



**CEMA**  
**Executive Board Meeting Minutes**  
**February 27, 2006**  
**11:00 AM to 1:00 PM**

**MEMBERS PRESENT:** Edna Esguerra, Board President  
Richard Rapacchietta, First Vice-President  
Mark Hand, Second Vice-President  
Peter Pham, Treasurer  
Mary Mitchell, Member-at-Large  
Carole La Barbera, Member-at-Large  
Amando Cablas, Member-at-Large  
Consuelo Collard, Board Secretary

**MEMBERS ABSENT:** Sheila Stevens, Immediate Past President  
Dolores Morales, Member-at-Large

**OTHERS PRESENT:** Tom Starkey, Lead CEMA Business Representative  
Randy Johnese, CEMA Business Representative

**I. CALL TO ORDER**

**A.** CEMA Board President, Edna Esguerra, called the meeting to order at 11:07 AM

**II. AGENDA REVIEW AND APPROVAL**

**A.** The following items were added to the proposed agenda for the meeting:

1. Review of 2005 CEMA goals;
2. Establishment of 2006 CEMA goals; and
3. Tentative CEMA 2006 budget

**III. CONSENT ITEMS**

**A. Review and approval of Executive Board meeting minutes for February 6, 2006.**  
The following correction was noted for the minutes: La in Carole La Barbera's last name should be capitalized. Afterwards, Amando Cablas and Mark Hand moved and seconded for approval of the minutes as corrected. The minutes were approved.

**IV. ACTION ITEMS**

**A. Human Relations Award Breakfast March 30, 2006.** This item was tabled for discussion at the next Executive Board meeting.

**V. INFORMATIONAL DISCUSSION TOPICS**

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

- ◆ A sales tax increase will be on the June ballot for voter approval for reducing the County's budget deficit. The additional tax will be for general purposes and not targeted for specific uses to avoid legal challenges. The business community supports the increase as well as labor organizations. The additional revenues

- may be utilized for housing, social services, transportation, etc. The polls show that there is good support for a .25% of a percent and slightly over 50% of voters support an increase to .50% of a percent. There would be no sunset clause on the sales tax increase. Tom encouraged Board members to attend the BOS hearing on Tuesday at 6:30 PM and to speak in favor of the sales tax increase.
- ◆ Since some CEMA members are affected, a concurrence letter will be sent to the County regarding the reclassification process under funds set aside by the BOS for this purpose. Only one 715 member is affected and will become a CEMA members after the reclassification process is complete. The two departments affected by this are Mental Health and the Superior Court.
  - ◆ The extension of the contract for the Court Chapter was ratified. The changes to the contract will be added to it and re-printed.
  - ◆ Local OE3 will be holding an election of Officers in August. Tom recommends that CEMA members be “unflagged” in the OE3 computer system during the election to ensure that CEMA members receive all information about the election. Unfortunately, this also means that members that do not pay CEMA dues will receive notices about it. After the election, all CEMA members can be “flagged” again to eliminate unnecessary notices. An upcoming CEMAGram article will inform members about this process and members will be able to vote. It is expected that this will be a contested election. Candidates may approach CEMA members individually but it is prohibited to give them meeting or work time for this purpose.
  - ◆ A PERS evaluation is being done for a CEMA member regarding a work related injury and Tom is helping along with the process.

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

- ◆ Nominations for the Bargaining Committee are due on Friday this week and will be accepted until March 20, 2006. Randy will develop a process for the Board members to make a quick decision and select members for the committee. This item will be added to the agenda for the next meeting for review.
- ◆ Work has continued on re-classification issues for the Supervising Family Support Officer. A recommendation has been made for changing the title of the position only. Unhappy CEMA members will put together an argument and a meeting will be scheduled with ESA management the week after next to review related issues.
- ◆ Work is also continuing in the Hospital in support of a group dealing with therapy in patient services. A PR Supervisor was appointed to do supervision of the group and the current position is non-supervisory. A request to ESA for reclassification is in process.
- ◆ Work continues with the Probation and Internal Affairs Divisions around Equal Opportunity. It appears that employees are encouraged to file discrimination complaints if they are unhappy with decisions made in the Department. EOD usually finds no basis for the complaints after evaluations are made. It would appear that it is easier to conduct investigations than to explain to complainants that there is no basis for their complaints.
- ◆ The graphics for the CEMA website have been completed; the CEMAGram is at the printers with the new masthead; the bulletin board banners are done and the stationery too. The graphics for envelopes have been difficult; a black ring appears around the OE3 logo when it is reduced. The design for buttons is also complete and these are now being ordered.
- ◆ The Nurse Managers re-alignments are now in-place.

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

- ◆ Copies of the CEMA goals for 2006 were distributed.
- ◆ The Wyndham Hotel is holding an appreciation event for customers on March 1, from 6:00 PM to 10:00 PM. Board members interested in attending should inform Edna for the RSVP.
- ◆ Most of the CEMA goals set for 2005 have been accomplished and some are ongoing.
- ◆ Copies of the proposed CEMA goals were distributed to Board members. Edna asked that everyone review them for discussion and finalization at the next meeting.
- ◆ Edna asked that the CEMA Business Representatives keep track of issues at the various County Departments to see if any trends are developing to offer relevant training to members of those departments.
- ◆ Edna mentioned that training for CEMA Board members should also be ongoing.
- ◆ Edna noted that it is positive to see the number of site liaisons increasing.
- ◆ It was also noted that it is important for CEMA Board members to maintain their visibility at the OE3 meetings.
- ◆ Recommendations for members for the Audit Committee should be submitted to Edna as soon as possible.
- ◆ It was recommended that the Communications Committee conduct a survey of members regarding the effectiveness of communications.

