



# Message from the President

## Exciting News for All Members

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Have questions or suggestions regarding this newsletter?

Phone: 209.577.5347

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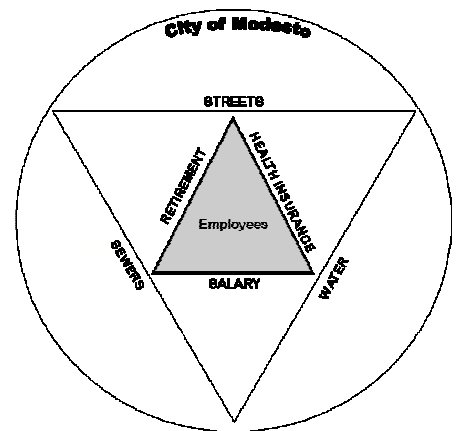
First, congratulations to the newly elected Board of Directors' officers and members who assumed office in January of this year. They are: Linda Boston, Vice President; Debra Eggerman, Treasurer; Leslie Curtin and Aaron Trott, Directors at Large. It's going to be a busy year and we are fortunate to have these members on our Board.

As you all know, negotiations for a new MOU ended last fall when the City Council voted to impose an "implemented document" on MCMA when we were unable to reach an agreement. Our primary issue continues to be the triangle of unmet needs which consists of medical premium contributions, employee salary/compensation and enhanced retirement.

Negotiations began again this spring and I am very happy to announce that we have reached a tentative agreement with the City of Modesto! I am also happy to report that this tentative agreement achieves some of our goals and moves us closer to others. Please take a few minutes to read the summary of the agreement written by Kim Gillingham on page 3 of this newsletter.

On May 9, we will be mailing the proposed agreement to each member for review prior to our next general membership meeting which is scheduled for May 16 at 5:15 p.m. in the Basement Conference Room 300 at Tenth Street Place. At this meeting, you will be able to ask members of the

### Triangle of Unmet Needs



Negotiating team and our labor representative questions about the proposed agreement. Finally, you will be able to vote!

### Important:

Please note that you will not be able to vote if you do not attend the meeting so make plans to attend. I look forward to seeing all of you there!

Laurie Smith  
 President

## Book Tip: Blink by Malcolm Gladwell

Aren't the best decisions made after lengthy analysis? This author says maybe not and examines rapid cognition, an ability we all have but may have learned not to trust. Also worth reading is his previous book, The Tipping Point, about that moment when events take a turn and the factors that make things happen. What are you reading now?



# What it means to be a member of MCMA

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The George Brown Act, the first of California's public sector bargaining laws, was enacted 45 years ago -- in 1961. It was a groundbreaking legislation for public employees because its primary purpose was to recognize the right of public employees to participate in and be represented by employee organizations. In addition, the Act granted the organizations the right to meet and confer with the employer prior to action being taken on a matter affecting employment conditions. Since 1961, other legislation has been adopted, most notably the Meyers-Milias-Brown Act, adopted in 1968 (§3500-3510 Cal. Govt. Code). This law removed local government agencies from the Brown Act coverage and established a number of new rights and duties of local public employers, their employees, and employee organizations. Another important piece of legislation was the Public Safety Officers Procedural Bill of Rights Act (POBOR) (§3300-3311 Cal. Govt. Code) that was signed by the Governor in 1976 and became effective January 1, 1977.

These laws did not come without sacrifice. In order to establish your rights to organize as an employee association and improve your working environment, your salary and your benefits, a number of people -- including our local labor representatives and peace officers -- stepped up to the plate and put their jobs on the line to improve bargaining rights. This was no small achievement!

As a member of the MCMA, you too are an important link in this history of public employee associations. You carry certain responsibilities to maintain, improve and grow our Association. MCMA members vote for both an Executive Board and a Board of Directors to perform the everyday business of the Association. While these Directors have significant responsibilities and devote their

personal time to MCMA, you also have a similar responsibility to attend general membership meetings in order to understand all the issues being addressed by our Board. General membership meetings also provide a very important benefit to you -- the opportunity to present new ideas and state your opinion on specific issues as well as vote on current contracts.

How can you contribute to MCMA? Become a valuable committee member! The MCMA committees include Membership, Political Action, Public Relations and Negotiations. Each of these committees has the potential to significantly improve your job environment. Because every MCMA member benefits from these committees, we know you agree that Board members should not be the only committee participants. It has been our experience that, when the Board Members perform all of the duties, this may lead to a "burn-out". Committee assignments can be short or long-term -- it's your option. You can choose to participate on many different levels, from stuffing envelopes for an hour to designing a public relations event. There is definitely something for everyone!!

As Board members, we understand that due to family commitments and other obligations, members cannot always attend all general membership meetings or participate in all committee meetings. We would simply ask that you do your best to attend most of them, when possible. And, when you come in contact with one of your MCMA Board members during work time, thank them for their time and commitment. Your participation and feedback does make a difference!

