MEA Scholarship Program
Helping Develop Tomorrow’s Leaders

By Robert Anderson

Arielle Elmaleh-Sachs is helping to document the brutal reality of “economic abuse.”

Many women who suffer from domestic violence are also hurt financially. Elmaleh-Sachs has the opportunity to research the problem as a volunteer while simultaneously going to medical school, thanks to a $1,000 scholarship provided by the New York City Managerial Employees Association (MEA).

“I feel very fortunate,” said Elmaleh-Sachs.

This year, the MEA scholarship program awarded a total of more than $9,000 to 17 students to help with the growing cost of going to college. Individual scholarships range from $500 to $1,000. The winners are using the awards to support education in schools from Rutgers University to the University of Delaware — though most attend schools in the New York metro area, including Columbia University, New York University and several schools in the City University of New York (CUNY) system.

Elmaleh-Sachs is one of two students who earned the top $1,000 scholarship from MEA. Thanks to the scholarship, she won’t have to work as a tutor this academic year, which has freed up time in her schedule to volunteer as a policy intern for three hours a week at Sakhi for South Asian Women, a nonprofit organization that advocates for and provides services to victims of domestic violence.

She is currently enrolled in a seven-year medical degree program at the Sophie Davis School of Biomedical Education, the medical school of CUNY. She is also pursuing a masters degree in public health.

She hopes to eventually become a primary care physician — which is one of the reasons she is interested in the broader problems her patients might face and is volunteering for Sakhi.

“Primary care is all about understanding and really getting to know your patient,” said Elmaleh-Sachs. “It’s not just a single diagnosis.”

This year, MEA received 29 applications for scholarship awards. The scholarship committee choose the winning students based on objective criteria including grade point averages, scores on the SAT and ACT tests, an application essay and how long their parents have been MEA members.

Scholarships for adults

“MEA also has a scholarship program for its adult members to pursue educational opportunities that advance their careers,” said President Stu Eber.

In 2011, two MEA members, Leonard Battle (Small Business Services) and Carol Roberts (HHC) were awarded $500 apiece. That leaves thousands of dollars in the program, waiting to be spent on professional education.

“Very few applied,” said Joel Fishelson, Chairman of the Organization Committee.

Continued on page 2

2011 Scholarship Recipients

Arielle Elmaleh-Sachs Jennifer McCormick Kevin Shulman Keisha Barry Melonie Torres Jasper Weinrich-Burd Madel Joy Beaudouin Christopher Byrne Adam Myer Parisha Saghati Tourron Whitfield
By Linda Barnes, Executive Director, MEA

We represent our members — it’s a job we take very, very seriously.

In 2011, the New York City Managerial Employees Association (MEA) made sure the senior and executive leadership of City agencies heard the voices of our members loud and clear.

That meant meetings with dozens of officials, from Commissioners to human resource heads and labor relations. We also visited our own members at approximately 50 work locations from one end of the City to the other.

We took careful note of the concerns of our members, which included salary compression, excess work hours, lack of understanding regarding CityTime, managerial compensatory time, performance evaluations, layoffs and demotions.

The good news is City officials and senior leaders were willing to listen when President Stu Eber and I addressed these topics. It was quite refreshing to hear them provide affirmative responses.

For example, Parks and Recreation Commissioner Adrian Benepe clearly remembered the effects of salary compression during his earlier years as a manager. He understood the frustration felt by managers who are responsible for leading a team earning greater salaries. Each of these leaders committed to further review of this issue when the City’s economy is more stabilized.

Long hours

City managers hold a mix of opinions relating to work hours and whether current workloads are excessive. However, the City administration has so far been unanimous: According to City policies managers are expected to work as long as it takes to fulfill their assigned responsibilities, but not less than 35 hours per week.

