors on the City's job bidding process.

undergrounding utilities. Although this is a broad listing of the department's areas of responsibility, it is easy to see these works when you drive around San Diego.

along how much I appreciated the courtesy and respect from the trenching crew. They did a great job of keeping us informed and being patient to work around our needs when

on a more personal level. Past activities have included Padres games, Del Mar Track days, ping pong and chess tournaments and volleyball games. The department also has a committee that identifies volunteer opportunities that have included E&CP staff donating their time to beach clean-ups, Habitat for Humanity, Toys for Tots and Meals on Wheels. MEA is proud to represent a group of employees who work collaboratively to serve San Diegans with projects that improve and enhance the communities we live in. Your hard work, commitment to each project's success and dedication to our community does not go unnoticed. Thank you for all you do!

*Special thanks to the E&CP Public Information Office, Diversity Committee, and Training Coordinator for their assistance.*

# Notice of MEA Officer Election

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

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

All petitions must be received by MEA prior to the close of the September Board of Directors meeting which will be approximately 5:00pm on **Wednesday, September 8, 2010**. Please mail the petitions via U.S. mail or interoffice mail to MS 126. An MEA staff member will contact you to confirm receipt of your petition. If you do not receive a phone call, it is your responsibility to follow up with MEA. No late petitions will be accepted.

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

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

On October 15, 2010, the Election Committee shall prepare and mail a ballot to each member of MEA in good standing, together with a return envelope addressed to the Election Committee at MEA MS 126.

All ballots must be received by U.S. mail, via interoffice mail or by hand-delivery within fifteen (15) days of mailing. All other ballots will be void.

Newly elected Officers shall take office at the Board meeting following certification of election results and serve for two (2) years or until replaced.

If you are interested in running for office, the By-Laws (seen in their entirety at [www.sdmea.org](http://www.sdmea.org)) state the following:

*Article V, Section 2(a) - At the time of determination of eligibility to be a candidate, a Regular Member must meet all the eligibility requirements for the Board of Directors and must have completed either: a) one (1) full*

*term as a member of the Executive Committee or b) two (2) consecutive years of service as a member of the Board of Directors and possess at least one (1) additional year of qualifying experience exemplifying and promoting the welfare of the Association: Negotiating Team, Stewards, leadership role(s) on committees, or work on special projects sanctioned by the Executive Committee.*

*Article V, Section 2(e) - Candidates for any office may also be nominated by a nominating petition signed by the candidate and at least ten (10) regular members. All nominating petitions must be filed with the Nominating Committee prior to the close of the September Board of Directors meeting, for review of conformance to nominating requirements. Filing is deemed accomplished upon delivery of the petition to the Nominating Committee Chair.*

*Article V, Section 2(f) - At the October*

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

If you meet the criteria and would like to serve as an MEA Officer, please contact the MEA office for a nominating petition. You may submit a photograph with your candidate statement if you wish. (Photos must be submitted electronically to [dkealaluhi@sdmea.org](mailto:dkealaluhi@sdmea.org).) If no statement is submitted, only your name will appear on the ballot. If you have any questions regarding this election please contact the Chair of the Election Committee, Lisa Goehring. Please leave a message for Lisa at the MEA office and she will promptly return your call.



**Bob Whitelaw**  
SVP/Branch Manager

**Proud to support the  
San Diego Municipal Employees Association.**

Whether you're growing a business, managing personal finances, or simply seeking a safe place to put your money, we're here to help you now and in the years ahead.

San Diego's most rewarding banking relationships are with California Bank & Trust.

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San Diego Municipal  
Employees Association**

**Contact me at: 619.593.4418**  
[robert.whitelaw@calbt.com](mailto:robert.whitelaw@calbt.com)  
1024 Graves Avenue  
El Cajon, CA 92021

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

# mea blood drive 2010

MEA was proud to support the San Diego Blood Bank by hosting the 13<sup>th</sup> Annual MEA Blood Drive. Countless members came out to show their support and to give the gift of blood.

The blood drive was held on June 8<sup>th</sup>, 9<sup>th</sup>, 10<sup>th</sup> and 15<sup>th</sup> at six different locations to make it easier for MEA members to take time out of their busy workday to donate.

Both MEA and the San Diego Blood Bank greatly appreciate all of those who came out to donate their time and blood.

If you were not able to participate in MEA's blood drive, you can still help by donating blood at one of the many donor centers, encouraging your family and friends to donate, volunteering at a health fair in your neighborhood, or by becoming a San Diego Blood Bank ambassador and speaking on behalf of the organization at community group meetings.

