



The
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PRESIDENT'S REPORT

MEA KEEPS FIGHTING FOR NYC MANAGERS

By Bendix Anderson



MEA President Shelly Shulman

The New York City Managerial Employees Association (MEA) is celebrating its founding a half-century ago by doing even more to fight for managers today.

"This is our 50th year. We are doing everything we can... and we ask all of the members to step up," says Shelly Shulman, who in the beginning of January 2018 became the new MEA President.

A BETTER DEAL FOR PPL

MEA is working to negotiate a better deal for its members regarding the Paid Parental Leave (PPL) benefit created for City employees in 2016.

"It's a great concept but in reality it was not so good," says Stuart Salles, counsel for MEA.

The benefit, often used by employees who are starting families, was paid for by canceling a planned raise for New York City managers, who also lost days of time off. MEA called the plan "a breach of contract" in a lawsuit filed May 2016.

MEA's lawsuit came to an end in June, after the Appellate Division of the New York Supreme Court ruled to uphold an earlier dismissal of the suit, which said that managers had no contractual rights to prevent the City from modifying its policies.

"At least we stood up," says Mr. Salles. "It was important for us to show to the members that we can't be taken for granted."

MEA is now negotiating with the City over the real cost of the benefit, which has been in place for 30 months. "The City took two or three times the amount of the actual cost," says Mr. Salles. "Now it's time for the city to reassess what it costs and make an adjustment."

Another possible improvement to PPL would allow the benefit to be used by City employees to care for sick loved ones, in addition to young children by utilizing the New York State Family Medical Leave program.

NEW MEMBERS FOR MEA

MEA had 3,199 members at the end of 2017. That's 92 less than the year before. Even though MEA added 412 new members in 2017, the organization lost more due to unionization and agency restructuring, in addition to the regular number of MEA members who retire.

"We are intensifying our efforts to recruit new members through additional initiatives, and year to date we have recruited 147," says Mr. Shulman.

MEA continues to visit city agencies to educate managers about the organization and hear their concerns.

NEW "NON-VOTING ASSOCIATE MEMBERS"

MEA may soon welcome hundreds of new "non-voting, associate members," thanks to amendment to the MEA by-laws unanimously approved at the general membership meeting in June.

Over the years, MEA has lost hundreds of members whose jobs became subject to collective bargaining agreements.

"There are many former MEA members who are still active... over 500 people," says Joel Fishelson, Chair of the By-Laws Committee.

Now these former MEA members can participate as "non-voting MEA members." They will receive limited benefits like the MEA newsletter and can attend MEA events, though they can't run for MEA office, vote in MEA elections or be eligible for pension counseling, scholarship or tuition assistance. They can receive legal consultation, though managers who are members of a union will be represented by their union in any hearings related to their work.

MEA is also completing an upgrade to the organization's website, as part its 50th anniversary. By this summer, the new website should be up and running along with a new logo.

"It's not too different from what we have now, but it's refreshed, and a little more modern," says MEA Vice President Edgar Landas, who is in charge of the web redesign.

The new website is expected to be easy to read and use for all MEA members, who should be able to access the website on tablets and mobile phones, so that they can keep up with MEA news without having to use their desktop computers at work.

CIVIL SERVICE EXAMS NOW AVAILABLE

New York City managers who have served for more than two years in more than 50 managerial titles can now take Qualified Incumbent Exams (QIEs) that have not been available for years.

"This is a unique opportunity for our members to achieve permanent civil service status," says MEA President Shulman.

The city fell behind in offering these exams for hundreds of titles – more than ten years behind in some cases. A class action lawsuit in 2008 required the city to catch up. Over the past two years, the Department of Citywide Administrative Services has made significant progress, and MEA continues to press the city to do more.



IT'S OUR BIRTHDAY!

THE MEA AND ITS BASEMENT BEGINNINGS

By Linda A. Barnes, NYC MEA Executive Director

Fifty years ago New York City managers joined forces to found the Managerial Employees Association. The enactment of the Taylor Law in 1968 and the implementation of the Management Pay Plan were two of the top reasons the organization was formed.

Since then strong leaders have left their mark on the MEA.

The MEA was officially "born" in June of 1968. Mr. Raymond E. Diana was in charge. Mr. Diana had the right work experience to lead the Association: he'd already had a history of defending the rights of NYC managers as Deputy Commissioner at the Office of Labor Relations.

At its nascent stage the MEA was a close-knit, "mom and pop shop" style of outfit where Raymond Diana and his son Tom helped out in key ways. Tom Diana never held an official title but was instrumental in creating the Association's internal structure. His home basement became our first office space. He kindly didn't charge rent. There, under somewhat cramped conditions, the idea of a non-union Association effectively supporting city leaders began to take shape.

On December 4 of 1968 the MEA held its first meeting and John O'Connor was elected its first President. The MEA soon became an advocacy association where managers could be heard and represented.

