



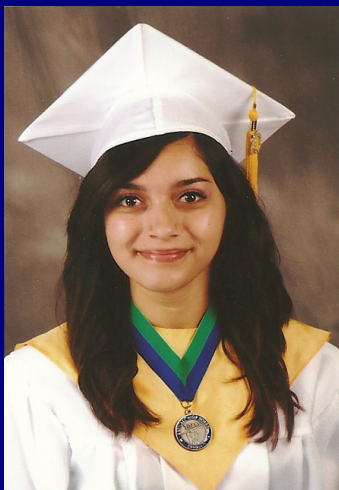
San Diego Municipal Employees Association

Quarterly Newsletter
October - December 2010

viewpoint



Ann Smith
Celebrating 25 Years
of Outstanding Legal
Service to MEA Members



on the cover

With deepest gratitude, MEA thanks Ann Smith for two and a half decades of her unfathomable work ethic and steadfast dedication to protecting the rights of MEA-represented employees.

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President's Message

Sometimes it seems like this is never going to end.

By "this" I mean the incessant attacks on our jobs, our retirement

benefits, our personal integrity and on our City. After years of job cuts, pay cuts, political slug fests, and endless litigation, the morale of our City workforce is very low. For many of us, who came to work for the City in part because of our love and calling to do the very best we can in serving the public, coming to work is not nearly as fun or fulfilling as it once was.

But what the opportunistic politicians and editorial writers don't get, or choose to ignore, is that this caustic environment hurts many more than just City employees. It hurts the citizens we serve and the City we love. City employees *are* the City.

When we are attacked, our City is attacked. Forcing City employees to constantly fight for survival and to defend ourselves from relentless attacks only hurts the City and its residents.

As the saying goes, "We will overcome." We will keep fighting. We will keep successfully

defending ourselves and our benefits. And we will keep surviving. We will be here standing when this storm passes, and rest assured, it will pass. And we will be stronger for it because we stood together.

Through all of the muck, City employees still have a lot to be thankful for. We have our jobs. We have our pride. We have always continued to serve our community and our families the best way we know how, all while having our heads up and a smile on our faces. Our well earned benefits are largely intact. And believe it or not the majority of the citizens we serve appreciate what we do for them day in and day out.

And as bad as things are at the City, your Union is as strong as ever and continues to grow stronger every day. We are better positioned, better equipped and more effective than we have ever been, just when that strength is needed most.

Thank God for Ann Smith, for MEA and for each and every one of you.

Be safe and stay strong!



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).

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 Enyeart	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



The Union-Tribune recently published an opinion piece written by Mike related to the compensation of City employees. Below is the editorial in its entirety.

It's not your fault if you believe that the average San Diego city employee earns a \$100,000 salary and an even larger pension when retired. For years, a few politicians and most media outlets have repeatedly focused on the compensation of a small number of management employees and city attorneys to imply that those numbers are representative of the pay and pension packages of the other 10,000 City employees.

But they are not. The fact is that the average annual salary of general employees working for the City of San Diego is \$53,000, while their average pension is \$37,000 after dedicating three decades of their professional lives to the city. General employees include those who staff your branch libraries, dispatch your 911 calls, engineer public works projects, ensure the safety of your water, and pick up your trash. They make up about two-thirds of the city's workforce. These employees also contribute a significant portion of every

paycheck to pay for their pension and do *not* receive a Social Security benefit because the city stopped paying into Social Security 30 years ago to "save money."

These pay and pension facts may not match popular perception, but they are undisputed facts that often get lost in a sea of rhetoric and politics in San Diego. Reasonable minds may differ as to whether an average annual salary of \$53,000 and an average annual pension of \$37,000 (with no Social Security) are "fair" levels of average compensation for general city employees. Comparisons to other public and private sector employees can be helpful in that debate. Using either as a benchmark, studies demonstrate that San Diego city employees 1) earn less than those public employees doing the same work in other major cities, and 2) earn less than those working in the private sector with the same level of education and training.

Perhaps because of these realities, some have now begun to argue that "labor costs" for city employees are too expensive, rather than arguing that their actual compensation is too generous. What's the difference between "compensation" and "labor costs"? It's a few billion dollars. San Diego's labor costs—notably pension and retiree health costs—are largely a result of decades of underfunding which have now come home to roost, not a result of overcompensation. When the substantial investment losses associated with the recent unprecedented recession are added to the mix, the unfunded obligations are bigger than ever. But the city's unfunded obligations are the product of deliberate fiscal decision-making over three decades and do *not* reflect the reality of what general employees earn today.

To illustrate, Mayor Pete Wilson was the proponent of getting the city out of Social Security in 1981 in order to save on payroll costs. To induce city employees to agree, Mayor Wilson promised "city-paid" lifetime retiree health benefits. But Mayor Wilson didn't fund the promised benefit

with the payroll savings. Instead, he appropriated those funds for other priorities and thus avoided imposing any revenue increases or service reductions on city residents. Meanwhile, the promised retiree health benefits were paid from the pension plan using so-called "excess" earnings.

The folly of this approach is now well understood because it led indirectly to further underfunding of the pension plan. But this "strategy" of not funding long term employee obligations originated with Mayor Pete Wilson—not city employee unions or "union-backed City Councils" as is so often claimed. Mayor Wilson's legacy of funding promised benefits only on a "pay-as-you-go" basis and to do so using pension plan earnings became the norm for every Mayor who followed. Only under the leadership of Mayor Sanders and current City Councilmembers did prefunding of this benefit begin in 2007.

The City's current unfunded obligations are a product of deliberate choices elected officials have made over the past three decades: choices to fund high profile building projects rather than pre-fund promised benefits; choices to promise enhanced retirement benefits rather than increased salaries in order to avoid straining annual budgets; and choices not to raise revenues or cut services but instead to "rob Peter to pay Paul" every year to balance the budget.

The reality is that the average City employee is just another taxpaying member of our community's hard working but diminishing middle class. While the civil (and sometimes not so civil) discourse continues as to how to strengthen our fiscal future, the City's past deliberate choices must be honestly acknowledged, and the temptation to demonize and blame City employees for the choices made by others must be resisted.

