

Issue	Discussion	Outcome/Recommendations
Next Meeting is on Jan 20th, 2009 11:00 AM 1654 The Alameda		
Attendance	<p><u>Present:</u> Amando Cablas, President Richard Rapacchietta, First Vice-President Dolores Morales, Second Vice-President Glenn Payne, Treasurer Mark Hand, Secretary Mary Mitchell, Courts Member-at-Large Philip Chantri, County Member-at-Large Bertha Hampton-Jones, County Member-at-Large</p> <p><u>Outgoing Board Members Present:</u> Tammy Henry, Member-at-Large Laura Colunga, Member-at-Large</p> <p><u>Others present:</u> Randy Johnese, CEMA Business Representative Prudence Slaathaug, CEMA Business Representative</p> <p><u>Absent:</u> Edna Esguerra, Immediate Past President Marie Sanders, County Member-at-Large</p>	
I. Call to Order	Meeting called to order by Richard at 11:02am Richard read a Concession Letter from Edna.	
II. Agenda Review and Approval	Remove Professional Development, Communication Committee, South Bay Labor Council, Treasurer and Presidents reports from agenda	m.s.a. Moved by Hand Second by Cablas All approved.

Issue	Discussion	Outcome/Recommendations
<p>IIIa. Seat New Board</p>	<p style="text-align: center;">Election Committee Report</p> <p>The Election Committee met on December 19, 2008 at 5:00 pm. Members present were Dena Dickenson and Marlene Vidal. Also present were observer, Richard Rapacchietta, and CEMA staff, Randy Johnese and Prudence Slaathaug. The Committee determined that 253 valid ballots were cast for the office of CEMA President and the vote was: Edna Esguerra - 112 Amando Cablas - 141 Amando Cablas having received a majority of the valid ballots cast is elected CEMA's President. All other positions on the CEMA Executive Board were uncontested. Therefore, the following have been elected by 'white' ballot: 1st Vice President - Richard Rapacchietta 2nd Vice President - Dolores Morales Treasurer - Glenn Payne Secretary - Mark Hand County Members-at-Large: Bertha Hampton-Jones Philip Chantri Marie Sanders Courts Member-at-Large - Mary Mitchell Respectfully submitted on behalf of the Committee, Randy Johnese</p> <p>Motion to accept results of election from the elections committee as written.</p> <p>Chair handed over to Amando by Richard @ 11:20am</p>	<p>m.s.a. Moved by Mitchell Second by Payne All approved.</p>
<p>IIiac. Old Business</p>	<p>Santa Lynda Review</p> <p>Motion to defer to next meeting</p>	<p>Tammy to pass this off, Rachel to gather the info. m.s.a</p> <p>Moved by Mitchell Second by Chantri All approved.</p>

Issue	Discussion	Outcome/Recommendations												
<p>IV. Consent Items</p>	<p>Review and Approval of Minutes:</p> <p>Motion to approve minutes of Dec 15th 2008.</p> <p>Previously approved minutes from 12/1/2008 were missing the meeting date, and all agreed this minor correction can be done without reconsideration.</p>	<p>m.s.a. Moved by Rapacchietta Second by Mitchell All approved.</p> <p>Mark to add date to 12/1/2008 meeting minutes.</p>												
<p>V. Action Items</p>	<p>Calendar of 2009 Executive Board Meetings</p> <p style="text-align: center;">MEETING SCHEDULE 11:00 am to 1:00 pm 1st and 3rd Monday of the Month</p> <p style="text-align: center;">2009 CALENDAR</p> <table border="1" data-bbox="569 722 1528 1287"> <tr> <td style="text-align: center;">JANUARY 5 20*</td> <td style="text-align: center;">FEBRUARY 2 17</td> <td style="text-align: center;">MARCH 2 16*</td> </tr> <tr> <td style="text-align: center;">APRIL 6 20</td> <td style="text-align: center;">MAY 4 18*</td> <td style="text-align: center;">JUNE 1 15</td> </tr> <tr> <td style="text-align: center;">JULY 6 20*</td> <td style="text-align: center;">AUGUST 3 17 31</td> <td style="text-align: center;">SEPTEMBER 21*</td> </tr> <tr> <td style="text-align: center;">OCTOBER 5 19</td> <td style="text-align: center;">NOVEMBER 2 16*</td> <td style="text-align: center;">DECEMBER 7 21</td> </tr> </table> <p style="text-align: center;">* Deadline for CEMAGRAM articles</p> <p>Motion to accept meeting dates as listed above:</p>	JANUARY 5 20*	FEBRUARY 2 17	MARCH 2 16*	APRIL 6 20	MAY 4 18*	JUNE 1 15	JULY 6 20*	AUGUST 3 17 31	SEPTEMBER 21*	OCTOBER 5 19	NOVEMBER 2 16*	DECEMBER 7 21	<p>m.s.a. Moved by Hand Second by Cablas All approved</p>
JANUARY 5 20*	FEBRUARY 2 17	MARCH 2 16*												
APRIL 6 20	MAY 4 18*	JUNE 1 15												
JULY 6 20*	AUGUST 3 17 31	SEPTEMBER 21*												
OCTOBER 5 19	NOVEMBER 2 16*	DECEMBER 7 21												