Many Meetings

Here are just a few of the City leaders MEA sat down with in 2011:

- New York City Housing Authority Chairman John Rhea
- Schools Chancellor Dennis Walcott
- Deputy Mayor Linda Gibbs
- Deputy Mayor Cas Holloway
- Parks and Recreation Commissioner Adrian Benepe
- Department of Citywide Administrative Services Commissioner Edna Wells-Handy
- Health and Hospitals Corp. Vice President Nancy Doyle
- Senior officials representing human resources and labor relations for several city agencies

As we meet with the managers, as well as their agency human resources and payroll representatives, we are learning that concerns about excess work hours can often be resolved internally.

A one-to-one discussion works well when a non-confrontational approach is used. In addition to meeting with senior leadership to discuss the number of hours worked, managers should be prepared to show the objectives that were accomplished and the associated departmental or agency benefits. Demonstrating achievements that benefit the agency present a favorable approach for discretionary approvals.

Performance evaluations

Performance evaluations affects all MEA members — it remains the number one tool used to decide which managers are promoted, demoted or terminated.

New York City’s Department of Citywide Administrative Services and the Health and Hospitals Corp. have both agreed to review, revise or reinforce the processes associated with this human resource requirement. In previous issues of our newsletter, we provided guidance towards the steps needed towards a good performance review. We urge you to continue to contact our office for additional help with performance evaluation concerns.

We ended 2011 maintaining a positive dialog between MEA, city administration, and agency leaders, in order to develop improved policies or processes for ongoing managerial concerns.

For 2012, we will employ persistent advocacy and resolve problems one at a time.

ME Scholarship Program, Continued from page 1

“Fortunately the money is still available.” MEA members can apply anytime during the year for scholarships ranging from $500 to $1,500. Applicants are typically already enrolled in a course that will not be reimbursed by their agency.

Applicants should take particular care to write a solid application essay that describes how the coursework will relate to their current work assignment and career goals. The scholarship committee will also consider how long the applicant has been an MEA member in good standing.

MEA in Person

By Linda Barnes, Executive Director, MEA

We represent our members — it’s a job we take very, very seriously.

In 2011, the New York City Managerial Employees Association (MEA) made sure the senior and executive leadership of City agencies heard the voices of our members loud and clear.

That meant meetings with dozens of officials, from Commissioners to human resource heads and labor relations. We also visited our own members at approximately 50 work locations from one end of the City to the other.

We took careful note of the concerns of our members, which included salary compression, excess work hours, lack of understanding regarding CityTime, managerial compensatory time, performance evaluations, layoffs and demotions.

The good news is City officials and senior leaders were willing to listen when President Stu Eber and I addressed these topics. It was quite refreshing to hear them provide affirmative responses.

For example, Parks and Recreation Commissioner Adrian Benepe clearly remembered the effects of salary compression during his earlier years as a manager. He understood the frustration felt by managers who are responsible for leading a team earning greater salaries. Each of these leaders committed to further review of this issue when the City’s economy is more stabilized.

Long hours

City managers hold a mix of opinions relating to work hours and whether current workloads are excessive. However, the City administration has so far been unanimous: According to City policies managers are expected to work as long as it takes to fulfill their assigned responsibilities, but not less than 35 hours per week.

Many Meetings

Here are just a few of the City leaders MEA sat down with in 2011:

- New York City Housing Authority Chairman John Rhea
- Schools Chancellor Dennis Walcott
- Deputy Mayor Linda Gibbs
- Deputy Mayor Cas Holloway
- Parks and Recreation Commissioner Adrian Benepe
- Department of Citywide Administrative Services Commissioner Edna Wells-Handy
- Health and Hospitals Corp. Vice President Nancy Doyle
- Senior officials representing human resources and labor relations for several city agencies

As we meet with the managers, as well as their agency human resources and payroll representatives, we are learning that concerns about excess work hours can often be resolved internally.

A one-to-one discussion works well when a non-confrontational approach is used. In addition to meeting with senior leadership to discuss the number of hours worked, managers should be prepared to show the objectives that were accomplished and the associated departmental or agency benefits. Demonstrating achievements that benefit the agency present a favorable approach for discretionary approvals.