President Bernard Brown stepped forward during the 1970s to push for pay increases and other managerial concerns. During the years 1984-1989, the MEA functioned under the leadership of Philip Tacktil. His focus was seeking reforms in the State Civil Service Commission such as classifying civil service positions as non-competitive and modifying seniority for managers.

Harold Yourman, Mr. Tacktil's successor, is best remembered for his pursuit of the successful Yourman vs. Dinkins Overtime Lawsuit for managers. Mr. Yourman was the Director of Labor Relations at HRA, giving him access to the Office of Labor Relations and other City agencies to help advance the cause of managerial advocacy.

In the 1990s, MEA continued to survive and thrive thanks to a new set of leadership legends. Ronald Savitt led for a one-year stint in 1994. Then in 1995, Georgia Williams became MEA's first female, African-American president – making history for the organization. Ms. Williams had helped found MEA years before, working closely with the Diana family. Her knowledge regarding political issues AND leaders was a great source of strength.

We need to remember that in the first 25 years of our organization we had no Internet or cell phones! We could not afford to pay rent or salaries for staff and all the administrative work was performed by our dedicated leadership. Communication among

the activists and leaders in the dozens of City agencies and throughout the five boroughs had to be conducted one person at a time. Mailing monthly documents to the Executive Board and to the membership several times a year required significant time and money. The work was done during non-working hours by hundreds of managers during the early years.

Recruitment, retention and members services were focused within each agency. Chapter Directors, Assistant Chapter Directors and Recording Secretaries were the human communications link. The Executive Board Meetings were the only place where we could learn about what the City was doing in each agency and citywide.

Despite these obstacles, the MEA became a strong advocate for all members and non-members as well as a source of information on manager benefits and other related issues.

The future would bring even more successes and challenges. And as the '90s would inch towards a new millennium the MEA would soon find itself embroiled in a battle to increase wages and attract even more leaders to its cause...

SAVE THE DATE!
NOVEMBER 16, 2018
MEA 50TH ANNIVERSARY
AND SCHOLARSHIP PARTY

TREASURER'S REPORT

MEA SURPLUS CONTINUES TO GROW

By Vanessa DeSantis



MEA Treasurer Bernard Orlan

Members of the MEA won't see an increase in their dues anytime soon. That's because the MEA has the funds it needs to support itself and grow.

"We have increased our surpluses by over \$500,000 since 2009, an average of over \$60,000 a year," said MEA's Treasurer Bernard Orlan, who analyzed the independent auditor's review of MEA's 2016 and 2017 financial statements. The MEA had an \$111,483 surplus in 2016 and a \$154,033 surplus in 2017, according to the annual financial audit conducted last month by Gould, Kobrick & Schlapp, and P.C.

"Our outreach efforts have increased our membership and therefore our income," said Mr. Orlan. MEA will continue its recruitment efforts with a strengthened emphasis on engaging new members on a personal level.

Mr. Orlan said that we established the NYC MEA Career Development Program, a 501 (c) (3) organization, in 2013. The CDP paid for \$24,000 in scholarships and tuition reimbursements and paid for the annual Holiday Scholarship Party at the Manhattan Penthouse in 2017. The CDP ended 2017 with a cumulative surplus of almost \$21,000.

In the mid 1990's the large public accounting firms suggested that nonprofits have three to six months of budgeted expenses as reserves. That means the MEA's reserves

of \$200,000 represent over three months of obligations. The NYC MEA is 50 years old and continues to reflect sound fiscal stability. "It's a big accomplishment and something we want to continue," said Edgar Landas at the recent MEA general membership meeting.

The revenues funded over \$200,000 in members' services and the \$261,000 in salaries and fringe benefits for the Executive Director and three office staff that serve members every working day. The elected officials of the MEA are unpaid. Treasurer Orlan credited the continued fiscal stability to his predecessor, Edgar Landas, and to the 2017 Finance Committee that includes retirees Sam Borkow, Warren Lewis, Fred Sachs and Pat Toner. Mr. Landas is currently the MEA Executive Vice President.

"We salute Mr. Landas for his outstanding contribution to the MEA," said Mr. Orlan. "Credit also goes to the collective efforts of the Executive Board, the elected officers led by Past President Stu Eber and the MEA office under the continued leadership of Executive Director Linda Barnes."

BENEFITS CORNER

DENTAL COVERAGE, MEDICARE PART B

by Joel Fishelson and Larry Konstan

Many of our members have told us that their dentists fail to mention whether procedures are covered by one or more of their insurance providers. Also, many times these dentists will fail to submit claim forms for the care they recommend. This is not acceptable.

HEALTHPLEX DENTAL BENEFITS

All claims need to be submitted to Healthplex for their determination of coverage and payment. This applies even if some procedures require pre-certification.

