



WINTER 2018

MCMEA affiliates with Teamsters 856

In October, our membership overwhelmingly voted to affiliate with Teamsters 856 (www.Teamsters856.org).

Our affiliation agreement aligns us with a strong union that currently represents Marin County Probation Officers, Marin County District Attorneys, Marin General Hospital employees, and over 12,000 workers throughout Northern California — including 7,000 public employees.

Teamsters 856 has history of winning for its members, and our board believes they will provide MCMEA the support we need to expand our capacity and continue to best represent our members' interests. We will have the support of

the union's professional negotiators, in-house attorneys, political director, communications team, and four external law firms on retainer.

We're looking forward to working with the Teamsters to negotiate a solid contract that will attract fine talent to Marin County. As you may know, competition from other agencies and public entities is quite immense, and Marin County consistently loses great staff to other counties or to the private sector.

We're ready to hit the ground running. Our current contract with the County ends in June 2018, which means we will soon begin negotiations for our next contract.

Contract negotiations begin soon *We need to hear from you!*

Our contract with Marin County ends in June, which means we will begin negotiations for a new contract in the coming weeks. As affiliates of Teamsters 856, we will have the assistance of professional negotiators and attorneys throughout the bargaining process. To determine our bargaining priorities, it is important that we receive input from all MCMEA members.

[Click here to complete our quick negotiations survey.](#)

HOW TO REACH THE MCMEA BOARD

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

Stretch Assignment Pilot Program

In November, we reached an agreement with the County on a pilot program for stretch assignments. Stretch assignments are approved project assignments to a host department different from the employee's current department for the purpose of gaining knowledge or developing new skills and competencies.

Employees can work in a stretch assignment for less than 25% of the time or two employees within the same classification can swap department assignments full time for the duration of the swap. Stretch assignments may last up to six months with consideration for one

agreed upon extension of no more than three months.

Requests and approval of stretch assignments go through the Human Resources Department. HR will review stretch assignment submissions and work with the departments to match eligible candidates. The Stretch Assignment Pilot Program will expire on September 30, 2018. The County and MCMEA will meet and confer ahead of time to determine whether it should continue.

[Click here to read details about stretch assignments in the tentative agreement.](#)

MCMEA Executive Board Openings

We have three open positions on the MCMEA Executive Board. Interested in taking on a leadership role in MCMEA?

The Board meets for 90 minutes at noon on the third Thursday of every month, and Board members are expected to be in attendance. Board members receive a stipend for time spent at the meetings, as well as the

necessary training to familiarize them with the new position.

Members from IST are strongly encouraged to apply.

Contact MCMEA President Eric Swift (415-748-1192 or ESwift@marincounty.org) or Treasurer Felix Meneau (415-473-3223 or felixmeneau@gmail.com) for more information.

Notice Incentive

We reached an agreement with Marin County in November regarding a new notice incentive.

The County will provide an incentive to employees with five or more years of service who provide written notice of the date of separation from the County prior to resignation or retirement.

The incentive is \$500 for three months' notice and \$1,000 for six months' notice.

To be eligible for the notice incentive, employees will have to work until the date of separation rather than taking paid time off.

[Click here to read details about notice incentive in the tentative agreement.](#)

