

January 18, 2011

Dear MEA Fee Payer:

Happy New Year! As you know, MEA's independent auditors, Lindquist LLC performs an annual audit of MEA's finances to determine what percentage of expenses is chargeable to agency fee payers. Enclosed you will find a copy of this report which verifies that 96.86% of the total expenditures made are "chargeable" to agency fee payers as the law allows. This is an increase of 2.56% from the fiscal year ending June 30, 2008.

MEA serves as your collective bargaining representative and is required by law to protect the interests of bargaining unit employees in matters related to your wages, hours and working conditions with the City.

We strongly urge you to take this opportunity to join MEA because, as a dues-paying **member**, you will have benefits and rights that are not available to you as an agency fee payer. You will have the right to participate fully in the internal activities of the union, which includes the right to vote to accept or reject any proposed collective bargaining agreement covering your wages, benefits and working conditions, the right to attend union meetings, the right to vote in elections for MEA Officers, Board of Directors and Negotiating Team Members, and the right to run for election to hold such positions.

MEA **members** are also eligible to receive representation in disciplinary matters before the Civil Service Commission if an appeal is deemed meritorious. MEA **members** enjoy valuable discounts for insurance and entertainment.

Remember that MEA's strength is derived from its active, interested **members** whose dedication and efforts make it possible for MEA to achieve better wages, benefits and other terms in collective bargaining with the City. The value of a strong union is even more important during the stressful times our city has been experiencing. MEA has been the lone voice vigilantly fighting to keep your retirement benefits secure at a time when the political agendas of many include trying to roll back those benefits.

For only a few extra dollars each year, you can enjoy all of the benefits of membership. I invite you to become a full member and join thousands of your fellow city employees in having a say in how your union is run.

Sincerely,



Michael Zucchet
General Manager



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