Once Healthplex determines whether or not a procedure is covered it doesn't end there. For example, some can only be covered once in a certain period of time. Also, in the case of patients whose procedures are *not* covered, the next step is to let the patient know if there's an alternative that is, in fact, covered.

If your dentist believes their recommended procedure is necessary they should be able to explain to you why a different option will not be successful and also include their explanation in a submission to Healthplex. Healthplex may be required to reimburse a "least costly option" in certain cases, even when you choose the more expensive one. Guidelines for applying the Alternate Treatment Provision are established by the

Fund, its consultants and the Claims Administrator. The less expensive alternate must provide a "professionally acceptable" result.

Help us to help you by reporting to us any dental care that is deemed "NOT COVERED." We will go to bat with the Office of Labor Relations for future coverage inclusion.

MEDICAL COVERAGE POSSIBILITIES

Not every dental procedure is covered by Healthplex. Some, such as accidental injury to teeth, bone replacement grafts or other service codes may require submission to the Superimposed Major Medical Plan (SMMP). Your dentist must submit the work to Healthplex which will advise on the Explanation of Benefit (EOB) response to submit the claim to SMMP. Your submission should include the Healthplex EOB and you must meet the \$500 deductible before any benefits are reimbursed.

MEDICARE PART B REIMBURSEMENT REMINDER

Retirees in receipt of Medicare should have received both their Medicare Part B reimbursement and a letter from the Office of Labor Relations regarding this payment. MEA member retirees with an e-mail on our



Organization Committee Chair Joel Fishelson

files also received a notice explaining the benefit and the possibility of additional reimbursement if their Part B deduction was greater than \$109 per month. And remember, if your Part B deduction was greater due to your income, fill out the IRMAA form and mail it in with the appropriate documentation to get the additional reimbursement in October.

If you still have questions regarding your Part B reimbursement please call the MEA office (212-964-0035).



New York City Managerial Employees Association
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2018 MEA CHAPTER ELECTION SCHEDULE

CHAPTER	2017 CHAPTER DIRECTOR	2017 ASSISTANT CHAPTER DIRECTOR	DATE OF MEETING	NEW CHAPTER DIRECTOR, 2018	NEW ASSISTANT CHAPTER DIRECTOR, 2018
ACS	Colin Scantlebury	Paulette Barry	March 20, 2018	Colin Scantlebury	Paulette Barry
Buildings	Vacant	Vacant	April 17, 2018	Sanjoy Nath	Amitha Khatri
Comptroller	Ernestine Rivers-Merritt	Vacant	May 15, 2018	Ernestine Rivers-Merritt	Wasyf Kinach
Community Board	Beryl Nyack (Appointed 2018)	Vacant	TBA		
Corrections	Vacant	Vacant	(Postponed)		
DCAS	Tina Ramsey	Raymond Schnetzler	September 11, 2018		
DDC	Vacant	Vacant	September 25, 2018		
DEP	Peter Kontogiannis	James Caggiano	September 18, 2018		
DHS	Sonya Russell	Cindy Teta	November 13, 2018		
DOE	Vacant	Vacant	February 27, 2018	Hazel Wellington	John Hession
DOHMH	Cynthia Mont-Burbon	Ann-Marie Ashmeade	November 20, 2018		
DOITT	Joseph Zucco	Maria Rodriguez	December 4, 2018		
DOT	Valerie Coleman	Vacant	December 11, 2018		
DSNY	Maria K. Petkanas	Chudi E. Chiejina	March 13, 2018	Chudi E. Chiejina	Eugene Adia
DYCD	Peta-Gay Campbell	Ebony Wilson	December 18, 2018		
FDNY	Louis Cendagorta	Fitzroy Benjamin	October 2, 2018		
Finance	Zena Spence	Vacant	March 6, 2018	Zena Spence	Barbara Gillespie
FISA/OPA	Eric Reitzel	Vacant	(Postponed)		
H + H	Vacant	Vacant	(Postponed)		
HPD	Darrell Sims	Mario Guerrero, Jr.	February 20, 2018	Darrell Sims	Mario Guerrero, Jr
HRA	Pamela Ross	Vacant	June 12, 2018	Pamela Ross	Sandy Bryant
Municipal Chapter	Evelyn Marrero	Vacant	May 29, 2018	Evelyn Marrero	Barbara Difiore
NYCHA	Carl Walton III	Andre Cirilo	May 7, 2018	Carl Walton III	Tajhma Carroll
NYPD	Vincent Taddoni	Vacant	May 14, 2018	Ramon Garcia	Andrew Krimsky
Parks	Laurence Major, Jr	Iris Rodriguez-Rosa	May 22, 2018	Laurence Major, Jr	Iris Rodriguez-Rosa
Probation	Gail A. Jones	Randy Williams	October 23, 2018		
Retirees	Adrienne Leaf	Sam Borkow	October 9, 2018		
SCA	Renee Kraft	Padget Wynter	October 30, 2018		