Performance evaluations

Performance evaluations affects all MEA members — it remains the number one tool used to decide which managers are promoted, demoted or terminated.

New York City’s Department of Citywide Administrative Services and the Health and Hospitals Corp. have both agreed to review, revise or reinforce the processes associated with this human resource requirement. In previous issues of our newsletter, we provided guidance towards the steps needed towards a good performance review. We urge you to continue to contact our office for additional help with performance evaluation concerns.

We ended 2011 maintaining a positive dialog between MEA, city administration, and agency leaders, in order to develop improved policies or processes for ongoing managerial concerns.

For 2012, we will employ persistent advocacy and resolve problems one at a time.

ME Scholarship Program, Continued from page 1

“Fortunately the money is still available.” MEA members can apply anytime during the year for scholarships ranging from $500 to $1,500. Applicants are typically already enrolled in a course that will not be reimbursed by their agency.

Applicants should take particular care to write a solid application essay that describes how the coursework will relate to their current work assignment and career goals. The scholarship committee will also consider how long the applicant has been an MEA member in good standing.

MEA in Person

By Linda Barnes, Executive Director, MEA

We represent our members — it’s a job we take very, very seriously.

In 2011, the New York City Managerial Employees Association (MEA) made sure the senior and executive leadership of City agencies heard the voices of our members loud and clear.

That meant meetings with dozens of officials, from Commissioners to human resource heads and labor relations. We also visited our own members at approximately 50 work locations from one end of the City to the other.

We took careful note of the concerns of our members, which included salary compression, excess work hours, lack of understanding regarding CityTime, managerial compensatory time, performance evaluations, layoffs and demotions.

The good news is City officials and senior leaders were willing to listen when President Stu Eber and I addressed these topics. It was quite refreshing to hear them provide affirmative responses.

For example, Parks and Recreation Commissioner Adrian Benepe clearly remembered the effects of salary compression during his earlier years as a manager. He understood the frustration felt by managers who are responsible for leading a team earning greater salaries. Each of these leaders committed to further review of this issue when the City’s economy is more stabilized.

Long hours

City managers hold a mix of opinions relating to work hours and whether current workloads are excessive. However, the City administration has so far been unanimous: According to City policies managers are expected to work as long as it takes to fulfill their assigned responsibilities, but not less than 35 hours per week.

Many Meetings

Here are just a few of the City leaders MEA sat down with in 2011:

- New York City Housing Authority Chairman John Rhea
- Schools Chancellor Dennis Walcott
- Deputy Mayor Linda Gibbs
- Deputy Mayor Cas Holloway
- Parks and Recreation Commissioner Adrian Benepe
- Department of Citywide Administrative Services Commissioner Edna Wells-Handy
- Health and Hospitals Corp. Vice President Nancy Doyle
- Senior officials representing human resources and labor relations for several city agencies

As we meet with the managers, as well as their agency human resources and payroll representatives, we are learning that concerns about excess work hours can often be resolved internally.

A one-to-one discussion works well when a non-confrontational approach is used. In addition to meeting with senior leadership to discuss the number of hours worked, managers should be prepared to show the objectives that were accomplished and the associated departmental or agency benefits. Demonstrating achievements that benefit the agency present a favorable approach for discretionary approvals.

Performance evaluations

Performance evaluations affects all MEA members — it remains the number one tool used to decide which managers are promoted, demoted or terminated.

New York City’s Department of Citywide Administrative Services and the Health and Hospitals Corp. have both agreed to review, revise or reinforce the processes associated with this human resource requirement. In previous issues of our newsletter, we provided guidance towards the steps needed towards a good performance review. We urge you to continue to contact our office for additional help with performance evaluation concerns.

We ended 2011 maintaining a positive dialog between MEA, city administration, and agency leaders, in order to develop improved policies or processes for ongoing managerial concerns.

For 2012, we will employ persistent advocacy and resolve problems one at a time.

ME Scholarship Program, Continued from page 1

“Fortunately the money is still available.” MEA members can apply anytime during the year for scholarships ranging from $500 to $1,500. Applicants are typically already enrolled in a course that will not be reimbursed by their agency.