Mike Zucchet

Where Would We Be Without Ann?

Congratulations and many thanks to Attorney Ann Smith for 25 years of service to MEA and our represented employees. Many years ago, Ann was an invited guest speaker at a conference for independent labor unions in California. The guest speakers were asked to talk a little bit about themselves and what their hobbies were. When it came to Ann's turn, she simply said, "I work."

No truer statement could be made! Ann Smith has dedicated herself to the improvement and enhancement of working conditions, benefits, and wages for MEA-represented employees and has given up many of her weekends and nights to make it happen...And make it happen, she did!

Ann has been the Chief Negotiator for MEA for contract bargaining for the past 25 years.

So many improvements have been made to salaries and fringe benefits during that time thanks to the courage, fortitude, knowledge and leadership Ann has demonstrated along with the many MEA negotiating team members she has served with over the years. Ann's creative thinking, rock solid memory, institutional knowledge and negotiating skills have leveraged many an amazing contract. Some of these contracts would have most assuredly gone to impasse had it not been for Ann's ability to get city leaders on board.

Ann is also renowned for her success in various courts while defending MEA's contracts and benefits. When then-City Attorney Mike Aguirre began his legal assault on our retirement benefits in 2005, he was met and ultimately defeated by Ann every step of the way. Her courage and effectiveness in that

multi-year (and still ongoing!) litigation fight represents the defining accomplishment of MEA over the last decade. (We would also speculate that Mr. Aguirre lies awake some nights unable to get the vision of his nemesis Ann Smith out of his head!)

MEA is fortunate to have such a dedicated, articulate and wise advocate for twenty-five years. She is our Northern Star who continues to guide us through the controversies and litigation of the day.

Saying "thank you" to Ann will never adequately express the true appreciation and gratitude we have for her efforts and the sacrifices she has made for the good working people represented by MEA.



ME A Is Working For You...



Labor Representatives Kelly Cruz, Brian Balla and Marin Mejia attend MEA's Negotiating Team meeting.



MEA Negotiating Team Member, Jack Canning, testified to SDCERS regarding the Purchase of Service Credit at the September 16th meeting.



MEA General Manager Mike Zucchet and Senior Labor Relations Representative Gwen Phillips met with Environmental Services Department employees to provide an update on Miramar Landfill issues.



MEA Labor Relations Representative Brian Balla and Treasurer Candi Mitchell met with Public Utilities staff to discuss the Third Party Goal Assessment Report.



MEA's By-Laws Committee met to review and discuss amendment recommendations.



Senior Labor Relations Representative Kelly Cruz met with Building Maintenance Supervisors to discuss the proposed Facilities Maintenance Employee Handbook.

2010 Ann M Smith Scholarship Winners

MEA would like to congratulate and acknowledge those students who were awarded with the 2010 Ann M. Smith Scholarship. Although the applicants differed in grade level, they all shared a passion for getting involved in their school and community in order to help and make a difference. Scholarship Committee Chair, Kyle Wiggins, remarked that "This year's scholarship applicants were really impressive and each one has a very bright future ahead of them."

Congratulations again to all of the scholarship recipients. We wish you all the best in your scholastic endeavors as you embark on this exciting new chapter of your lives!



Lindsay Jones
Mesa Community College
Daughter of MEA Member Linda Jones
College Student
Award: 1st Place, \$750
Lindsay recently graduated with a 4.0

GPA from Mesa Community College with an Associate's Degree in Social and Behavioral Science with an emphasis in Psychology. She has been accepted to San Diego State University where she will study Sports Psychology.



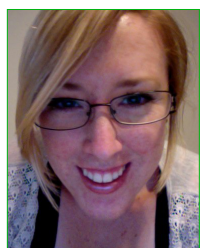
Marissa Evans
Marquette University
Daughter of Ivy Blackwood-Evans
College Student
Award: 3rd Place, \$150
Marissa is the president of the

National Association of Black Journalists at Marquette University, an on-campus Resident Assistant, a staff writer on *The Marquette Journal* and is a freelance reporter for *The Milwaukee Journal Sentinel*.



Alex Polyak
La Jolla High School
Son of MEA Member Valery Polyak
High School Senior
Award: 2nd Place, \$350
Alex has a 4.5 GPA and has been accepted

to Johns Hopkins University where he will study Cellular and Molecular Biology.



Haley Rufing
University of California, Santa Cruz
Daughter of MEA Member Catherine Anzuoni
College Student
Award: 2nd Place, \$350

Haley has a 3.48 GPA and is a tutor for incoming freshman, serves as both the Senator and Secretary for Crown Student Senate and is a representative for the Student Union Assembly (SUA).



Fanny Castro
Eastlake High School
Daughter of MEA Member Mariano Castro
High School Senior
Award: 1st Place, \$750
Fanny has a 4.14 GPA,

is a member of her school's MEChA Club, Associated Student Body and volunteers at Sharp Hospital. Fanny has been accepted to University of California, Irvine and wants to become a doctor.



Diana Polyak
La Jolla High School
Daughter of MEA Member Valery Polyak
Grade 8-11
Award: 1st Place, \$100
Diana has a 3.5 GPA,

is a member of her school's Interact Club and plans on studying art and business in college.

new members members in need

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:

Donna Armitstead
Edward Basmadjian
Richard Burton
Jose Cruz Jr.
Joselito Guinto
Feauini Hafoka
Bruce Johnson
Christina Johnson
Frank McCollister
Joanne McGhee
Erin Moore
Kitty Norman

Matthew Nye
Juan Picazo
Elisabete Pinto
Shaunett Pleasnats
Edgar Puente
Zina Rummani
Gerald Salzano
Ruben Sanchez Jr
Marybeth Sciarretta
Christine Shaw
Maria Ventura

Connie Patterson

My name is Connie Patterson and I work in the City Clerk's office. I have recently been diagnosed with breast cancer and have undergone two surgeries. Unfortunately I have exhausted all of my leave time and still need to undergo additional treatments including chemo and radiation. Any leave time contributions would be greatly appreciated.

