



CEMA
Executive Board Meeting Minutes
January 9, 2006
11:00 AM to 1:00 PM

Present: Edna Esguerra, Board President
Sheila Stevens, Immediate Past President
Richard Rapachietta, First Vice-President
Peter Pham, Treasurer
Carole La Barbera, Member-at-Large
Mary Mitchell, Member-at-Large
Consuelo Collard, Board Secretary

Members Absent: Mark Hand, Second Vice-President
Amando Cablas, Member-at-Large
Dolores Morales, Member-at-Large

Others Present: Tom Starkey, Lead CEMA Business Representative
Randy Johnese, CEMA Business Representative

I. CALL TO ORDER

A. Edna Esguerra, Board President, called the meeting to order at 11:02 AM.

II. AGENDA REVIEW AND APPROVAL

A. Everyone present reviewed and approved the Agenda as presented.

III. CONSENT ITEMS

A. Review and approval of Executive Board meeting minutes for December 19, 2005. Edna Esguerra noted the following corrections needed for the minutes:

1. On page two, item V.A., first sentence of the bullet, after "Solutions" the word should be is not in;
2. On page four, item L., the estimated cost of incentives should be \$1,500 not \$1,200; and
3. On page five, item M, the next CEMA Luncheon is scheduled for February 3, 2006.

All Board members present approved the minutes as corrected.

IV. ACTION ITEMS

A. Designate a CEMA Bargaining Committee. Board members discussed the number of people that should be in the CEMA Bargaining Committee for the upcoming contract negotiations with the County. CEMA members may nominate other members, or members interested in working with the committee may nominate themselves. All members of the Committee must make a commitment to attend all negotiations meetings. The members of the Committee should be representative of all CEMA Chapters (Health & Hospital, SSA, etc.) and the issues that have been brought up by the membership.

A flyer will be sent to all members about nominations for the Bargaining Committee and membership meetings will be held to inform everyone and get interested persons to serve in this Committee. Membership meetings are planned for March 2006. Board members interested in becoming part of the Bargaining Committee are: Edna, Richard, Mark, Carole, and Consuelo.

B. Attendance at the CCS Conference in Anaheim. Tom calculated the cost of attendance at this conference for four (4) people as follows:

Registration	\$1,340 (early bird)
Air Fare	800
Accommodations	774
Meals/Miscellaneous	400
Total:	\$3,214

Edna noted that Professional Development and Tuition Reimbursement funds would help individual Board members with the cost for the conference. Tom will review the CEMA budget to ensure funds are available for this purpose and will report to the Board at the next meeting.

Carole La Barbera moved and Richard Rapacchietta seconded for approval for four (4) Board members to attend the CCS conference so that tickets may be purchased early to save funds. The motion was approved.

V. INFORMATIONAL DISCUSSION TOPICS

A. Lead CEMA Business Representatives' Report. Tom Starkey reported the following:

- ◆ A meeting has been scheduled for January 26, 2006, from 12:00 noon to 1:00 PM at the Sheriff's Auditorium for the CEMA members that asked for re-classification. At the meeting, Tom will inform everyone about the process for requesting re-classification of positions.
- ◆ Plans are in the works for upcoming PAC activities in 2006, for the Contract Campaign, and for the Membership drive. This is a lot of work and Board members will be called upon to help.
- ◆ Confidential personnel issues are pending at the VMC and Superior Court Chapters.
- ◆ The schedule of meetings for Local OE3's District 90 has changed; the next meeting is scheduled for January 17, 2006, at 7:00 PM in Morgan Hill. Tom encouraged all Board members to attend.

- ◆ The SBLC – COPE dinner banquet will be held in February.
- ◆ Rachel has completed re-counting the number of CEMA members that have opted out of political contributions; the total is 335. Tom estimates that the PAC budget will be reduced by approximately \$4,000.
- ◆ Two Certificates of Deposit authorized by the Board at a previous meeting have been purchased from Wells Fargo Bank for \$20,000 and \$10,000 respectively; the interest rate is 4%.
- ◆ A part for CEMA's color printer needs to be replaced; the part is worn out due to lack of service. Tom estimates the cost of replacement at \$300. Tom will also explore the cost for an ongoing service agreement for the color printer.

B. CEMA Business Representative's Report. Randy Johnese reported the following:

- ◆ Representation issues have increased and re-classification issues have surfaced as well at VMC; ESA is involved.
- ◆ It appears that Local 715 has increased its "mob" activity and members have been "marching on the bosses" with whom members may have disagreements. Some of the personnel affected are CEMA members who are calling for help to end the intimidation tactics used by Local 715. Randy noted that the County's Labor Relations Division should be getting involved.
- ◆ Randy has been working with Edna on establishing minimum qualifications for exams.
- ◆ The new CEMA logo will be incorporated in the February CEMAgram. The new logo will also be incorporated and displayed in bulleting boards for the membership campaign and in the stationery.
- ◆ The flyer for the upcoming CEMA Luncheon will be emailed to all Liaisons. The flyer is also going to the printer today.
- ◆ The Juvenile Hall Advisory Board held a meeting last Wednesday. The group will be reviewing recommendations for the Juvenile Justice Review Commission. Randy also chairs a subcommittee on programs that is now reviewing educational procedures.
- ◆ An agreement was reached with the Ranch for increasing supervisory positions by one (1).