Applicants should take particular care to write a solid application essay that describes how the coursework will relate to their current work assignment and career goals. The scholarship committee will also consider how long the applicant has been an MEA member in good standing.

ME Scholarship Program, Continued from page 1

“Fortunately the money is still available.” MEA members can apply anytime during the year for scholarships ranging from $500 to $1,500. Applicants are typically already enrolled in a course that will not be reimbursed by their agency.

Applicants should take particular care to write a solid application essay that describes how the coursework will relate to their current work assignment and career goals. The scholarship committee will also consider how long the applicant has been an MEA member in good standing.

Amended Bylaws Available on MEA Web Site

The New York City Managerial Employees Associations’ Bylaws were amended at the November 1, 2011 General Membership Meeting. Past President William Dwarkin led the hour long discussion before the members approved the changes by a 26 – 7 vote. The Bylaws are available on the MEA web site. Log onto www.nycmea.org , click LINKS, then click NYCMEA Bylaws 2011. President Stuart Eber thanked Mr. Dwarkin and his committee for their attention to detail in modernizing the association’s operating procedures.

The Bylaws Committee members are Eileen Cotter (Department of Education Chapter Director), Vilhelmina Guthrie (Department of Environmental Protection Assistant Chapter Director), Steve Koulish (Retiree), Jacqueline Narine (Retiree), Evelyn Nyman (Retiree), Jacqueline Narine (Retiree), Vilhelmina Guthrie (Retiree) and Shelly Shulman (Executive Vice President).
Marilyn D. Mosley recently authored a report on pregnancy prevention — for the office of the New York City Comptroller.

That might seem like an odd topic for an agency focused on the City’s fiscal health. But Ms. Mosley points out people who receive pregnancy prevention services are less likely to require more expensive social services later on.

“Your’re not only saving money. You’re also building lives, keeping families together and helping the City grow stronger,” said Ms. Mosley, who for ten years has been a public policy advisor for Comptroller.

She has also written Comptroller’s Office reports on immigration, domestic violence and fatherhood initiatives.

Civil servant, community activist and member of the New York City Managerial Employees Association — Ms. Mosley has spent the last 45 years working for City government. She began her service as a junior high school teacher, rising to become math teacher for her school.

From 1986 to 2002, she was special assistant to Brooklyn Borough President Howard Golden, working closely with community boards. That’s where she met Bill Thompson, who later became New York City Comptroller. Ms. Mosley provided policy advice to Thompson and his successor John Liu.

“I prod them on issues that are important to the people,” she said of her work. “This puts a human face on the Comptroller’s office.”

As she nears retirement age, Ms. Mosley has big plans for the future.

She is active with the Progressive Association for Political Action (PAPA), a community advocacy organization that she co-founded in with New York State Assemblyman Hakeem Jeffries.

In Fall 2010, PAPA hosted a community forum on the subject of communities of color and the courts, held in its Fort Greene neighborhood in Brooklyn and attended by 250 people.

PAPA has also successfully campaigned to get judges elected who support the progressive values of the organization, including a pair of judges to the Brooklyn Supreme Court.

She also hopes to build — including a possible horse ranch and summer camp for underprivileged children on a 168-acre patch of land Ms. Mosley owns in New Mexico.

After years of buying and selling small properties in New York City, Ms. Mosley now own real estate from Colorado to the Exuma Islands in the Bahamas.