*Luciano Beltran  
G & A Labor Representative  
and Linda Boston  
Vice-President*

# Tentative Agreement Summary

The table below summarizes the changes to the MOU as a result of the recent tentative agreement reached with the City. These changes are in addition to the all previous agreements captured in the Imposed Document.

**It is important to note that the Retiree Health re-opener cannot be imposed and that any tentative agreements reached on the Retiree Health issue would require membership approval.**

<i>Article 1</i> Term	<ul style="list-style-type: none"> <li>Converts “Imposed Document” into an agreement.</li> </ul>
<i>Article 5</i> Salary Rates & Step Advances	<ul style="list-style-type: none"> <li>City to conduct a Wall-to-Wall Classification Study to commence no later than 11/1/06</li> </ul>
<i>Article 14</i> Overtime for Non-exempt	<ul style="list-style-type: none"> <li>Requires the cash-out or exhaustion to all CTO prior to reclassification or change to FLSA exempt status, consistent with the same requirement at promotion.</li> </ul>
<i>Article 17</i> Acting & Out of Class Pay	<ul style="list-style-type: none"> <li>When an Eligibility List exists it will be consulted prior to making acting pay assignments.</li> <li>Disapprovals for Out-of-Class Pay requests are subject to review by the City Manager.</li> </ul>
<i>Article 21</i> Sick Leave	<ul style="list-style-type: none"> <li>Clarifies language to be consistent with practice that sick leave shall not accrue when an employee is absent for more than 40 hours in any pay period while on any unpaid leave.</li> </ul>
<i>Article 31</i> Health Dental & Vision	<ul style="list-style-type: none"> <li>Increases City’s contribution for employees with dependent coverage to equal MPOA.</li> <li>All other City contribution levels in the MCMA MOU already met or exceeded contributions in the MPOA MOU.</li> </ul>
<i>Article 49</i> Pending Issues	<ul style="list-style-type: none"> <li>The City will use an outside consultant to evaluate the design and funding of the Retiree Health Program.</li> <li>Parties agree to begin negotiations on a new or modified Retiree Health Program</li> <li>Retiree Health Program re-opener linked to enhanced PERS retirement.</li> <li><b>Without mutual agreement any changes of the terms and conditions of the Retiree Health Program cannot be imposed.</b></li> </ul>

*Kim Gillingham, Labor Representative  
Goyette & Associates, Inc.*

## Dues to Increase on July 11

Effective July 11, 2006, membership dues for MCMA will increase by \$2.00 per month or \$1.00 per pay period. Membership dues have remained at the same rate since the Association’s formation in 2002. The cost of providing services, however, has significantly increased. This is true for everything, especially the cost of legal services provided by Goyette & Associates, Inc.

So, on your check for the pay period beginning July 11, 2006, you will have a \$12.54 deduction for Goyette & Associates, Inc.

*Laurie Smith  
President*

### “In my other life...”

***(Things you may not know about members)***

In his other life, MCMA member Glen Carrington confesses that he’s already published one book and is working on the second. His first novel, born out of a series of writing exercises, is called The Oakland Hills Vodou Murders. No, we didn’t spell it wrong – it’s the cajun spelling. Glen says the toughest task is making sure you faithfully write a little bit each week. Find his work at [www.authorhouse.com](http://www.authorhouse.com) and watch for his next edition, a shift in focus toward science, culture and relationships. Glen has made the leap from “keeping our books” to writing his own!

In her other life, Gail Wax is a compulsive quilter and will serve as publicity chair for Modesto’s regional quilt show in January of 2007. Gail’s hobby started with high school drafting classes and a love of design and architecture. Not wanting to make measurement mistakes on actual buildings, she specializes in brightly colored art quilts and teaches classes from time to time. Quilters cut perfectly good fabric into small pieces, reassemble them and pray they’ll transform into something better. Key ingredients are bravery and sharp tools!

Know a member who has “another life” that we should profile? Send your ideas to any MCMA Board member.



PO Box 128  
Modesto, California 95353

Return Address Requested

Address for mailing goes here

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# Upcoming Calendar of Events

## Mark Your Calendars!

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### Board of Directors

*President*

Laurie Smith

*Vice President*

Linda Boston

*Secretary*

Polly Findlen

*Treasurer*

Debra Eggerman

*Directors at Large*

Leslie Curtin

Rafael Rodriguez

Aaron Trott

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May 16, 2006	5:15 p.m.	General Membership Meeting Tenth Street Place, Basement Room 300
June 8, 2006	11:45-1:15 p.m.	EAP Class: Change Management Tenth Street Place, 2 <sup>nd</sup> Floor, Room 2001 Call Risk Management at ext. 75403
June 15, 2006	1:00-3:00 p.m.	"Getting Ready to Get That Job!" Call the Training Division at ext. 75490
June 22, 2006	9:00 am - 2:00 pm	New Employee Orientation Call the Training Division at ext. 75490
July 28, 2006	10:00 - 11:30 am	Employee Recognition Ceremony Council Chambers - Tenth Street Place
August 8, 2006	1:00-3:00 p.m.	"Getting Ready to Get That Job!" Call the Training Division at ext. 75490