Patricia Hughes-Brown

My name is Patricia Hughes-Brown and I work in the City Attorney's office. I have to have a surgical procedure that will require 4-8 weeks of recovery and have exhausted my leave time due to ongoing health issues. If you can help, I would greatly appreciate any time that you might be able to donate to my catastrophic leave bank. Thank you for your help and generosity during this difficult time.

Ursula Greene

My name is Ursula Greene and I work for the City's Park and Recreation Department. I will be out on medical leave for an extended period of time due to surgery. I will not have enough annual leave while I'm recovering and would appreciate your generosity in donating to my Catastrophic Leave account. Any help you can give is greatly appreciated!

Heather Lieurance

My name is Heather Lieurance and I work for the San Diego Police Department in the Communications Division. I've been with the department for one year. I have just recently been scheduled to have arthroscopic surgery on my shoulder due to calcium deposits in my tendon. Unfortunately, I do not have enough annual leave to completely cover the 3-4 weeks that my surgeon is recommending for recovery. Any time that you are able to donate would be truly appreciated! Thank you!

Members Vote on the Managed Competition Ratification Guide

Thank you very much to those of you who took time from your busy day on September 21st to vote on the Managed Competition Guide Ratification. Nearly 600 MEA members came to the Silver Room downtown or MEA's offices in Kearny Mesa to vote, with 96% of you voting "yes" to ratify the tentative agreement recommended by your negotiating team. We greatly value your participation as well as the feedback we received on the day of the vote.

The agreed upon guide represents more than three years of tough negotiations (and successful litigation) over rules that will govern the implementation of the managed competition ballot measure passed by San Diego voters in 2006. While we do not support managed competition, we do believe that this guide represents our best shot at a level playing field and a fair competition. On September 27, the City Council also gave its

final approval of the guide on a 6-1 vote.

For more information about the Managed Competition Guide, please visit the MEA website at www.sdmea.org. And please don't hesitate to contact your MEA representative at 619-264-6632 if you have any additional questions or need more information.



Fernando Sioson, Juan Elli Bermudo and Tim Dewey from the Public Utilities Department.



Executive Committee Member Greg Woods talks with Philip Nago and Tina Clifford.



Manuel Romero, Brenda Pena, Margaret Glaser, Eleuterio Buquiran, Judy Pawluczuk, Zohra Alexander from the Water Department.



Danny Calderon from Fire Communications.



MEA Secretary Kyle Wiggins discusses the ratification process with Nancy Al-Hibshi and Marie Moseka with the City Attorney's office.



Kelly Chavez with Airports.



2nd Vice President Jan Lord gives Roy Ruffin his ballot.



Executive Committee member Francine Howell casts her vote.



2nd Vice President Jan Lord, MEA staff member Cathleen Higgins, Secretary Kyle Wiggins and Board members Issy Camacho and David Lugo.



Sheila Billard from the Environmental Services Department.



Board Member Susan Hurst with Mahmoud Khalili-Samani from Engineering.



Board member David Lugo and 2nd Vice President Jan Lord greet voters.



Betty Anguiano and Blanca Nunez, both with Parking Administration in the City Treasurer.


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Steward's Corner

MEA stewards are leaders in the workplace who strive to ensure that fairness plays a role in all

employee-management interactions. As a steward, it is my responsibility to work and fight on behalf of MEA-represented employees in matters of low level discipline, to make sure that each employee is treated fairly and that any disciplinary action is administered within the bounds of the set rules and regulations. It is also my duty as a steward to appeal any discipline that is

delivered incorrectly, improperly or without justifiable cause.

One such case involved an employee who, after receiving a verbal counseling, received a written counseling two months later for the same incident. In the appeal, I pointed out that this case clearly violated Article 10, Section L "Duplication of Discipline" of our MOU. As a result, the appeal was upheld and the written counseling was dismissed.

Currently, MEA has the most dynamic stewards program in years with approximately 20 stewards, all actively involved in representing City employees. I am proud to serve with such a talented

group of stewards who have a proven track record of successfully representing MEA-represented employees.

If you ever feel that the City has acted in violation of the MOU or that you have been wronged or unfairly treated in the workplace, please call MEA at (619) 264-6632 to open a case. One of our dedicated stewards would be honored to stand with you.

Jan Lord
MEA 2nd Vice President and Steward

MEA and Cal-OSHA Work Together to Hold the City Accountable

Supervising Labor Representative, Nancy Roberts recently filed a complaint with the California Occupational Safety and Health Administration (Cal-OSHA) on behalf of MEA members in the City Clerk's Office. Nancy contacted Cal-OSHA when she was notified that a leak was draining into the women's restroom on the second floor of the City Administration Building.

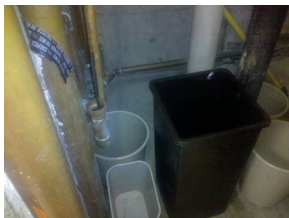


To address the water (or possible sewage) leak that was originating from a nearby utility room, the City simply placed

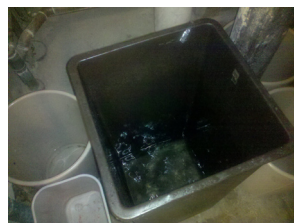
plastic buckets inside the restroom to collect the run-off. Once the buckets were full, the contents were being disposed of into the sink of the women's restroom.

According to building maintenance staff, the City was unwilling to make any long term

repairs due to the estimated \$15,000 cost associated with fixing the problem. In addition to the general public, there are approximately 47 employees who regularly utilize this restroom.

