



FALL 2019

A message from MCMEA President Eric Swift

I'd like to thank all of you who joined at the BOS chambers in July for the Munis training. While it looked like this project would not take off for some time, we now have a launch date set for December 15th. Please review training schedules and get your teams ready for this change.

I've mentioned this a few times and I can't stress how important this might become. If you are called in to discuss an investigation of any type, contact one of your MCMEA reps to join you. While things may seem quite friendly and it's "just to clear up some questions," the outcome may not be anything like you anticipated. It's hard to undo misunderstandings and statements that may not be relevant and lead events down a different path. This is what MCMEA is here for. Call us.

We are about 16 months out from the start of our next contract negotiations. In preparation, our negotiation team would like to meet with members to hear your concerns and get suggestions to make this a better work environment. If your supervisor/manager group would ever like to invite one of us to hear your concerns, please reach out to me. I'll set it up. If we don't know of a problem, we'll never be able to try to fix it.

We have a new Principal in Labor Relations, Jake Hurley who has been here roughly 5 months. Jake has done well to extend a friendly rapport with MCMEA, which I do appreciate.

One of the topics we're currently in discussions with Jake and HR now is the hiring process. I don't know

about you, but when I know I must replace a staff member I literally have a visceral reaction as depression sets in. I'm looking at months before interviews start and by then it's been so long

people have moved on and there are few people to interview. Spark Hire has not given the results some had hoped for and I'll be frank, your Association is not a fan of that process at all. I'm very pleased that Jake has opened a dialog with us to improve the process.

PMR negotiations are set to resume soon. We only have PMR 33 and some clean-up until they are finished and sent to the Board of Supervisors for ratification. Unfortunately, as soon as they are approved it is likely new negotiations will begin as many will be outdated.

In closing, I'd like to congratulate Barbara Kob on her retirement. She fought for your rights in MCMEA for years prior to being rified in the great recession and joining MAPE. Cecelia Jones has replaced her role at MAPE. Barbara was very effective in her role and worked hard for employees in our County. We wish her the best.



HOW TO REACH THE MCMEA BOARD

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Status of the Pilot Housing Assistance Program

Consistent with the labor agreements that were approved during the last bargaining cycle, the County has met with MAPE and MCMEA over the past six months to develop a \$250,000 pilot housing assistance program. The agreement of this program was put forth to the Board of Supervisors on September 24, 2019, and a subsequent meeting with HR next week will finalize the rollout details.

The County views this pilot program as a method to increase employee retention, assist in recruitment efforts, reduce traffic and carbon emissions and aid in disaster response preparedness by enabling employees to move closer to work or public transportation. These outcomes will be measured by the County and will inform future iterations of this pilot program, though they are not requirements to apply.

The pilot housing assistance program is open to all regular hire employees who are planning to move or who have recently moved. Applicants

can receive up to \$7500 for eligible expenses such as a security deposit, moving expenses and short-term storage. Applications are reviewed quarterly by a five-member committee which includes representation by MAPE, MCMEA, HR and the CAO's office. As this is a pilot program, we would appreciate any feedback that you have to be sent to your MCMEA Secretary, Jennifer Ancona at jancona@marincouty.org, so she can put your voice forward to the committee when reassessing program improvements.

MCMEA and MAPE worked collaboratively to provide the County with employees' personal housing affordability and instability experiences to underscore the reality of the effects of Marin's housing climate. In response, the County agreed to give priority consideration to those facing emergent situations of housing instability and developed a protocol to convene an emergency-committee review panel, should this type of application be received off cycle.

We encourage you to complete an application for the funds if you are moving or have recently moved.

This is the only way for the County to obtain the data needed to underscore the personal stories we have shared with them and to consider other housing sustainability efforts, such as a path to home ownership.

It is important to note that you can apply for the funds no matter where you move; it does not have to be closer to Marin or public transportation. In doing so, the County will ultimately have a larger data set with which to consider more complex factors that contribute to the ability to live in or near Marin, such as the cost of childcare and the percentage by which landlords are permitted to raise rents, which typically exceeds cost of living wage adjustments. This data will be MCMEA's leverage in future negotiations, so please apply and encourage others to do the same!



WE WANT TO HEAR FROM YOU

MCMEA MEMBERSHIP SURVEY

Please take a moment to give us your feedback.

We want to hear from you!

Go to www.newmcmea.org/news and take a moment to complete our short survey and let us know how you feel about your working conditions, any challenges you may have, and how the MCMEA Board can help.

Thanks in advance for your participation!

 **MARK YOUR CALENDAR**

MANDATORY TRAINING for Managers and Supervisors!

Wednesday, October 2nd at 8:30 AM

Board of Supervisors Chambers Civic Center

HR will discuss hiring practices, Munis, new trainings, and changes in pay practices.

Important Munis Dates:

- ☛ **October 8th**
Training Classes Begin
- ☛ **December 1st**
PA Entry for 202 Starts
- ☛ **December 15th**
Self Time Entry Starts / SAP Stops
- ☛ **January 10th**
First Munis driven paycheck