C. President's Report. Edna Esguerra reported the following:

- ◆ SBLC's COPE banquet is coming up in February.
- ◆ Jim Beall will be giving a State of the County address on January 25, 2006, at 6:30 PM at 70 West Hedding. Consuelo will call in four more CEMA Board attendees at this event.
- ◆ The new venue for the CEMA Luncheon in February is the Marriott Hotel in downtown San Jose. This is a more expensive location; the cost is \$28 per person plus a \$3 parking voucher. The Marriott also requires two thirds of the cost ahead of the function, and the final payment is due immediately following the end of the luncheon.
- ◆ The Audit Committee finished their work for the 2003 Calendar Year. New members are needed for subsequent calendar years. The February CEMAgram will inform members of the opportunity to serve in the Audit Committee.
- ◆ The Board's Holiday celebration is scheduled for Friday evening, January 27, 2006. Edna will bring to the next meeting some restaurant suggestions.

- ◆ Edna responded recently to a query from the County Executive's office regarding the cost of attendance for Executive staff members at the CEMA luncheons.
- D. Review of PHN Managers' Issue.** After a brief discussion, it was agreed that Tom would contact Arlene to ask for comparable counties' information. When he receives this information, he will bring it to the Board for review and consideration.
- E. Local OE3 Political Contribution Process.** Tom noted he has informed Fred in Local OE3 about CEMA's concern for non-utilization of opt-out members' dues for political purposes. Tom will write a letter relaying the Board's request that Local OE3 ensure that dues of opt-out members are not utilized for political purposes. Tom anticipates a reaction from Local OE3 regarding this issue.
- F. Contract Negotiations Survey Tally Results & Follow-Up.** Carole, Peter, Edna, Mark and Consuelo will help complete the tally of the CEMA members' survey for the upcoming contract negotiations. All will meet at the CEMA office on Wednesday evening to complete this task.
- G. South Bay Labor Council 2006 Meetings.** At the next CEMA meeting Consuelo will distribute to everyone copies of SBLC's 2006 meeting schedule.
- H. FLSA Implementation.** Randy spoke with Luke Leung on January 2, 2006 about this pending issue. Luke indicated he would get back to CEMA soon. In the meantime, CEMA members affected should keep track of any extra hours worked and dues to be paid.
- I. Probation Department's Internal Affairs Procedures.** No new issues have arisen regarding the procedure for internal affairs investigations and what constitutes a confidential personnel file and not available to anyone for viewing. CEMA differed in opinion with the Probation Department. If the issue comes up it may have to go to court. However, Randy hopes the issue will be resolved.
- J. Juvenile Hall Advisory Board.** See CEMA's Business Representative's report above.
- K. Public Employee News from Local OE3.** Board members discussed the Public Employee News and whether it should be forwarded at least to Liaisons for information. Board members feel it is important to keep CEMA members aware of the affiliation with Local OE3. Tom and Randy will follow-up with Local OE3 about receiving an electronic version of the Public Employees News through a link on the CEMA website.
- L. Political Action Committee Report.** It was noted that Fred Hershback suggested that CEMA should purchase a table for the upcoming COPE banquet as Local OE3 is doing. However, CEMA's budget is already set. Instead, Board members discussed purchasing three (3) tickets for CEMA Board members to attend. This item will be on the Agenda for the next meeting for further discussion.

An upcoming fundraiser for Supervisor Jim Beall on February 9, 2006, was briefly discussed. The Board would like to encourage CEMA members to attend. Candidate endorsement will be decided after the candidates' forums are held in March.

M. Membership Committee Report. Tom noted that the membership drive would kick-off in March and would run through June 2006 as the contract bargaining also begins. It is anticipated that CEMA members will want to join the Bargaining Committee so they can have a say in the negotiations.

N. Professional Development Committee Report. The next CEMA Luncheon is scheduled for February 3, 2006, at the Marriott Hotel in downtown San Jose. Tables for the Board need to be reserved.

VI. ANNOUNCEMENTS/KUDOS

Edna thanked Board members and Tom and Randy for the past year. She thanked each member for his/her contribution and is looking forward to working with every one in the New Year.

VII. DEVELOPMENT OF AGENDA FOR NEXT MEETING

The following items will be on the Agenda for the next meeting:

- ◆ Bargaining Committee Designees
- ◆ Attendance at the SBLC's COPE banquet

VIII. MEETING EVALUATION

There was no evaluation of the meeting.

IX. MEETING ADJOURNMENT

As all the Agenda items had been discussed, the meeting adjourned at 1:00 PM.

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