Issue	Discussion	Outcome/Recommendations
	<p>A. CEMA Business Representatives Reports</p> <p style="text-align: center;">Representation Report January 5, 2009 Randy Johnese Happy New Year</p> <p>Representation Issues</p> <p>I met with the Supervising Law Enforcement Records Clerks from the Sheriffs Department over several time keeping / payroll issues as well as a uniform concern. We will meet with management on these issues tomorrow (Tuesday, October 7). We met with Sheriff’s Department management and raised our concerns. They admitted that they have some time keeping problems but blamed it on Kronos. They also took our position on uniforms under advisement and will get back to us on both issues on 11/5. ESA has delayed a response on the time keeping issue. This is now scheduled for the January 22nd.</p> <p>I met and conferred on two T2010 issues at VMC. The first having to do with Patient Care Case Coordinators (S18) and Utilization Review Coordinators (S12) in Patient Care Services is on-going with an implementation date at the end of January, 2009. Management has not contacted me to arrange for additional meetings on this. So, at a meeting to introduce Prudence to Kim Roberts and Dave Manson, I reminded Dave of the need to schedule meetings. He stated that they were not ready but would contact me shortly.</p> <p>The second relates to House Keeping Services / Environmental Services (EVS). As part of the mid-year budget and T2010 they were proposing to bring all house keeping/environmental services under one department. As part of that proposal they proposed to create a new Director of Environmental Services – SCCHHS and two Environmental Services Managers as well as deleting the Housekeeping Services Section Manager and adding 5 Janitor Supervisor positions. The significant impact on our</p>	

Issue	Discussion	Outcome/Recommendations
	<p>members were 1) the five incumbents of the Housekeeping Services Section Manager positions would be laid off. None of them have status as Janitor Supervisors as the Section Manager replace the Janitor Supervisor in the hospital more than twenty years ago. 2) The current Environmental Services Director does not meet the minimum qualifications for the new Director of Environmental Services – SCCHHS. We tried to get them to keep the Section Manager class and delete the Janitor Supervisor they refused. We did get them to agree that the incumbents of the Section Manager positions would be placed in the new.</p> <p>Janitor Supervisor codes and that their salaries would be maintained at their current level through June, 2009. We also got the current director grandfathered into the new director position. I will be meeting with a group of the Section Managers tomorrow to pursue questions that they have about their future positions.</p> <p>We recently had a Supervising Paralegal member demoted and we have an appeal pending before the Personnel Board. Now that employee has been terminated on work place violence charges. Even though she is currently in the 521 bargaining unit, I agreed that we would take the appeal because we have an appeal pending. The employee has now decided to retire but, on advice of our attorney, I have filed a written rebuttal to the charges to the Skelly Hearing Officer because we will need as much leverage as possible to negotiate the employee’s ‘good standing’ for retiree medical. This also means that I will probably file an appeal of her termination to the Personnel Board. This has been appealed to the Personnel Board and I will attempt to negotiate an agreement for the County to allow our member to retire in good standing.</p> <p>I am assisting an member from the Parks Department who has been released on probation with an informal review. The issue is whether the department can accommodate an existing medical condition. The member chose to take outside counsel with him to this meeting and the final decision was to uphold the termination.</p>	