For more information, please contact the San Diego Blood Bank at 1-800-469-7322 or visit their website at [www.sandiegobloodbank.org](http://www.sandiegobloodbank.org).



Blood Drive Committee members Steve Ramirez (Chair), Mary Enyeart, Bob Cronk, Cathleen Higgins, Bree Mead and Jan Lord volunteer their time to make the blood drive at the Police Department headquarters a success.



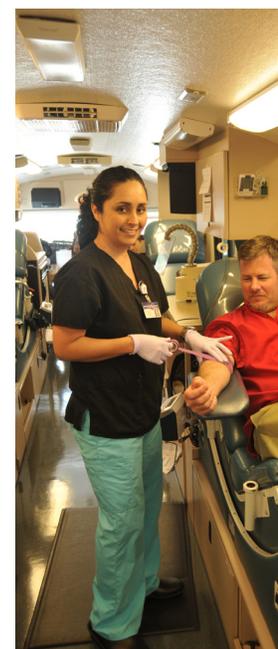
Blood Drive Committee members Becky Cesena, Steve Ramirez (Chair) and Jan Lord kick the blood drive off in the City Council's Committee Room of CAB.



MEA member Dianne Brittingham takes time out from her busy day to donate at the Balboa Park Blood Drive location.



Blood Drive and Board member Bree Mead fills up balloons everything ready before the began at the PD headquarters.



Blood Drive Committee member Miesner is happy to donate at the Valley location.



Blood Drive Committee member J... list of MEA members scheduled to...



Member Joe and gets the blood drive at the Mission Valley Library.



Honorary Blood Drive Sponsor, Councilmember Lightner talks with MEA member James Arnhart before he gives blood. Thank you Sherri for your support!



Blood Drive Committee members Steve Ramirez (Chair), Bob Cronk, Leslie Simmons and Joe Miesner lend their support to the blood drive at the Mission Valley Library.



Member Joe at the Mission Valley Library.



MEA member Greg Whalen is happy to do his part and donate at the Ridgehaven Blood Drive location.



Blood Drive Committee members Howard Greenstein and Helen Phillips sit with a group of Balboa Park goers who were eager to lend their support to the drive.



John Quigley checks the clipboard to donate at MOC 2.



MEA member Ian Harris climbs into the Blood Mobile to donate his pint of blood.



Blood Drive Committee Chair Steve Ramirez greets a donor.

# Eleuterio Buquiran

## Water Department

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

I was raised in Manila, Philippines with my seven siblings and a total of 12 nieces and nephews. I earned my degree in Chemical Engineering and did my graduate studies in Management. In the Philippines, I worked as a researcher and professor at Rizal Technological University.

After I moved to San Diego, I earned my Master's Degree in Public Administration at National University. I then received my Professional Certificate in Hazardous Materials at UCSD and Occupational Health and Safety at SDSU.

I had several jobs before working for the City, including everything from a hotel public area attendant, a team member of a food service crew, to an environmental chemist in private laboratories.

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

I reminisce about the fun experiences I had with kids in my neighborhood. We used to play in our backyards during the full moon and sometimes we would go camping in the mountains where we'd also have picnics.

**What's a song that can always improve your mood and brighten your outlook?**

The song by musician Bobby McFerrin, "Don't Worry, Be Happy." It was released in September 1988 and it became the first acappella song to reach number one on the Billboard Hot 100 Chart. The jazzy, acappella and reggae rhythm of this song makes me think about the brighter side of life.

**What brought you to the City?**

In 1991, I was working part-time at San Diego State University's East Commons cafeteria. There was a job fair and I approached the City of San Diego booth where I talked to the coordinator who encouraged me to go for an internship in the City Clerk's office.

**How long have you worked for the City?**

I have been working for the City almost 19 years.

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

My first week as an administrative intern in the City Clerk's office was pretty fun and a somewhat easy transition. The entire staff was very helpful and my supervisor, Rita Andrews, was incredibly nice and encouraging.

**What is one of your favorite smells?**

The smell after it rains and the aroma of organic chai tea.

**What is your go-to meal when you need to make something quick and easy for dinner?**

Leftovers from the previous day or toasted bread with butter, fruit and cranberry juice.

