



The  
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City

# Manager

[www.nycmea.org](http://www.nycmea.org)

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## ANNIVERSARY GALA CELEBRATES MEA AT 50

*By Vanessa DeSantis*

The New York Managerial Employees Association turns 50 this year and it's time to party! Come join us at the Marriott at the Brooklyn Bridge, located at 333 Adams Street, Brooklyn, on Friday, November 16th for a sparkling dinner gala commencing at six o'clock in the evening. We will toast to half a century of advocacy for NYC managers.

The evening's guest speaker is Public Advocate Letitia James, who recently made history as the first African American female to win the nomination for New York State Attorney General!

We will also honor two remarkable MEA "heroes": Mr. Lawrence Konstan,

Human Resources Administration retiree and Ms. Iris Rodriguez, Department of Human Services

Tickets are available online at [www.nycmea.org](http://www.nycmea.org). Click on the Events page, then the Eventbrite link. Be sure to attend as it will be a very memorable event!

We are now accepting congratulatory ads for a Special Commemorative Journal in honor of our Golden Anniversary, our two "heroes" and Ms. James – as well as sponsors for the event. Please contact Linda Barnes, Executive Director of the MEA at 212-964-0035 for more information.



*New York City Public Advocate Letitia James will be guest speaker at MEA Anniversary Gala.*

## SHULMAN'S INDEPENDENCE IN ACTION TEAM WINS MEA ELECTION

*By Bendix Anderson*

New York City Managerial Employees Association President Shelly Shulman and his entire Independence in Action Team won reelection unopposed at MEA's August 6 Special Meeting of the Membership called for the purpose of nominating Officers and Directors-at-Large of the organization for the three year term beginning January 1, 2019. Pat Toner, the Election Committee chair, announced the results immediately after the meeting.

President Shulman is completing the third year of past President Stu Eber's term.

Executive Vice President Edgar Landas, Treasurer Bernard Orlan and Directors-at-Large Carol David and Marie Delus were reelected for their second three year term. Clara Guity-Bess was elected Recording Secretary, succeeding Sherri Porcu. Cesare Lucido and Darrell L. Sims were elected to the two new Director-at-Large positions.

"We celebrate our 50<sup>th</sup> anniversary this year as the sole advocacy association for managers in the City" said President Shulman. "We continue to recruit and retain new members every year because MEA is dedicated to serving the needs of all managers."



*MEA President Shelly Shulman*

# Bits & Pieces



## IT'S OUR BIRTHDAY!

### PART II: THE MEA FROM THE NINETIES TO NOW

*By Linda A. Barnes, NYC MEA Executive Director*

In 1998, William “Bill” Dworkin established another record-breaking organizational mold by functioning for four strong terms as President. Mr. Dworkin’s strength was evident in his ability to pursue a pay plan for managers as well as general wage increases; his leadership and diligence resulted in MEA’s legal success towards winning the *Yourman vs. Dinkins* lawsuit, yielding a \$12.5 million victory for those affected. While the City paid managers for the period of time noted in the suit, the City then closed the loophole and managers have been without overtime before and since that window in time.

Mr. Dworkin also recruited enough new members to pay full time professional office staff and the rent to house them. This expansion of members’ services helped MEA begin to grow into a significant labor organization.

MEA’s strength and growth continued into the millennium. During this period, Steven Ferrer, who passed away in August, won a landslide victory and become MEA’s Presidential leader. From 2004 – 2009, Mr. Ferrer held his stance for three terms with a focused approach and success towards winning general wage increases. With approval from the Organization Committee, chaired by Joel Fishelson, and the Executive Board, Steve signed a contract with Stuart Salles to provide free job related legal

services and free non-job related consultations. Mr. Salles has served hundreds of members for the past ten years. Many would have been terminated or demoted or faced severe fines without his office’s expertise and reputation.

For three terms — January 2010 to December, 2017— Stu Eber maintained MEA’s level of excellence and grew the organization. In 2010, MEA broke a record by enrolling 530 new members and then went on to top that by enrolling 550 in 2014.

During collaborative discussions with the City’s Office of Labor Relations, MEA achieved another first of obtaining an unprecedented \$1,000 lump sum payment included in the January 2015 salary increases for managers. Also, for the first time in its history, the MEA received approval for the creation of our Career Development Program, a 501(c)(3).

MEA’s current President, Shelly Shulman, began his role January 2018 and has inherited the tough responsibility of maintaining or superseding past achievements, collaborating for new managerial wage increases, and moving ahead with clear plans for addressing some of the concerns of city managers. Mr. Shulman has already proved that he has exactly what it takes to keep the MEA viable and sustainable.

Through the years, the MEA has been fortunate to have great

officers fighting for our most important business factor: our members. I would be remiss not to state that every great MEA Officer was able to function successfully because an excellent Executive Director worked with them as a team leader. Executive leaders such as Ed Perlmutter, Dr. Sandy Griffin, and myself have contributed to the success of the organization’s growth through collaborative discussions for wages, membership growth, financial sustainability and day-to-day operations.

I am concluding our trip down memory lane with one thought: WOW! What strength and resilience! This organization has stood the test of time and has continued to remain strong in its focus on diversity, across the board salary increases, advocating to the Management Benefits Fund for more and better services, creating our own benefits,- including scholarships, tuition reimbursement, free job related legal services and financial planning seminars — and revising the Pay Plan for Managerial Employees (PPME) to address salary compression and addressing inequity.