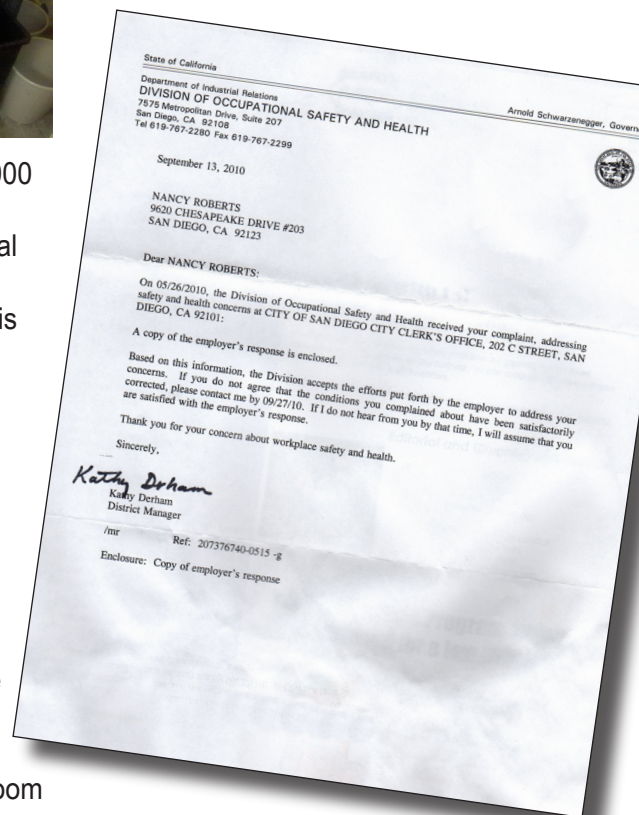


After Cal-OSHA was contacted by Nancy, a notice was soon posted



in the women's restroom that the leak(s) would be repaired

by the following week. Both Nancy and the second floor bathroom patrons are happy to report that the repairs were indeed made and no water (or possible sewage) has been reported since.



Know Your Rights: Right to Representation

Members know to immediately contact their MEA Labor Representative when faced with a serious disciplinary action. Yet some do not call when an incident seems too minor or trivial. We highly encourage you to contact your representative, regardless of how insignificant the workplace incident seems.

Under the City of San Diego's Personnel Regulation Index Code L-2, "An employee may request representation, not to exceed one City employee and one non-City employee, to be present:

1. at any investigatory or fact-finding meeting which may directly result in reduction in compensation, suspension, discharge or demotion, except in cases requiring immediate removal or suspension as defined in Civil Service Rule XI, Sections 4 and 6 and Personnel Manual Section L-2, III, E.;
2. during the required discussion of any document, including an "Unsatisfactory", "Improvement Needed", or "Below Standard" Performance Evaluation, written warning, or reprimand which is to be made part of the employee's permanent record and/or which may be used as a basis for subsequent discipline, provided, however, that the "City employee representative" shall not be an employee subject to the same investigation or fact finding."

If you ever receive a Notice of a Fact-Finding or are required to attend a meeting regarding a workplace incident, please contact MEA right away. Having your Labor Representative present ensures that you have an advocate by your side with the single goal of fighting for and protecting your rights. Being accompanied by your representative also means that you have another person monitoring and recording exactly what is being said by all parties throughout the proceeding(s).

MEA has fought hard to protect and maintain your rights in the workplace. We will continue to fight on behalf of our members and encourage you to please call us at (619) 264-6632 if you ever need representation.

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your MEA reps

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
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
City Clerk
Fire Rescue
General Services
Park & Recreation
Personnel
Retirement
Storm Water



Gwen Phillips
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City Planning & Community Investment
Environmental Services
Police
Public Utilities - MWWWD
Purchasing



Brian Balla
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City Auditor
City Comptroller
City Treasurer
Financial Management
Library
Public Utilities - Water
Stadium



Marin Mejia
mmejia@sdmea.org
City Attorney
Debt Management
Development Services
Engineering & Capital Projects
Real Estate Assets
Risk Management

MEA's

Annual General Membership Meeting

MEA's Membership Committee put on another great General Membership Meeting on July 29th. Members enjoyed Abbey's Barbeque, games and crafts for the children, a drawing with great prizes and heard from special guests MEA Legal Counsel Ann Smith and Councilmember Todd Gloria.

During the evening's festivities, Ann Smith was recognized for her 25 years of service and dedication

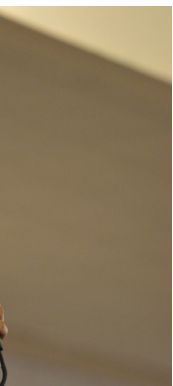
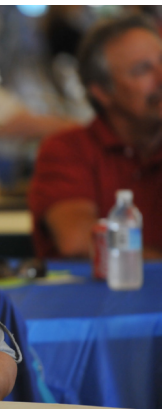
to MEA (more on page 5) and Councilmember Gloria praised members for their hard work and perseverance during a difficult financial time. MEA's Secretary and Scholarship Committee Chair, Kyle Wiggins, also presented awards to the students receiving scholarships from MEA (more on page 7).

The occasion also provided members with an opportunity to ask questions and to speak directly

with their union leadership. If you weren't able to attend the event, but have questions for MEA or its leadership, please don't hesitate to contact the office at (619) 264-6632 and we'll get you in touch with the correct person.

We hope that everyone enjoyed themselves at the General Membership Meeting and we look forward to planning the next event for our union family to get together!





Fleet Services

In order for many of the City's departments to efficiently function, they need reliable transportation that will get their employees to various locations throughout San Diego. This

includes emergency transportation like fire trucks and police cars as well as service vehicles including utility and trash trucks. Yet little time and attention is devoted to highlighting the division that is responsible for purchasing and maintaining all of these vehicles.



Prior to 2008, the City's fleet services were the responsibility of three different divisions. All police vehicles (approximately 1,500 vehicles) were bought and serviced by the Automotive Maintenance Division of the Police Department. The roughly 350 fire department vehicles were the responsibility of the Fire Department Repair Facility. The rest of the City's 2,500 vehicles were under the jurisdiction of the Equipment Division. The three fleets were responsible for running their own day-to-day operations which entailed purchasing, maintaining, fueling and disposing of vehicles.



Reengineering effort undertaken by the Business Office, Equipment Division, PD Automotive Maintenance Division, Fire Department Fleet, Local 127, Local 145 and MEA. Currently, Fleet Services is responsible for roughly 4,050 pieces of equipment.