**D. Treasurer's Report.** Peter reported the following:

- ◆ He met with Donna Le, CEMA's Accountant about financial and tax report compilations for 2005.
- ◆ He distributed copies of the CEMA proposed budget for 2006 and asked for Board members' input to finalize it for the next meeting.
- ◆ Copies of the Balance Sheet as of December 31, 2006 were distributed to Board members. A discrepancy was noted between Professional Development expenses and the County's imbursement. Edna noted that the County's receivables are not fully included and once received would eliminate the deficit in this area. Any extra amounts spent on professional development should be reflected in the budget as well.
- ◆ Copies of the proposed CEMA budget for 2006 were distributed to Board members; it was reviewed line by line and some modifications were made.
- ◆ Peter will check with Donna about any additional charges for the extra work done for completing the FPPC reports.
- ◆ A detailed ledger will be obtained to see where expenses are being charged as it appears that Donna may need additional information about charging expenses to specific accounts.

**E. Political Action Committee Report.** Tom Starkey reported the following:

- ◆ Letter with questions have been sent to all candidates in preparation of interviews to be conducted at the forums.
- ◆ PAC members will meet on March 6 to outline the process for the candidates' interviews on March 8 and 9.
- ◆ A PAC meeting is scheduled for March 16 to review the outcome of interviews conducted on March 8 and 9 and to deal with budget issues.

- F. Professional Development Committee Report.** Mark Hand reported that the committee is scheduled to meet this week on Thursday at noon at the CEMA office.
- G. Communications Committee Report.** Consuelo Collard noted that the committee met on February 16 and reviewed all the work done by Randy for the CEMAGram, the website and CEMAs stationery. Randy's report above included the status of these items.
- H. Membership Committee Report.** Mary Mitchell reported the following:
- ◆ She has been helping with the graphic work for a "thermostat" for keeping track of membership increases. These will be posted on the CEMA bulletin boards at all the work sites. Some suggestions for changes were made, and she will submit a re-draft to Randy for finalization.
  - ◆ The meeting of the South Bay Labor Council scheduled for today has been cancelled.
  - ◆ The membership campaign begins officially on March 20.
  - ◆ Only one member of the committee offered feedback regarding the recruitment brochure. The suggestions made will be incorporated and the brochure finalized.
  - ◆ Information about the recruitment campaign will be added to the website.
- I. 2006 CEMA Scholarship Committee.** Randy reported that materials for the 2006 scholarships have been sent to Dolores Morales for review and updating for this year. The deadline for submittal of scholarship applications is March 31, 2006.
- J. CEMA Audit Committee for 2004 & 2005.** See Edna's report above. Nominations for the Audit Committee should be submitted to Edna as soon as possible.
- K. Update on Probation Department's Internal Affairs.** Randy noted that a letter will be mailed to the Probation Department regarding any new issues that arise that have not been agreed upon would need to be reviewed. This item will be deleted from future Agendas until needed again.
- L. Juvenile Hall Advisory Board.** Randy reported that this Advisory Board met last week on Wednesday evening. A report is being prepared for the BOS; it will be the first year report. Some concerns about this Advisory Board is that it includes some juvenile members that have not been able to attend and a quorum has not been reached for several meetings. The Executive and Program Committees will be focusing on Title XV issues.
- M. Update on Local OE3 Political Contribution Process.** This item remains pending and was tabled for discussion at the next meeting.
- N. Public Employee News from Local OE3.** Randy noted that a link will be added to the CEMA website so that members can access the Public Employees Newsletter. This item will not be included in future Agendas
- O. Update on FLSA Implementation.** This item remains pending. Randy noted that a letter will be sent to the County about this issue.

## **VI. ANNOUNCEMENTS/KUDOS**

- A.** The following announcements/kudos were made:

- ◆ Edna may not be able to attend the next CEMA Board meeting on March 6, as she will be on call the entire week.
- ◆ Edna thanked Tom and Randy for their work for the CEMA membership meetings and all the Board members that were in attendance.
- ◆ Edna thanked Rachel Martinez for all the help she provided at the membership meetings in completing pending applications.
- ◆ Mary Mitchell noted she will not be at the next Board meeting; she also noted that her eye laser surgery seems successful, she now has 20/15 vision and does not need to wear glasses any more.
- ◆ Edna noted that Bob Sillen's departure from the Valley Health and Hospital System would have an impact on the remaining staff.
- ◆ There are now less than 100 applications pending; kudos to Tom, Randy, and Rachel for their hard work.
- ◆ Amando Cablas requested clarification on assignments for CEMA's Business Representatives. Tom will provide a list of assignment areas at the next meeting.

## **VII. DEVELOPMENT OF AGENDA FOR NEXT MEETING**

Agenda items other than those discussed at today's meeting should be forwarded to Consuelo Collard as soon as possible.

## **VIII. MEETING EVALUATION**

The following comments were made about today's meeting:

- ◆ Richard continues to do an outstanding job of keeping the discussions focused and on time.
- ◆ Although the group was somewhat rowdy today, the meeting is ending a few minutes early.

## **IX. MEETING ADJOURNMENT**

**A.** As all the Agenda items had been discussed, Richard Rapacchietta and Amando Cablas moved and seconded for meeting adjournment. The meeting ended at 12:53 PM.

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Title: CEMA  
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Keywords:  
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Creation Date: 3/14/2006 9:06 PM  
Change Number: 2  
Last Saved On: 3/14/2006 9:06 PM  
Last Saved By: c paez  
Total Editing Time: 0 Minutes  
Last Printed On: 10/3/2006 10:30 AM  
As of Last Complete Printing  
Number of Pages: 5  
Number of Words: 1,848 (approx.)  
Number of Characters: 10,536 (approx.)