



**CEMA**  
**Executive Board Meeting Minutes**  
**April 17, 2006**  
**11:00 AM to 1:00 PM**

- MEMBERS PRESENT:** Sheila Stevens, Immediate Past President  
Richard Rapacchietta, First Vice-President  
Mark Hand, Second Vice-President  
Peter Pham, Treasurer  
Mary Mitchell, Member-at-Large  
Dolores Morales, Member-at-Large  
Amando Cablas, Member-at-Large  
Consuelo Collard, Board Secretary
- MEMBERS ABSENT:** Edna Esguerra, Board President  
Carole La Barbera, Member-at-Large
- OTHERS PRESENT:** Tom Starkey, CEMA Lead Business Representative  
Randy Johnese, CEMA Business Representative  
John Bonilla, OE3 Business Manager  
Cindy Tuttle, OE3 Political Director  
Kurt Benfield, OE3 Director of Public Employees  
Nick Bircherd, Probation Department and his daughter

**I. CALL TO ORDER**

- A. Call to Order by Board President, Edna Esguerra.** In Edna Esguerra's absence, Richard Rapacchietta, First Vice-President called the meeting to order at 11:07 AM.

**II. AGENDA REVIEW AND APPROVAL**

Everyone reviewed the Agenda and agreed to have John Bonilla, Cindy Tuttle, and Kurt Benfield do a short presentation to the Board before proceeding to discuss the agenda items listed.

**III. PRESENTATIONS TO THE BOARD**

John Bonilla indicated he learned about the CEMA Executive Board meeting today while in the area today visiting the Local OE3 office and decided to stop by to say hello. Public Employees comprise 25% of local OE3's membership. Local OE3 is currently undergoing a political process and change is difficult for some members; no elections have been held in over 25 years. Nominations for office are still coming in and there is a lot of political posturing going on. Mr. Bonilla believes in the democratic process and decisions on leadership should be made by the membership. August 26 will be the day the ballots are counted.

Mr. Bonilla's vision includes someone from the Public Employees side on the ballot with him and Tom Starkey has agreed to do so, and two or three other public employees will be asked to join. Mr. Bonilla believes the defined benefit retirement system should remain.

Ms. Cindy Tuttle thanked CEMA Executive Board members for their work and support in defeating Proposition 75; it is an excellent example of the public and private sector coming together for delivering a win. Ms. Tuttle's Division is now closely monitoring the following bills pending in the State's legislature:

- ◆ **SB 887** – would impact disability retirement benefits for public safety employees;
- ◆ **ACAX18** – would not allow new employees into the PERS defined benefit retirement system;
- ◆ **SB 1093** – would enhance death benefits for public safety employees under PERS; and
- ◆ **Measure A** – would increase the Santa Clara County sales tax from 8.25% to 8.75%, very important for continuation of public services. OE3 is considering doing cost printing in support of this measure as allowed by the FPPC.

Tom Starkey noted that Cindy was instrumental in developing OE3's CAT program.

Kurt Benfield indicated that the Public Employees Division of OE3 is doing extremely well and John Bonilla has been very supportive and very involved in allowing CEMA to remain autonomous. Historically, business managers have been closer to the construction membership as opposed to public employees.

Board members thanked the OE3 visitors for their support and the great relationship that has been developed; CEMA has evolved a lot since its inception in 1977, has become more sophisticated and politically astute and in educating members on the fact that politics and labor go together.

#### IV. **CONSENT ITEMS**

**A. Review and Approval of Executive Board Meeting Minutes for April 3, 2006.** In the Board Secretary's absence from the Executive Board meeting on April 3, 2006, Dolores Morales took notes; these were provided to Consuelo Collard for record keeping.

#### V. **ACTION ITEMS**

There were no action items reviewed at this meeting.

#### VI. **INFORMATIONAL DISCUSSION TOPICS**

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

- ◆ Letters have been sent to CEMA members regarding the unflagging of records in the Local OE3 computer system and the resulting notices everyone can expect to receive;
- ◆ A confidential disciplinary Skelly hearing is pending in OES;
- ◆ A confidential probationary release is pending in SSA; and
- ◆ Re-classification issues remain pending including title and salary changes.