The Fleet Services Division has a staff of 249 employees which include auto parts stock clerks, fleet parts buyers, equipment repair supervisors and automotive engineers. Although job classifications and responsibilities vary among Fleet Services employees, the entire staff shares the same goal of providing safe, economical, environmentally-friendly and reliable vehicles to City service providers. There are a large number of team members who have enjoyed a long tenure with the division. Although the average length of time with Fleet Services is just over 13 years, Equipment Mechanic William Davis will surpass all of his co-workers in November when he'll have worked for Fleet and the



City for 36 years! Most of Fleet's maintenance facilities operate on a two shift schedule, five days a week. The first shift begins bright and early between 5:15 a.m. and 6 a.m., and the second starts in the afternoon between 2:30 p.m. and

The three divisions were consolidated into the Fleet Services Division on July 1, 2008. This merging was the result of an extensive Business Process



With such a great group of employees, it's no wonder that the division has a 95% satisfaction rating from their customer survey. It was also recognized this year as the Number 11 Best Public Fleet in the United States out of over 3,500 Public

Fleets! MEA is proud to represent such a committed and talented group of employees. Thank you for all you do!

Special thanks to John Alley for his assistance and division profile.



in order to provide assistance to the various City departments.

Due to this demanding work schedule and the fact that staff are spread out among several different work locations, the division's extracurricular activities tend to be decentralized with each facility planning and participating in their own activities. Fleet Services celebrates as a whole twice a year, however, with an annual picnic in July and a holiday party in December. These two events allow the division to come together and provide an opportunity to welcome new team members and to recognize those who have recently received a promotion.

To Sweep or Not to Sweep?

San Diego's Street Sweeping Pilot Study

By Clem Brown & Jennifer Nichols Kearns

The Storm Water Department implemented a Street Sweeping Pilot Study starting in April 2008 to determine if enhanced sweeping is a cost-effective solution for reducing pollution and meeting existing and future total maximum daily load compliance targets. The two goals of the project are:

1. To determine whether different sweeping frequencies help reduce pollution, specifically debris and fine metal particles, in both residential and commercial areas; and
2. To find out if newly acquired vacuum-assisted sweepers are more efficient or cost-effective than conventional sweepers.

Three pilot communities were chosen for this study: Mid-City, which impacts Chollas Creek and San Diego Bay; Clairemont, which drains to Tecolote Creek and Mission Bay; and La Jolla Shores, which drains to two areas of

special biological significance. Locations for this study were selected based on a high potential for metal contaminants.

The first phase included dry-weather debris analysis to determine the most effective and efficient sweeper technology and sweeping frequency. The second phase included a wet-weather analysis to determine if enhanced sweeping produced any beneficial impacts to water quality.

Since the study began, the department has swept the equivalent of more than 9,500 miles of streets and collected more than 381 tons of trash and debris. A significant amount of heavy metals has been removed from city streets as well.

Although the City continues to analyze data in order to make recommendations, preliminary results indicate that street sweeping has a positive impact on water quality by providing an effective means of reducing pollutant concentrations in storm water runoff.

Comparisons indicate that a vacuum sweeper is more effective in reducing pollution than a

mechanical sweeper under certain conditions (e.g., topography). The data also indicates that conducting aggressive sweeping using a vacuum sweeper is more efficient than sweeping at the same frequency with a mechanical sweeper.

The Storm Water Department is committed to protecting water quality and preserving natural resources in San Diego. With studies like the Street Sweeping Pilot Project, the Department will continue to identify new opportunities to reduce pollution and urban runoff in order to protect our region's water quality.

Clem Brown is senior planner for the City of San Diego Storm Water Department. Brown can be reached at cmbrown@sanidiego.gov. Jennifer Nichols Kearns is senior public information officer for the City of San Diego Storm Water Department. Nichols Kearns can be reached at jennifernk@sanidiego.gov.

Source: Storm Water Solutions July-August 2010 Volume: 4 Number: 6
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Delta Dental Representatives Address MEA Board Member Concerns

Delta Dental representatives were invited to attend MEA's Board meeting on August 11th. The purpose of Delta's participation was to hear from the Board regarding members' concerns with the *DeltaCare*® USA DHMO plan. Issues that were discussed included certain Delta DHMO dentists who might not be adhering to the SDMEA DeltaCare 10A copay schedule, some providers not offering lower cost covered procedures and several inconsistent responses from DeltaCare Customer Service. During the meeting, the Delta Team responded to the Board's questions and made a commitment to address MEA concerns and to establish an open line of communication between members and DeltaCare.

The following information was one of the topics discussed at MEA's Board meeting and better explains the DHMO program and treatment plans. We hope that you will find this information useful, and we look forward to finding opportunities to better serve you.

As always, if you have questions regarding any of your MEA-sponsored benefits, please contact MEA Benefits Coordinator Jon Hayes at 888.217.9175.

Your DeltaCare® USA DHMO Program and Treatment Plans

How to use the DeltaCare program:

When you enrolled in the DeltaCare program, you selected a contract dentist from the list of dental facilities available online or on the provider directory. If you did not select a dentist, one was assigned to you.

Following your enrollment in DeltaCare, you received a packet containing the following:

- An ID card
- An Evidence of Coverage booklet with a complete list of covered procedures, copayments, plan limitations and exclusions
- The name, address and phone number of your DeltaCare dentist

To make an appointment, simply call the dental office and identify yourself as an enrollee in the DeltaCare program. DeltaCare will notify your contract dentist about your plan enrollment and provide any other important information about your coverage, such as dependent information, group number and enrollee ID number.

You must go to your assigned dentist to obtain covered services, except for specialists' services pre-authorized (in writing) by DeltaCare or for emergency services. When you visit your assigned dentist, you are responsible for the applicable copayments for covered benefits listed in your Evidence of Coverage booklet. Procedures not listed in the booklet are considered non-covered services and are subject to the dentist's customary and reasonable fees. With DeltaCare, there are never any deductibles, lifetime maximums or claim forms.

Treatment provided by an out-of-network dentist is not covered under this program.

Questions about your plan:

If you have questions or would like to check your benefits and eligibility information, please go to Delta Dental's website at www.deltadentalins.com. You are also encouraged to contact DeltaCare by e-mail or call one of DeltaCare's Customer Service representatives toll-free during business hours at 800-422-4234.

On the website, you can:

- Find a dentist with the online directory
- Review benefits
- Verify eligibility
- Print an ID card

To access certain services, you will be required to log in. To do so, simply enter your user name and password in the designated boxes. If you are visiting the Delta website for the first time, you will need to complete a quick one-time registration process by clicking the "Register Today" link.