Issue	Discussion	Outcome/Recommendations																				
	<p>I am now working with a member in the VMC Rehab Department to prepare for a skelly hearing on a proposed one week suspension. At issue are questions of performance.</p> <p>CEMAGRAM Deadline for CEMAGRAM articles is January 19th. I will need a “President’s Column”, a courts column (Mary), a Member Services article (Richard) and, maybe Political Action (Amando) and Professional Development (Dolores). Please have your copy to me by the 19th. If you need help writing it, please call me so we can discuss content, I will be happy to ghost you.</p> <p style="text-align: center;">BUSINESS AGENT REPORT Prudence Slaathaug January 5, 2009</p> <p>Orientation/Training - This listing represents the work completed with Tom since 11/10/08. I estimate that we met over 100 members and @30 members of Executive Staff and Members of the Board of Supervisors.</p> <p>Site Visits</p> <table border="0"> <tr> <td>Schallenberg Road</td> <td>Skyport Road</td> </tr> <tr> <td>ISD</td> <td>FAF/Capital Programs</td> </tr> <tr> <td>Ops/Custodian/Grounds /Garage</td> <td>Public Defender</td> </tr> <tr> <td>Public Guardian/SSA</td> <td>333 Julian/SSA</td> </tr> <tr> <td>DCSS/Junction - Empey Way - Chandler</td> <td></td> </tr> <tr> <td>Public Health - Lenzen</td> <td>373 Julian</td> </tr> <tr> <td>Mental Health Admin - Bascom</td> <td>County Library Administration</td> </tr> <tr> <td>OES</td> <td>OBA</td> </tr> <tr> <td>Courts</td> <td>ESA - EO Div, HR, Risk</td> </tr> <tr> <td>DFCS</td> <td></td> </tr> </table>	Schallenberg Road	Skyport Road	ISD	FAF/Capital Programs	Ops/Custodian/Grounds /Garage	Public Defender	Public Guardian/SSA	333 Julian/SSA	DCSS/Junction - Empey Way - Chandler		Public Health - Lenzen	373 Julian	Mental Health Admin - Bascom	County Library Administration	OES	OBA	Courts	ESA - EO Div, HR, Risk	DFCS		
Schallenberg Road	Skyport Road																					
ISD	FAF/Capital Programs																					
Ops/Custodian/Grounds /Garage	Public Defender																					
Public Guardian/SSA	333 Julian/SSA																					
DCSS/Junction - Empey Way - Chandler																						
Public Health - Lenzen	373 Julian																					
Mental Health Admin - Bascom	County Library Administration																					
OES	OBA																					
Courts	ESA - EO Div, HR, Risk																					
DFCS																						

Issue	Discussion	Outcome/Recommendations
	<p>Amando assigned new Chairs to committees as follows</p> <ul style="list-style-type: none"> Dues Committee - Amando Political Action - Amando for now, Maybe Marie? SBLC - Glenn and Richard Nichols Communications Committee - Bertha Professional Development - Dolores Member Services Committee - Philip Scholarship Committee - Mary 	
	<p>C. Committee Assignments and Reports</p> <ul style="list-style-type: none"> 1. Dues Committee Survey closes on Jan 9th, and a report will be made at next meeting. We need to setup meetings at each worksite. Don has costing updates will email them to us when he returns from vacation. 2. Political Action - No Report 3. Communications Committee - No Report 4. Treasurers Report Waiting for Donna to get the November 2008 data. CD Funds move is still pending. Signature cards will be updated, and Amando will be added. 5. Professional Development - No report 6. Bargaining Council Next meeting at SSA, 2nd fl. Saratoga Room this Thursday. 7. Member Services Committee - No Report 	
VII.	Mary gave a CD of Tom's retirement photos to Randy. Kudos to Mary	

CEMA Executive Board Meeting**Minutes from Jan 5, 2009**

Issue	Discussion	Outcome/Recommendations
Announcements/Kudos	Welcome to the new board members. Date for Board dinner is Jan 30th, We will vote by email on location.	Prudence to get email out and arrange reservations.
VIII. Next Agenda	Santa Lynda Update New Board Member Orientation	
VIII. Meeting Evaluation and Adjournment	Good meeting. Adjourned at 1:05pm	