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

- ◆ There have been some problems with the CEMAGram; it will be ready for proofing tomorrow and hopes to send to the printer on Wednesday this week;
- ◆ The Child Support Supervisor and Family Support Officer classifications are being updated for the first time since 1984; a proposal for Child Support Program Manager has been made and the County has asked for a recommendation on salary. One more meeting is scheduled for early May before the Board of Supervisors goes on hiatus;

- ◆ Confidential disciplinary issues have been dealt with in the Probation Department; and
- C. **President's Report.** There was no report.
- D. **Treasurer's Report.** Peter indicated he would provide a report at the next meeting. He is working with CEMA's Accountant, Donna Le, on issues brought to his attention by Tom Starkey. He has seen the report through March 26, and it shows a positive balance. He is also working on issues Richard emailed him about.
- E. **Political Action Committee Report.** Sheila reported that at the last meeting the group's consensus was to accept Tom's recommendation for sole endorsement of Ken Yeager; a letter and check will be sent with this information. Letters have been sent to all candidates CEMA decided not to endorse. Checks for the endorsed candidates need to be issued and sent out today. The amount of support for Don Gage has not been decided yet.

Although this year, because of elections, the political fund will show a deficit of approximately \$3,000, to be covered by budget reserves, it will be built up again in 2007, not an election year. A future CEMA bylaw change may be necessary for increasing the political contributions by members. The following contributions are recommended: \$500 for Ken Yeager; \$2,000 for Jim Beall; \$4,000 for Measure A. Amando Cablas and Mary Mitchell moved and seconded for approval of these contributions. The motion was approved.

A PAC meeting is scheduled for Thursday this week where discussion will take place regarding CEMA activities and member participation in upcoming election activities.
- F. **Bargaining Committee Report.** Randy reported that the committee has met twice for basic orientation. A follow-up third meeting is scheduled for this week on Friday and may need to meet at least two more times to develop proposals for negotiations with the County based on the priorities expressed by the membership in the survey conducted in September/October 2005. A calendar of meetings will be developed.
- ◆ **County's Personnel Board.** Randy reported that the County's Personnel Board has issued a letter to all labor organizations and County Departments seeking petitions from employees or nominations from labor organizations to fill a vacancy. Tom recommended that CEMA consider nominating a retired employee. Amando Cablas will contact Delia Ho, retired PHN Manager and former CEMA Board Secretary to inquire about her interest and willingness to serve in this capacity.
- G. **Professional Development Committee Report.** The next Professional Development luncheon is scheduled for May 19, 2006, at the Wyndham Hotel. The speaker will be David Rabiner and the topic is on personal leadership. Flyers will be available and posted soon; tickets are available now. The next meeting of the committee is scheduled for June.
- H. **Membership Committee Report.** Mary reported that membership recruitment is progressing slowly. More information will be shared with the Board as it becomes available.
- I. **2006 CEMA Scholarship Committee.** Dolores reported that a meeting would take place on Tuesday; seven or eight scholarship applications were received. A report on approved scholarships will be made at the next CEMA Executive Board meeting.

**J. CEMA Audit Committee Report - 2004 & 2005.** No committee has been established yet. Peter will submit a CEMA member's name, who has expressed interest, to Edna for consideration.

**K. Update on Local OE3 Political Contribution Process.** This item remains pending.

**VII. ANNOUNCEMENTS/KUDOS**

Sheila and Amando reported they attended the VIP reception of the Santa Clara County Democratic Party. Sheila introduced Amando to many people, including Ken Yeager. Sally Lieberman, Jim Beall, etc.

**VIII. DEVELOPMENT OF AGENDA FOR NEXT MEETING**

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

- ◆ CEMA Executive Board spring potluck meeting at one of the Family Resource Centers;
- ◆ Santa Clara County's Unity in Diversity Celebration;
- ◆ South Bay Labor Council meeting report;
- ◆ Communications Committee Report.

**IX. MEETING EVALUATION**

The meeting ended early despite the fact that John Bonilla's, Cindy Tuttle's, and Kurt Benfield's attendance and presentations to the Board were not scheduled in advance.

**X. MEETING ADJOURNMENT**

Sheila Stevens and Amando Cablas moved and seconded for meeting adjournment; the meeting ended at 12:50 PM.