Talking to your dentist about your treatment options:

DeltaCare dentists are required to present you with an appropriate treatment plan containing an explanation of benefits and costs. Dentists must also present alternative treatment plans to their patients including covered and non-covered services. Under no circumstances may a DeltaCare dentist deny a patient services that are covered

based on the patient's refusal to accept optional or non-covered treatment(s). Prior to consenting to a treatment, please review your Evidence of Coverage booklet which details your benefits and co-payments before deciding on the treatment option that works for you. In addition, please ask your dentist to explain the pros and cons of each dental treatment option, including the future costs or consequences of postponing or avoiding treatment. Signing the accepted treatment plan ensures that both you and your dentist have a clear understanding of your treatment choice.

What if you only want a cleaning and your DeltaCare dentist will only offer other services?

Dental prophylaxis (cleaning) is rarely done at a first appointment and it is only done after a clinical exam is completed in order to determine the presence of gum disease. While prophylaxis removes plaque (tartar) and stains from teeth, it is performed only when the gum tissue is healthy or after the completion of any needed periodontal (gum) treatment(s).

What if your dentist advises you that you need a lot of work done and you were not aware of this through your prior dentist?

Dentistry is not an exact science. Dental professionals may have differing treatment modalities in order to treat any given case. You may request a second opinion if you disagree with, or question the diagnosis and/or treatment plan determination made by your assigned dentist. DeltaCare may also request that an enrollee obtain a second opinion to verify the necessity and appropriateness of dental treatment or the application of benefits. To request a second opinion, please contact the DeltaCare Customer Service Department at 800-422-4234.

Questions about quality of care

DeltaCare is committed to ensuring that our dentists provide you with quality dental care. One step in reaching this goal is to monitor each dentist's quality of care performance and their compliance with stringent hygiene standards. If you have questions or concerns about your experience with a DeltaCare dentist, please call DeltaCare's Customer Service line at 800-422-4234. Our representatives are committed to answering your questions and addressing any issue or concern you might have. They can also arrange facility transfers, urgent care referrals and assist with a treatment plan review.

Team of the Year 2010

The Logan Heights Branch Library Staff

With such a busy and high-profile branch, the Logan Heights Library could not function without a willing staff to go above and beyond the call of duty. Unlike other newly constructed branches, the Logan Heights Library opened under the most unusual of circumstances. In the absence of a Branch Manager, staff utilized community resources, worked as a team and overcame several construction and collection development obstacles. They have continued to rely upon that same team spirit to now meet grant deadlines, serve a very large youth population and deal with additional building hurdles.

When you enter the branch, no matter how hectic the day has been for staff, you feel a sense of pride, commitment and enthusiasm. All Logan Heights employees are also well-versed in all aspects of the operation of the branch and pitch in with a bright and generous spirit. Logan's staff members genuinely look out for each other, get along and work seamlessly as a team. The in-house camaraderie extends outward which does not go unnoticed by patrons! The Logan Heights staff will do whatever it takes to continue to perfect their service to each other and their community. Congratulations on your Team of the Year award and thank you for exemplifying the very definitions of hard work and camaraderie!



From left to right: Eileen Labrador, Maria "Hilda" Roman, MEA Boardmember Sam Cerrato, Adriana "Ady" Huertas and Alina Rosas

Best Health
your best. your health. your way.

A new wellness program for MEA employees

Make employee wellness part of who we are at MEA by participating in Best Health, our comprehensive wellness program launching in October. 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 at www.BestHealthSanDiego.com
- Exercise challenges and activities launching mid-October
- Exclusive club rewards and exciting prizes for completing all challenges and activities!



Your journey to best health starts here —
www.BestHealthSanDiego.com

SHP 62A © 2010 SHC

Your wellness program from **SHARP**
HEALTH PLAN

David Lugo

Park & Recreation

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, names of your family, age of any children, etc.

I was born in Manhattan, New York City but my family moved when I was 3 and I grew up in Southern California between Orange County and San Diego. I went to Sunnyside Elementary in Bonita and was the Baron (mascot) at Bonita Vista High School in Chula Vista. I studied Pre-Law at the University of Puerto Rico and did post grad at UCSD in Latin American Studies.

What's one thing you miss about being a kid?

What I miss about being a kid is the perception of time. Summer seemed to last forever and so did weekends. While time flies a lot more rapidly these days, I'm a kid at heart. I enjoy being Uncle David but can still run circles around the young ones. I enjoy every single day and until my bones tell me otherwise, you are just as likely to see me swinging from a tree as you are to find me resting below one. What was the make/model of your first car?

Who could forget my dad's blue 1978 Toyota Liftback! That car never died and we eventually had to put it out of its misery.

What brought you to the City?

A desire to do public service. I had always wanted to give back to the community in hopes of one day serving on another level. My previous working incarnations were private sector jobs in finance, advertising and technology and I just didn't feel like I was making a difference. Many questioned my decision, but working for the City has been dynamic since I've arrived. It reminds me of a saying, "Living your life successfully requires courage and risk-taking. Learn from the turtle-it only makes progress when it sticks out its neck".

How long have you worked for the City?

It will be six years this month.

What is your job title and City department?

I am the City Cemetery Manager which currently is in the Park & Recreation department.

What was your first week like at the City?

My first week was just before Halloween. I put in a full day of work and when I went to leave, I found that everyone had already left and I was locked in the cemetery! I pulled on the cemetery gates to no avail. I went to the office to see if I could find the key to the large wrought iron front gate and could not. When I went back a few minutes later, the gate was unlocked, just as the last rays of sunlight were shining on the horizon! It was definitely an uncommon welcome from the cemetery.

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

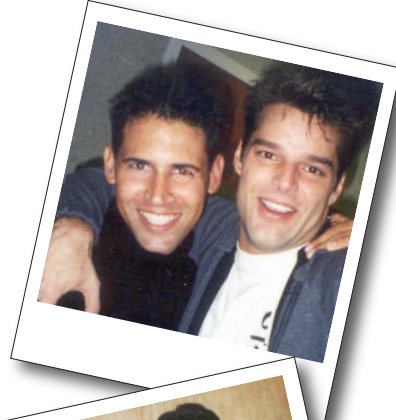
I sing Christmas songs all year long!