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

I enjoy attending the local Toastmasters Club's weekly meetings. I also have a strong desire to visit other countries including Argentina, Japan, South Africa and Italy. Once in a while I like to go to places that have karaoke so I can release stress and to of course belt out the song, "Don't Worry Be Happy!" As the English novelist, Charles Dickens once said, "Reflect your present blessings, on which everyman has plenty; not on your past misfortunes, of which all men have some".



# MEA Retirees Reflect Back and Look Forward to the Future

**In this new section, MEA would like to acknowledge the many contributions and years of service of some recently retired MEA represented City employees. We wish you all the best as you embark on this next chapter of your life.**

**We asked the following retirees to reflect back on their years with the City and to give us a glimpse into their future retirement plans.**

## Linda Janson

I started my career with the City of San Diego in 1979 in the City Clerk's Office. Throughout the years, I have worked for the Police Department, City Manager's Office, Personnel Department, Community Services, Council District One and City Attorney's Office. For the nearly 30 years I have worked for the City, I have proudly held the position of Executive Secretary.

In retirement, I'm really looking forward to spending more time with my family and friends. My husband and I are also planning a road trip this September and are driving all the way to the East Coast. I haven't done much traveling over the years, so I'm really looking forward to this road trip adventure!



I will really miss the friendships that I have made over the years at the City. My dearest friends are still working for the City, including my sister. Even though we'll always stay in touch, I will definitely miss seeing my friends at the City every day at work.

## Sylvia Isely-Aguilera

I have worked for the City since March 1984 and retired from the Fleet Services Division/General Services Department.



It has always been all about having fun each moment and living in the now. So for me, there is no such thing as being "retired" and I celebrate that truth every day!

I continue to be dedicated to my daily spiritual practice and to serve with great joy and gratitude as a licensed practitioner at The San Diego Center for Spiritual Living.

I am also happily working on my personal creative projects which

include writing and performing songs, reading, teaching, growing a vegetable and flower garden, training and playing with my dog and kitties (can one really train a cat?!), embarking on travel adventures near and far, taking photos, making mini-movies and finding delicious eateries of all cuisines.

Whatever unfolds for me these days, I welcome it with open arms and willing heart. There are no limitations on what will capture my interest.

What I miss most are the people I've worked with. There is a tremendous strength in a working relationship forged by shared challenges and successes. I was very fortunate to be in the fine company of excellent mentors, and in this, I include all the people with whom I shared laughter, projects, lunches, meetings, conference calls, conundrums, solutions, insights, disappointments, good cheer and ideas. I know that throughout my career every interaction and shared work experience with my "work partners" brought me something of precious worth and value in time, talent, or treasure. I take this moment now to thank each person from my heart for their generous gifts.



**If you are retiring soon (or have recently retired) and would like to be featured, please contact Lora Folsom at [lfolsom@sdmea.org](mailto:lfolsom@sdmea.org) or 619-264-6632.**



## Congratulations to Senior Environmental Planner Jeannette De Angelis for being named Public Works Employee of the Quarter!

Jeannette was honored with this award due to her hard work and perseverance on the Montgomery Field Localizer

Project. As an environmental planner, she was responsible for obtaining environmental approvals and permits from multiple resource agencies to build a temporary structure in order to protect the wet weather signals from approaching aircraft. (There is a vernal pool in front and the FAA was threatening to shut down Montgomery Field if a correction was not made). This is the busiest airport in San Diego and the situation had the potential of being a serious safety hazard, not to mention

an economic concern if the airport were to shut down.

To complicate matters, the City was under an order from the Court to not affect San Diego Fairy Shrimp, a federally protected endangered species which lives in these vernal pools. Jeanette and others had no time to waste as the rainy season was approaching and the pool would be filling up shortly. The situation was especially pressing since the FAA would also have to shut the airport down if it started to rain and the pools filled before the crews could complete the project.

In record time, Jeannette was able to obtain all of the necessary approvals and permits to build the structure. She credits the expedited approval process to a collaborative effort between the Public Works staff, Development

Services, City Attorney, Army Corps of Engineers, Fish and Wildlife, the Regional Water Quality Control Board and the FAA.

The Montgomery Field Localizer Project was completed just days before a heavy rain was forecasted in San Diego. And rain it did!

Although Jeannette was recognized and awarded this honor out of nearly 1,900 employees, she is quick to acknowledge Mike Tussey, Jason Grani, Darren Genova and Myra Herrmann who were all instrumental in the project's success.

Thank you Jeannette for all of your hard work and congratulations on being named Public Works Employee of the Quarter!