Fifty years old and *WE STILL HAVE YOUR BACK!* Please mark your calendars to come out and celebrate with us on November 16th. Pay close attention to your email or mail to receive your invitation. It is going to be a very memorable event.

# MEA PROFILES ITS THREE NEWLY ELECTED OFFICERS

By Vanessa DeSantis

The MEA held elections on August 7, 2018 at its office located at 42 Broadway. Patrick Toner, Chairperson of the Election Committee conducted the nomination and election activity.

The three newly elected officers and their respective titles are as follows: Clara Guity-Bess as Recording Secretary; Cesare Lucido as Director-at-Large; and Darrell Sims as Director-at-Large.



**Darrell Sims**

**Darrell Sims** is the Deputy Director for Multifamily Design Review at HPD and has been an MEA member since 1993. In his new role as Director-at-Large, Mr. Sims will act as a conduit to the MEA, reporting any issues members might be having and ensuring they are receiving all MEA member-only benefits in a satisfactory manner.

Mr. Sims began his career in 1977 working for the city agency responsible for developing and maintaining affordable housing — back then he simply sought the job as a way to work his way out of his Columbia University dorm room and afford his own apartment. He had just finished graduate school with a degree in architecture. He ended up liking the work enough so that he went back after receiving a fellowship to receive a second Masters degree in real estate development. His recent work includes the inclusionary housing development at 300 Ashland in Brooklyn's neighborhood of Fort Greene. The stunning 35 story



**Cesare Lucido**

metal building is equipped with 379 units — 79 are affordable housing.

Before retiring six years ago, **Cesare Lucido** worked for NYC Housing Authority for 36 years, working his way from cutting the lawns of public housing on up to managing housing inspections and upkeep as Deputy Director in the Bronx. Like Darrell Sims, Cesare Lucido got into the work in need of a summer job. He came to the MEA originally because its managerial benefits and now, post retirement he's working as a Director-at-Large to "help the cause and keep informed." An avid marathon runner, Mr. Lucido keeps moving in his work life too. After city work he didn't waste time getting a new position at Touro College as a facility manager and is enjoying learning something entirely unrelated to housing: osteopathic medicine. "I go in the operating room and watch them operate. I learn how to mix medicine. It's very interesting."



**Clara Guity-Bess**

**Clara Guity-Bess** is an Assistant Director at the Queens Cancer Center at NYC Health and Hospitals.

As MEA's newly elected Recording Secretary she will take minutes and notes at the MEA meetings.

In her work as Assistant Director Clara runs a team of administrative assistants, patient care associates and clerical associates and finds real rewards in encouraging her team to grow. "I think the key to motivating is caring and getting to know my employees and allowing them to voice their opinion and helping them pursue it in any kind of way."

Ms. Guity-Bess joined the Association in 2016 and she's looking forward to getting to know the MEA in more depth.

Each elected candidate will fulfill a three-year term in their newly elected roles, beginning January 1, 2019.



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## **BENEFITS CORNER**

# **HEALTHPLEX, MEDICARE REHAB, AND GUL**

*by Joel Fishelson and Larry Konstan*

### **SEMIANNUAL EXAMS**

Semiannual exams include diagnosis and prophylaxis (including scaling and polishing) If you see your dentist on a quarterly or three times a year basis you should discuss with your provider the benefit of substituting preventive periodontal maintenance for one or more of your oral exam visits thereby having all your visits covered.

### **AVOIDING DENIAL OF SERVICE**

Many managers have complained that when a service is denied the only explanation given is Code N27 – “Patient’s Plan Does Not Cover This Procedure”. To better understand the reason for the denial the Management Benefit Fund strongly suggests that your dentist submit a “pre-treatment estimate” to Healthplex. Healthplex’s denial response will be explained more fully allowing your provider and you to seek an alternative service or decide to self-pay. Healthplex may allow a less costly option reducing your out of pocket expense even when you choose the more costly option.

### **REHAB COVERAGE**

**Policy Clarification:** Medicare provides a limited number of rehabilitation therapy sessions. Once those sessions have been taken you may be eligible to continue to self pay for the rehab sessions which **may** be covered by the Management Benefits Fund (MBF) Superimposed Major Medical Insurance once your \$500 deductible has been met.

**NOTE:** To file for MBF reimbursement you must obtain **a letter from your doctor indicating that the additional therapy is medically necessary.** You must also include the insurance Explanation of Benefits (EOB) from Medicare and your secondary provider (eg. GHI) that indicate the maximum number of treatments has been reached. Submit a copy of the Doctor letter and this EOB (or EOB’s) to MBF with your request for reimbursement.

**REMINDER:** Your Medicare and GHI (or other insurance) deductibles can help meet the \$500 deductible. Send

these costs to MBF earlier or with this submission.

### **GUARANTEED UNIVERSAL LIFE (GUL) INSURANCE**

Members that have availed themselves of GUL may find that the premium has changed. The Management Benefit Fund (MBF) explained the change to us. Active members should see, or will see, a reduction in their premium of about 10%. Retirees, on the other hand, have seen or will see an increase of about 15%. To make the cost more equal it was decided to set up tiers which resulted in the change.

Retirees may also face an additional increase if they have crossed an age threshold. Every five years the cost of the insurance increases if you are in a new age category.

While those with health issues cannot be dropped from receipt of this insurance, members with no health issues might look at other policies on the market to insure they get the best value for their money.