Have you ever met anyone famous?

Strangely enough, I've met my fair share. While working on my Master's, I used to be a "stand in" for a CBS show filming in San Diego. This opportunity led to other jobs on TV and even a couple of movies. I was also John Stamos' double and was once Loni Anderson's date. In Puerto Rico, I was there when Ricky Martin was actually planning his English debut. My six degrees of separation has since increased, but every now and then I surprise myself when I look at who is on the other side of the dinner table.

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

I'm a happy go lucky guy who tries to do something every day to make the world a better place and I believe that you can accomplish that by the doing the simplest things.



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.

Hilda Marostica



I first started at the City of San Diego 30 years ago as a Career Advancement Trainee. Through the years, I have worked for the Fire Department's Repair

Facility, Police Department and was promoted to the Park and Recreation Department in 1977. I am proud to say that I was one of three female laborers in Park and Recreation at the time. I'm not sure if it was because we were all young, single and in our early 20's (including the guys we worked with), but there were never any problems between the group and the three of us. In fact, I would dare say that the young men were excited to have three young ladies working with them! That being said, they were always nice, respectful and really took the time to train us right.

Later on, I worked as a utility worker for the Solid Waste Department and was later promoted to Equipment Technician I Trainee before moving on to General Services in 1988. I retired as a Public Works Supervisor for the Streets Division.

Believe it or not, I'm going to miss the Emergency Standby times and being called out by the Public Works Dispatchers during a heavy winter storm. It never seemed to fail that large scale sink holes, mudslides, fires and falling trees always seemed to occur in the late hours of the night. There was definitely never a dull moment around there! I'm also going to miss the camaraderie among the staff and the feeling that I was one of many proud civil servants.

I'm going to put the same dedication and effort into being a retiree as I did as a City employee. I'm going to do so by traveling to lots of new destinations, all without having time

restraints to slow me down! I have already spent a fair amount of time in Las Vegas and Palm Springs and would love to take a train trip up north to San Francisco, Oregon, Washington and maybe even to Canada.

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



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Responsibility. What's your policy?



This organization receives financial support for allowing Liberty Mutual to offer this auto and home insurance program.
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MEA Members Making Us Proud!



Presidential Lifetime Achievement Award: Jackie Mulvey

Congratulations to Jackie Mulvey for being awarded the Presidential Lifetime Achievement Award of Merit. Jackie has been an MEA member for more than 30 years, during which he has served on the Standing Rules, Political Action, By-Laws (which he chaired) and Social & Recreation Committees. Jackie also served as MEA's Board Parliamentarian for 15 years and had a well-established reputation for being sensible and even-tempered. Thank you for dedicating so much of yourself to support and advance this organization!



Volunteer of the Year: John Quigley

Due to his hard work on MEA's Board of Directors, Blood Drive, Elections and Political Action Committees, John Quigley has been named MEA Volunteer of the Year. John was instrumental in exceeding the blood drive pint goal at MOC 2 and has been a reliable precinct walker for candidates that support the goals of organized labor. John has also attended numerous City Council meetings and has testified in order to advocate on behalf of his MEA union family. He is also known for being a careful listener and for applying logic and reason when discussing issues. John gives of himself selflessly and understands that the strength of our union is its own reward.



Board member of the year: Howard Greenstein

We are proud to announce that Howard Greenstein has been awarded Board Member of the Year. Howard is not only a regular and thoughtful participant at MEA Board meetings, but he is also an active member on both the Political Action and Blood Drive Committees. Howard can always be counted on to go the extra mile and to volunteer his time to further the goals of this union family. His commitment as a location captain during the MEA Annual Blood Drive continues to generate successful results for his Balboa Park post. Howard also gets his family involved who have all marched in parades, attended MEA events and even volunteered to be photographed for a special city-wide ad campaign. Thank you Howard for all that you have, and continue to do for MEA!



John Torres Champion of Labor Award: Murataza Baxamusa, Center on Policy Initiatives

As Research and Policy Director for San Diego's Center on Policy Initiatives, Murtaza has demonstrated time and again that he is a true champion of labor. Murtaza has a well-established reputation among elected officials, media outlets and union leaders of being a reliable and effective advocate whose facts and integrity can be trusted. Whether the issue of the day is balancing the City budget, outsourcing City jobs or raising City revenues, Murtaza is there to inject common sense into an often chaotic political process. His unwavering commitment to the cause of working families demonstrates why he is this year's John Torres Champion of Labor.



Steward of the Year: Mark Wiedenhoff

Congratulations to Mark Wiedenhoff for being named 2010 Steward of the Year. Mark has worked hard and fought on behalf of members as an MEA steward for the past 6 years. He is known for his knowledge, passion and dedication in representing and defending the rights of our members. Mark has also dutifully served on MEA's Board of Directors. Thank you Mark for your active involvement and commitment to your union family!



Employee of the Quarter: Jamal Batta

MEA member Jamal Batta has been recognized with the Employee of the Quarter award for his outstanding work in the Engineering and Capital Projects Department. He has worked for the City since 1988 and has been with the department for the past 15 years. In his free time, Jamal enjoys spending time with his family, reading and going to the gym. Thank you for your hard work and years of service in the Engineering and Capital Projects Department.



CITY OF SAN DIEGO
RETIRED EMPLOYEES' ASSOCIATION

The Purchase of Service Credits issue is high on our radar. We are following developments and are not pleased with the responses so far from SDCERS. REA is encouraging effected employees to unite in order to object to SDCERS and the City Council and Mayor,

and if appropriate to pursue appropriate legal remedies jointly or individually. SDCERS plan to break their contracts with retirees and employees should not be allowed to stand!

Jim Baross, REA President

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

October 2nd Brian Anthony, 9th Pete Lynch, 14th Chun-Chi Ma, 18th Jean Evans,
19th Stephanie Clark and Mark Chysler, 20th Greg Woods

November 13th Sam Cerrato, 16th Leslie Simmons, 19th Bob Cronk and Alice Daniels

December 11th Juan Baligad, 16th Ananta Baidya and Carmel Honeycutt,
26th Mary Enyeart, 27th Candi Mitchell

SHOW US YOUR VIEWPOINT

The Viewpoint features a section of MEA members photographed with their Viewpoint in different (and hopefully exotic) locations. So on your next trip, don't forget to pack your Viewpoint and take a picture. If your photograph is featured, you will receive a pair of movie tickets.