Four Decades of Service

Marilyn D. Mosley, Senior Policy Advisor for the New York City Comptroller’s Office

2011 Scholarship Recipients

<table>
<thead>
<tr>
<th>Amount</th>
<th>Name</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1000</td>
<td>Ashwin Baweja, University of Pennsylvania</td>
<td>Krishna Baweja, DOT</td>
</tr>
<tr>
<td>$1000</td>
<td>Arielle Elmaleh-Sachs, Sophie Davis School School of Biomedical Education</td>
<td>Fred Sachs, Dep</td>
</tr>
<tr>
<td>$800</td>
<td>Jennifer McCormick, St. Francis College</td>
<td>Dennis McCormick, Corrections</td>
</tr>
<tr>
<td>$800</td>
<td>Alexandra Orth, Columbia University</td>
<td>Jose Castano, Retiree</td>
</tr>
<tr>
<td>$800</td>
<td>Kevin Shulman, State University of New York at Geneseo</td>
<td>Sheldon Shulman, HHC</td>
</tr>
<tr>
<td>$800</td>
<td>Elsa Thomas, Tufts University</td>
<td>Thomas Kunian, SCA</td>
</tr>
<tr>
<td>$600</td>
<td>Keisha Barry, Sophie Davis School School of Biomedical Education</td>
<td>Paulette Barry, ACS</td>
</tr>
<tr>
<td>$600</td>
<td>Joseph Boyce, University of Delaware</td>
<td>Robert Boyce, FDNY</td>
</tr>
<tr>
<td>$600</td>
<td>Kazz Laidlaw, Rutgers University</td>
<td>Mike Laidlaw, HRA</td>
</tr>
<tr>
<td>$600</td>
<td>Melonie Torres, Brooklyn College</td>
<td>Lissette Estrella, ACS</td>
</tr>
<tr>
<td>$600</td>
<td>Jasper Weinrich-Burd, Bard College</td>
<td>Matthew Burd, DEP</td>
</tr>
<tr>
<td>$500</td>
<td>Madel Joy Beaudouin, NYU</td>
<td>Delia Beaudouin, HHC</td>
</tr>
<tr>
<td>$500</td>
<td>Christopher Byrne, Stevens Institute of Technology</td>
<td>Christopher Byrne, HHC</td>
</tr>
<tr>
<td>$500</td>
<td>Adam Myer, State University of New York, College at Oneonta</td>
<td>Evelyn Dresler, Comptroller</td>
</tr>
<tr>
<td>$500</td>
<td>Parisa Saghati, Farmingdale State College</td>
<td>Mohammed Saghati, Dep</td>
</tr>
<tr>
<td>$500</td>
<td>Cyril Thomas, Lehigh University</td>
<td>Thomas Kunian, SCA</td>
</tr>
<tr>
<td>$500</td>
<td>Tourron Whitfield, Marist College</td>
<td>Keshia Clark-Whitfield, ACS</td>
</tr>
</tbody>
</table>

2011 Adult Scholarship Recipients

<table>
<thead>
<tr>
<th>Amount</th>
<th>Name</th>
<th>Institution</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>$500</td>
<td>Battle, Leonard (MEA MEMBER), City University of New York (CUNY) School of Professional Studies</td>
<td>Dept of Small Business Services</td>
<td></td>
</tr>
<tr>
<td>$500</td>
<td>Roberts, Carol (MEA MEMBER), Walden University</td>
<td>HHC</td>
<td></td>
</tr>
</tbody>
</table>
President Stu Eber presents Director-at-Large Joel Fishelson with an MEA Award of Excellence in appreciation of his “outstanding dedication and service helping New York City Managerial Employees Association members understand and receive their hard-earned benefits.”

Executive Director Linda Barnes presents Recording Secretary Michelle Centeno with an MEA Award of Excellence in recognition of her “selfless acts of dedication and diligence to the New York City Managerial Employees Association members, officers, and staff.”

President Stu Eber, Executive Vice President Shelly Shulman, Recording Secretary Michele Centeno, Executive Director Linda Barnes, NYC Comptroller John Liu, HPD Chapter Director John Andrezzi, DCA’s Commissioner Edna Wells-Handy and Treasurer Warren Lewis.

2011 Holiday Party Committee: Travis Tucker, Jacqueline Narine, Evelyn Nyman, Sadie Culler and Francis Hudson. (Not shown: Linda Barnes, Lawrence Konstan and Tina Ramsey.)

MEA Holiday Party
December 19, 2011 at Battery Park Gardens