



HOT SHEET

July 22, 2009

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An Important Message from MEA Treasurer Candi Mitchell:

Over the past three months, I have worked with MEA's Officers, Finance Committee members, and Acting General Manager Mike Zucchet to develop an operating budget for MEA for the new fiscal year. In June, the Finance Committee recommended approval of the new budget and dues structure to MEA's Board of Directors, and last week the Board took final action to unanimously support the changes.

MEA's new leadership took this budget cycle as an opportunity to take a fresh look at everything MEA does as an organization. We went line item by line item and scrutinized every proposed budget expense with an eye toward making cuts and finding efficiencies wherever possible. **MEA's leadership is committed to streamlining the organization and reducing your dues, while at the same time strengthening our ability to represent and advocate on behalf of the employees we represent.**

The results of this year's budget process are as follows:

- Net expenses have been cut by more than \$350,000, resulting in a substantial dues reduction. Effective for the pay period ending July 24, MEA member and fee-payer dues have been reduced by an average of about 12%, which translates into a savings of about \$75 per employee per year.
- Major MEA budget reductions include the termination of two employee positions, the elimination of various consultant contracts, and the reduction of budgets for travel, training, meetings, promotional activities, and vehicles.
- At the same time, and within the savings already mentioned, we were able to increase our budgets for local political action and member communications, as well as maintain our strong and effective professional staff of member representatives.
- The budget for our legal representation, including MEA's labor attorney Ann Smith, is fully funded and in fact we have enhanced our legal reserves so that the City's ongoing attacks on your pension, retiree health, and other benefits can be met—as they have in the past—quickly, overwhelmingly, and successfully by your union.
- MEA's new average dues of about \$22 per employee per pay period compares very favorably to the dues structure of other local labor unions, including employees represented by Firefighters Local 145 (\$49.67 per pay period) and the Police Officers Association (\$40.30 per pay period).

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The net result at MEA is lower dues for the employees we represent, as well as a more efficient, focused, politically active, and effective labor organization. The recent departure of the former General Manager has presented the new leadership at MEA with the opportunity to move forward with new priorities that are more responsible and more responsive to the employees we represent. This new annual budget and dues structure is a perfect example of making the most of this opportunity to move MEA forward.

	Previous Dues Per Pay Period	New Dues Per Pay Period
Members	\$20.00 Base Rate Plus 0.3% of Salary (Average of \$25 per member)	\$17.21 Base Rate Plus 0.3% of Salary (Average of \$22.21 per member)
Agency Fee Payers	\$19.52 Base Rate Plus 0.28% of Salary (Average of \$24.40 per fee payer)	\$16.54 Base Rate Plus 0.28% of Salary (Average of \$21.34 per fee payer)

For more information regarding MEA's new reduced dues structure, watch for additional postings on our website and in the upcoming issue of Viewpoint. As always, please do not hesitate to contact me or anyone else at MEA if you have questions or concerns regarding any issue.



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