MEA member Phet Guiney and her husband celebrated their wedding anniversary by driving up Highway 1 and visiting Hearst Castle.

Bread Pot Fondue

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

This recipe is so easy that even Tonia Carnell can do it! This is always a hit with guests because it looks cool, tastes great and, as I said, it's real easy. The idea is that you take a big, crusty round loaf of unsliced sourdough bread and you hollow it out and fill it with stuff that tastes great. You bake it for awhile until all of the cheese melts and the flavors blend. Then you serve it with croutons that you make out of the bread that you removed from the middle of the loaf. Bring this out of the kitchen at party time, lift the lid and amaze your friends and enemies alike. Anyone who doesn't like this is just wrong.

Ingredients:

1 round loaf of unsliced sourdough bread
2 packages of cream cheese
1 ham steak (about 3/8" thick) from Costco (they come in a pack)
extremely finely diced
2 cups of shredded extra sharp cheddar cheese
1 1/2 cups of sour cream
1/2 cup finely diced scallions (just the green part)
2 small cans of mild diced green chilies
12 drops of liquid smoke (if you've got it)
1 tsp Worcestershire sauce
4 cloves of pressed garlic
2 tbsp vegetable oil
2 tbsp melted butter
Assorted veggies for dipping

Directions:

Preheat oven to 350 degrees

Cut a cap out of the top of the bread. Hollow out the inside with a paring knife leaving a 1/2 inch thick shell. Cut the removed bread into 1-inch cubes and reserve for toasting.

Mix the cheddar, cream cheese and sour cream in a bowl then stir in the ham, scallions, chilies, Worcestershire sauce and liquid smoke. This will smell good.

Spoon the stuff into the bread shell until it's all filled up. Any extra filling can be placed in an oven-safe covered container and baked. Replace the lid and tightly wrap the loaf with aluminum foil. Put it on a cookie sheet and bake for 70 minutes or until the filling is thoroughly melted.

Meanwhile, stir together the bread cubes, oil, melted butter and garlic and arrange on a cookie sheet. Bake in 350 degree oven, turning occasionally, for 10 to 15 minutes or until golden brown.

When the bread pot is done, remove it from the oven and unwrap carefully. Remove the top of the bread and stir the filling before serving. Use veggies and bread cubes for dipping. You can eat the pot when you run out of dipping devices. It's great reheated or cold.

Introducing Your Political Action Committee

The PAC researches political issues, develops the organization's political strategy, interviews candidates and recommends ballot propositions and candidates for endorsement. The committee has been busy during this current election year, especially with the closely contested City Council races in Districts 6 and 8.

Prior to the June primary, the PAC met with a number of candidates to discuss key labor issues as well as each candidate's stance on matters that affect MEA-represented employees. All of the candidates that MEA endorsed (based on

PAC's recommendations) either won outright or qualified for the runoff.

Looking ahead to November's General Election, the runoffs for City Council District seats 6 and 8 will be the focus for the PAC. MEA endorsed candidates, Howard Wayne (District 6) and David Alvarez (District 8) will continue to need our organization's support to win a City Council seat. In response, the PAC will be contacting members to invite them to volunteer their time on these two campaigns.

As the November General Election approaches, the PAC will also be organizing precinct walks and phone banking on behalf

of both candidates. For those MEA members residing in Districts 6 or 8, the PAC will be contacting you to remind you to tell your neighbors about your district's candidate and to ask that you also post a yard sign for that candidate.

The PAC is not only working hard to endorse quality candidates, but to put in the hard work in order to actually get them elected. In doing so, we can feel confident as an organization that we are helping to elect candidates who are honest, discerning and who will follow the law instead of the politics of the day when it comes to issues that affect City workers.



Top row left to right: Bob Cronk, Mark Chrysler, Bill Craig, Mary Enyeart, Howard Greenstein, Carmel Honeycutt, Francine Howell, Jan Lord.

Bottom row left to right: David Lugo, Pete Lynch, Candi Mitchell, John Quigley, Steve Ramirez, Tony Ruiz III, Kyle Wiggins, Greg Woods

It's Almost Time to Adopt a Senior!

MEA needs your help in recognizing the hard work and dedication of the senior volunteers who donate their time at the CAB Information Desk and the Senior Lounge in Balboa Park. Many of these volunteers are former City employees who now donate their time and institutional knowledge. These hard working seniors donate over 1,000 volunteer

hours each month, field countless calls and assist guests with their questions and inquiries.

Unfortunately, many of these senior volunteers are on a fixed income, and the gift baskets filled with snacks, pharmacy and grocery gift cards go to helping make ends meet. Last year, MEA was able to provide 50 deserving seniors with gift

baskets. This year, we'd like to do more, but need your help. If

you would like to participate by making a donation, please contact Cathleen Higgins at chiggins@sdmea.org. The deadline for donations is Friday, December 10th.



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

events

November 1, 2010
All Saint's Day

November 4, 2010
MEA Finance Committee meeting
MEA Executive Committee meeting

November 7, 2010
Daylight Saving Time Ends

November 10, 2010
MEA Board of Directors meeting
MEA Executive Committee meeting

November 11, 2010
MEA Office Closed
Happy Veteran's Day!

November 25 & 26, 2010
MEA Office Closed
Happy Thanksgiving!

December 1, 2010
AIDS Awareness Day

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

December 7, 2010
National Pearl Harbor Remembrance Day

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

December 10, 2010
Human Rights Day

December 16, 2010
MEA Executive Committee meeting

January 6, 2011
MEA Finance Committee meeting
MEA Executive Committee meeting

January 12, 2011
MEA Board of Directors meeting
MEA Executive Committee meeting

January 17, 2011
MEA Office Closed in Observance of Martin Luther King Jr. Day

January 25, 2011
MEA Stewards meeting

January 27, 2011
Executive Committee meeting



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