## Bill's Chicken Roulade

*Bill Craig currently serves on MEA's Executive Board, Scholarship Committee, Health and Welfare Committee and chairs the Communications Committee.*

### Ingredients

- 6 boneless chicken breasts
- 1 jar of roasted red bell pepper remoulade (Trader Joe's)
- 1 container of fresh basil (Trader Joe's)
- 1 white onion, very finely diced
- 1 jar of sun-dried tomatoes, finely diced
- 1 container of crumbled feta (Costco)
- A little olive oil

### Procedure

This is a conceptual dish that you can customize to fit your taste. What you're going to do is take a chicken breast and put it shiny side down into a large zip-lock bag. Be sure that you seal the bag then take something large like a rolling pin and beat the heck out of it until you have a chicken pancake. Carefully remove the chicken from the bag and place it on waxed paper. Now you have a platform on which to put things that you really like.

I have found this particular combination to work great: spread a layer of the remoulade on the chicken then cover with a sheet of basil leaves. Put a scattering of onion and sun-dried tomatoes over the basil then top that with a layer of feta (spiced goat cheese works great, too). Now you're going to carefully roll it up into a big chicken jelly roll and place it into a Pyrex baking dish.

Continue until the dish is full of chicken rolls. You can be creative and substitute any other ingredients that you feel like. I also have used pesto (from Trader Joe's), toasted pine nuts (Henry's), capers and tomatoes and that was great, too. Drizzle the tops of the rolls with a little olive oil and place them into a pre-heated 320 degree oven for about 30 minutes. Let them cool off a little and serve them warm. Cut the front half of the rolls into rounds so your guests will be dazzled.

If your guests don't like this, never invite them over again because there's something wrong with them.



CITY OF SAN DIEGO  
RETIRED EMPLOYEES' ASSOCIATION

## Check Out the New REA

You may not be retired yet, but that day will eventually come! It is important to stay informed on the status of all of your rightfully earned benefits. In light of potential new threats to pension benefits, healthcare coverage and municipal bankruptcy, the City of San Diego Retired Employees' Association (REA) is gearing up to fight for your retiree benefits.

While MEA serves current City employees, REA provides information, representation and advocacy for retired City employees. To learn more about REA and how to join, please go to [www.csdra.com](http://www.csdra.com).

REA's Advocacy Committee is conducting a series of regional informal discussions which provide a great opportunity to ask questions and to learn more about REA. Please join us at the next discussion meeting on July 16th from 10am-11am at the Pacific Beach Library (4275 Cass Street). In addition, REA's annual Pistol Range Picnic is being held on August 10<sup>th</sup> with guest speaker District Attorney Paul Greenwood discussing Elder Abuse Prevention. Please check our website for additional details on all of our upcoming events.

Jim Baross,  
President, REA



Congratulations to MEA member Mark Clemons and his wife Jasmine on their newest edition, Emma Renee Clemons who was born on May 26<sup>th</sup>, 2010 and weighed 7 lbs 8 oz.

## Let Us Hear from You

MEA would like to acknowledge its members' many awards, promotions and special moments.

Please contact Lora Folsom at [lfolsom@sdmea.org](mailto:lfolsom@sdmea.org) if you are celebrating a birthday, promotion, award, wedding, birth, etc.

We want to celebrate with you and let our MEA family know of the significant moments in your life.

## 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.

*Save the Date!!!*

MEA's General Membership Meeting

Thursday, July 29th, 2010  
Balboa Park Club

Doors Open 5:00pm  
Dinner 5:30pm  
Program 6:00pm

A special  
**birthday wish**  
for the following  
MEA Board members:

July

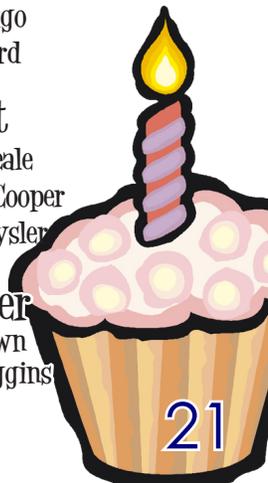
9th David Lugo  
24th Jan Lord

August

13th Sheila Beale  
28th Shamellia Cooper  
31st Mark Chrysler

September

4th Ron Brown  
13th Connie Higgins



## Introducing Your Membership Committee

The Membership Committee is responsible for welcoming and reaching out to new members who join our union family. The Committee does so by educating them on the history of the union, explaining how they can get involved and providing a description of the services and benefits MEA offer its members.

