



SPRING 2018

A message from MCMEA President Eric Swift

Let me start with a clear apology regarding our recent lack of communication with our members. We are a small, but mighty board, but this month due to ongoing contract negotiations, regular workload and other MCMEA duties, our timeliness has suffered a bit. Please know that we continue to work on your behalf behind the scenes on many issues affecting you.

Negotiations are extremely challenging this year and despite HR's position that the County is preparing for an economic downturn, I struggle to see clear reasons why. All economic reports in regards to the State and National Budgets are not forecasting a downward shift until at least 2021, so how we landed in concession bargaining in this robust economy is aggravating and quite discouraging.

I see our members working hard, extending their work day to get services delivered to the community because of their strong commitment to their positions and those who we serve.

All County represented employees at the table right now are asking for a fair contract, nothing more, and certainly nothing less. Our proposals have been very reasonable, allowing for equitable

wages and benefits compared to surrounding counties, and in keeping with Marin's goal to be an employer of choice in the Bay Area.

The reality is, we are committed to a solid contract and we are not bringing you a lousy contract to vote on.

One of the biggest struggles is in equity adjustments. The County tends to use the median of our comparable Counties. I see us as #2 behind San Francisco. Our workforce can't afford to live here with housing through the roof and it's hard to commute here with gasoline prices through the roof, as well. Not to mention just how wonderful it is to sit in traffic for hours on 101, 37 and 580. I'm certain we're all familiar with this tune. Many of you have sent us equity studies you have done on your positions and it's clear, you can run over to Fairfield and make the same money, get better benefits packages and have a lower cost of living.



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HOW TO REACH THE MCMEA BOARD

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MCMEA MEMBERSHIP MEETING

Thursday, June 14th at Noon
Board Chambers

Please plan to attend. The MCMEA Board will provide an update on the status of contract negotiations with Marin County.

Fostering a positive work environment

We all work hard and we all deserve a workplace free of harassment and discrimination of any kind. As leaders in the workplace, it is doubly important for us to remember to treat our co-workers and staff with respect. For more information on employee expectations, take a moment to review Personnel Management Regulations 20 and 21 at www.marincounty.org/depts/hr/divisions/employee-and-labor-relations/pmr.

Our Team has noticed a large uptick in cases involving violations of our PMR regulations. Most complaints are truly egregious and employees are disciplined. In this day and age there is no excuse for behavior that discriminates or mocks your fellow employees.

While national leaders may not be setting the best

examples, remember you are a leader in Marin and we work and live by respectable standards.

However, please remember that as a MCMEA member, you are entitled to representation in any investigation that may lead to discipline against you and we highly recommend that you contact MCMEA upon learning of a complaint.

Too many times our team is informed too late in the process because our member was confident they had nothing to worry about. This has proven to be a bad strategy for many. Please contact your MCMEA representative before the meeting takes place. Do not wait until your Skelly hearing. MCMEA has legal counsel available to you for any such hearings.

The California primary election is just around the corner on Tuesday, June 5, 2018

Whether you vote by mail or at the polls, we encourage you to make your voice heard in this election.

This year, two Marin County Supervisors — Damon Connolly and Judy Arnold — are up for reelection. They've also been vetted and endorsed by Teamsters 856 (www.teamsters856.org/get-involved/endorse).

Note that MCMEA has a history of not endorsing candidates, but we now have a relationship with Teamsters 856 who has the resources and political action team led by Political Director Tricia Blinstrub to vet candidates. Both Supervisors Connolly and

Arnold have done great work for the people of Marin County and the members of MCMEA.

Electing leaders who stand with working families is critical. It is important to have County Supervisors who are on our side rather than those who are looking to strip away the rights of working people by attempting to balance county budgets on the hard work of the teams who provide services to the community.

If you haven't yet, take some time to learn about Supervisor Connolly (www.damonconnolly.com) and Supervisor Arnold (www.judyarnoldforsupervisor.com).



Get to know our MCMEA contract

VACATION CAPS

Did you know that if you are denied your request for vacation and at the vacation time cap, you can request to continue to accrue vacation time until your request is? See more details in the excerpt from Section IX, Part D. Unused Vacation Time in our current contract with the County:

“Where an employee’s vacation is denied or canceled by the County after the employee has reached his or her cap of vacation time accrual or resulting in the employee reaching the cap, the employee may request

of his or her department head that the accumulation cap be temporarily suspended by the County Administrator until such time that the County permits the employee to use vacation. Such requests shall not be unreasonably denied. Where such a request is approved, accumulation shall continue from the date in which the vacation was denied or canceled.”

Read our full contract at www.newmcmea.org/about-us/mcmea-contracts.

MCMEA MEMBER SPOTLIGHT

Camille Jolly

Aging and Adult Services — Adult Protective Services and IHSS

How long have you been with Marin County?

I’ve been with the County for 12 ½ years and 3 ½ years with this department.



What did you do before you began working in Aging and Adult Services?

Previously I was in Employment and Training. I was a children’s social worker when I lived in Melbourne, and I really wanted to get back into social work here. I have a real passion for helping people at-risk and providing a voice for people who don’t have one.

Describe your work.

I support social workers as they go out into the community to assist, protect, and advocate for elders and dependent adults. I assign work and review cases, and network with community partners to better serve the elderly and people with disabilities.

What are you most proud of about your work?

I feel really proud of the people I work with. I work with such talented social workers and public health workers that make a real big difference, and I feel really proud to be a part of that team.



MCMEA MEMBER SPOTLIGHT

Camille Jolly

Aging and Adult Services — Adult Protective Services and IHSS

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You're the Branch 7 Representative on the MCMEA Board. Why did you want to become more active?

I joined the Board two years ago. When I started at the County, I was pregnant and because of that I felt a real passion for creating a working environment that supports working parents. I feel like I've been lucky with getting that support, but other people haven't. So, I joined the Board to have a place at the table to talk about big issues like parental leave and taking time off for your family.

Why do you think it's important for working people to have union representation?

I think it provides a level of accountability for the County. It ensures that people are treated fairly and respectfully, and the County follows the rules. It's human nature for conflicts to occur and sometimes you need an advocate to support you through that process. I think that the union provides both of those things.

What's life like outside of work?

I live in Terra Linda. I have three kids: 11, 8 ½, and 4 ½, and I'm married with two dogs. My family loves to travel and explore new places. We just returned from Australia, and I think our next big trip might be Disneyland.

One more fun fact.

I love karaoke.

We'll be featuring MCMEA members in our newsletters.

Do you have a suggestion of who should be featured next issue?

Contact MCMEA Treasurer Felix Meneau at (415) 473-3223 or fmeneau@newmcmea.org.

A message from MCMEA President Eric Swift

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Could this have anything to do with the massive turnover our departments face? And who has to pick up the pieces? Those of us left pick up the slack by covering two jobs while we wait for months for the recruitments to get completed.

Our members are tired, overworked and frustrated yet our employer wants to take away vacation, fringe

cashback, hold harmless, and change overtime rules to their advantage among other things.

Please continue to stand with us on this contract. Continue to provide excellent service to your teams and to the community, but also recognize the limit that we have on our ability to give our leadership without fair working returns.

