



A message from MCMEA President Eric Swift

Hello and welcome to your first MCMEA newsletter! This will be your update on all things MCMEA—trainings, news, points of contact, new members and more. If you have any suggestions for us, please send them to webmaster@newmcmea.org. We want to hear from you!

As many of you have noticed, our board has changed a bit this last year. Staff are retiring in large numbers across the County and our Board is not immune to major change. I have now been President for nearly a year with **James Vilella** providing great stability in his role as Vice President. **Paula Glodowski**, our 2nd Vice President, has returned to Marin County and is now a Social Services Division Director at 120 N. Redwood. **Felix Meneau** from Public Works not only manages our storm water, but also our dues money as Treasurer. **Jennifer Ancona**, Supervising Public Guardian, has taken over as Secretary of the Board. I want to thank the new members for stepping up and also those who have served tirelessly over the years to make MCMEA the solid organization it has become.

Best,

Eric Swift

ERIC SWIFT, PRESIDENT

HOW TO REACH THE MCMEA BOARD

PRESIDENT Eric Swift (415) 473-2959
eswift@maincounty.org

FIRST VICE PRESIDENT James Vilella
(415) 473-6864; jvilella@marincounty.org

SECOND VICE PRESIDENT, Paula Glodowski
(415) 473-3334; glodop@yahoo.com

SECRETARY, Jennifer Ancona
(415) 473-5017; jancona@marincounty.org

TREASURER, Felix Meneau (415) 473-3223
fmeneau@marincounty.org

VISIT <http://newmcmea.org/about-us/mcmea-committees> to view MCMEA committees and committee roster.

If you're having any issues or questions with the website, please email webmaster@newmcmea.org.

BREAKING NEWS!

The PMRs

MCMEA and the Coalition of Marin County Labor Unions have been negotiating the new PMRs since 2011. We are nearly complete and this process should finish by year's end. The most important thing you should understand in our PMRs is that you as a manager or supervisor are responsible to know and understand the rules set forth in these regulations. The most important regulations to start with are PMRs 20 and 21. If you want to get into hot water, just violate one part of these rules. Work will get a lot more stressful after you do. Not only are you to abide by these rules, you are responsible for making sure your staff follows them as well. You can and will be disciplined if it is known that you are aware and allow any behavior that falls outside of the regulations. So take a moment right now and review what these regulations state at www.newmcmea.org/personnel-management-regulation.

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Benefits negotiations — *what happened?*

In a recent 5-week negotiation with all labor unions over health benefits and commute reimbursements, it seems the Teamsters had conflicting ideas with the other unions. There was an option on the table (which would require 100% Union agreement to pass) to lower monthly premiums through Kaiser and Blue Cross. The lower premium Kaiser plans would then have higher deductibles for office visits and non-generic medications, while out of pocket costs would increase in the Blue Cross plan.

We are revamping our website! Check it out at www.newmcmea.org. Make sure to click "register" in the upper right hand corner to gain full member access!

In most scenarios with Kaiser, MCMEA believed taking the new plan was the best option. The other unions agreed, except Teamsters. Blue Cross was more complex, but MCMEA would have followed the other unions on this change. At the 11th hour, Teamster representatives stated that they were not interested in any change – therefore removing the lower premium

option. This was somewhat disappointing to the other labor organizations as most members will now see a decrease in their take home pay this January. I believe the Teamsters have ideas to push the County to add more choices and cheaper plans for healthcare, which would be great. It is certainly something the workforce would love to see.

Bilingual Pay

Although we at MCMEA have not seen an official notification, there seems to be a shift in policy regarding bilingual positions. From my understanding, the County is no longer hiring bilingual classifications, but rather replacing these positions with staff who will be paid a differential.

My experience with this started in July when a bilingual OAIII position I supervise was being replaced. I recruited for bilingual classification, but by the time my staff member was hired, they were now OAIII with a bilingual differential. I thought there was a mistake, after all, I'm the President of MCMEA, I would think the unions would be informed of such a policy shift. As it turns out, this change is definitely in effect, although we haven't seen an official announcement.

My HHS Human Resources Analyst explained to me that there will be no more recruitment for bilingual positions. All such positions will be a non-bilingual classification with a bilingual differential added to their pay. It was also mentioned that any pre-PEPRA employees (those hired before Jan. 1, 2013) will be grandfathered into the classification. Meaning, if you have a bilingual position now, you will retain it unless you promote or change positions. While this shift to move to no bilingual classifications has been brewing for years, I'm concerned it wasn't properly communicated to managers and supervisors. MCMEA plans to meet with the County to discuss the change.

—ERIC SWIFT

Countywide Smoke-Free Campus Policy

All Marin County-owned campuses and facilities are now smoke-free! This includes all buildings and their surrounding land that are owned and operated by Marin County, County vehicles and personal vehicles on County property. The new policy includes any type of smoking, including electronic cigarettes. If you would like to seek out resources for quitting, please contact Robert Curry (415-473-2559; rcurry@marincounty.org) with the Marin County Tobacco Disease Control program. Thank you for your cooperation.