The committee is also responsible for organizing and facilitating the annual membership meeting. The event is a great opportunity for members to get their questions answered and to speak directly with their union leadership. The membership meeting is also a lot of fun and is a time for members to eat, relax, win prizes and enjoy the festivities alongside their union family. This year's MEA Membership meeting will be held on Thursday, July 29<sup>th</sup> from 5 to 8pm at the Balboa Park Club. Special guests will include MEA's Legal Counsel Ann Smith and Councilmember Todd Gloria. MEA will also be contacting members via E-Blast to remind everyone to save the date for this great event!



The current members of the committee are (from left to right): Greg Woods (Chair), Bree Mead, Chun-Chi Ma, Ron Brown, Deanna Walker, Sam Cerrato and Joseph Miesner.

**Best Health**  
*your best. your health. your way.*

## Putting our members on the path to better health

At Sharp Health Plan, we understand that your health and wellness goals are unique—just like you. That's why we're introducing Best Health; a personal, comprehensive wellness program that's free for all Sharp Health Plan members.

**Best Health features include:**

- Online tools, including customized meal and exercise plans
- One-on-one health coaching
- Classes and events
- Online resource guide and health library



To learn more about Sharp Health Plan's commitment to wellness, visit [www.sharphealthplan.com](http://www.sharphealthplan.com).

**SHARP**  
HEALTH PLAN  
*Welcome home.*



# MEA Discount Tickets for Members

Please call or stop by the MEA office for your discount tickets.

Discount Ticket	MEA Price	Regular Price
<b>San Diego Zoo</b>		
<b>Deluxe Package</b>		
Adults	<b>\$31.00</b>	\$37.00
Children (Ages 3-11)	<b>\$22.50</b>	\$27.00
<b>San Diego Wild Animal Park</b>		
<b>Deluxe Package</b>		
Adults	<b>\$31.00</b>	\$37.00
Children (Ages 3-11)	<b>\$22.50</b>	\$27.00
<b>Sea World Day Pass</b>		
Adults	<b>\$55.00</b>	\$69.00
Children (Ages 3-9)	<b>\$48.00</b>	\$55.00
<b>Legoland</b>		
Adults	<b>\$49.00</b>	\$63.00
Children (Ages 3-11)	<b>\$49.00</b>	\$53.00
<b>Legoland Sea Life Aquarium</b>		
Adults	<b>\$9.00</b>	\$18.95
Children (Ages 3-11)	<b>\$9.00</b>	\$11.95
<b>Six Flags Magic Mountain</b>		
Adults	<b>\$24.00</b>	\$59.99
Children (Under 48")	<b>\$15.00</b>	\$29.99
<b>K1 Speedway</b> (Must be 4'11")		
	<b>\$15.00</b>	\$25.95
AMC Restricted	<b>\$6.00</b>	
AMC Unrestricted	<b>\$7.50</b>	
Reading	<b>\$6.00</b>	
Regal Restricted	<b>\$6.50</b>	
Regal Unrestricted	<b>\$7.50</b>	

## events

July 29, 2010  
 MEA PAC meeting  
 MEA Executive Committee meeting  
 MEA General Membership Meeting

August 5, 2010  
 MEA Finance Committee meeting  
 MEA Executive Committee meeting

August 11, 2010  
 MEA Board of Directors meeting  
 MEA Executive Committee meeting

August 24, 2010  
 MEA Stewards meeting

August 26, 2010  
 MEA Executive Committee meeting

September 2, 2010  
 MEA Finance Committee meeting  
 MEA Executive Committee meeting

September 6, 2010  
 MEA office closed in observance of Labor Day

September 8, 2010  
 MEA Board of Directors meeting  
 MEA Executive Committee meeting

September 12, 2010  
 National Grandparent's Day

September 23, 2010  
 MEA Executive Committee meeting

September 28, 2010  
 MEA Stewards meeting

October 7, 2010  
 MEA Finance Committee meeting  
 MEA Executive Committee meeting

October 11, 2010  
 Columbus Day

October 13, 2010  
 MEA Board of Directors meeting  
 MEA Executive Committee meeting

October 16, 2010  
 National Boss Day

October 26, 2010  
 MEA Stewards meeting

October 28, 2010  
 Executive Committee meeting

October 31, 2010  
 Happy Halloween!



## 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)

Brian Balla  
Labor Relations Representative  
[bballa@sdmea.org](mailto:bballa@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

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## 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)



## 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. Submissions must be received two weeks before the publication month (e.g. March 15 for the April issue).