

Issue	Discussion	Outcome/Recommendations
Next Meeting is on May 5, 11:00 AM 1654 The Alameda		
Attendance	<p><u>Present:</u> Edna Esguerra, Board President Richard Rapacchietta, First Vice-President Dolores Morales, Second Vice-President Mark Hand, Secretary Glenn Payne, Treasurer Amando Cablas, Member at Large Tammy Henry, Member-at-Large Mary Mitchell, Member-at-Large Superior Court</p> <p><u>Others present:</u> Tom Starkey, CEMA Business Representative Randy Johnese, CEMA Business Representative</p>	<p>Edna Arrived 11:15am Dolores Left 12:40pm Amando Left 12:30pm</p>
I. Call to Order	11:08 AM by Vice President Richard Rapacchietta	
II. Presentations to the Board	None	
III. Agenda Review and Approval	Removed Action Item A. Make a Wish Defer Member at Large appointment till next meeting. Defer County wide Safety Committee till next meeting.	
IV. Consent Items	A. Review and Approval of Minutes: Motion to approve minutes with corrections.	m.s.a (Cablas/Morales) Approved, all in favor

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<p>V. Action Items</p>	<p>A. Appointment to EEOC Motion for EEOC and Member at Large candidates to be invited to board meeting on May 5th, at 11am with a time limit of 45 minutes for this process.</p> <p>Invite candidates to next meeting for interviews.</p> <p>B. Donate \$300 to OE3 towards Picnic costs Motion made to make a donation of \$300 to OE3 towards Picnic costs and CEMA will ask for recognition of their donation. Richard raised concerns about the need to donate, and wondered if other bargaining units also donate.</p> <p>C. Purchase 20 tickets for OE3 Picnic June 14th Motion made to Purchase 20 tickets for OE3 Picnic. Discussion about all tickets have not been used in past. Motion Amended to purchase 8 tickets, and if interest shown by member, then purchase up to 20. Tickets may be used by significant others. Richard and Dolores raised concerns about using CEMA funds for "significant others"</p>	<p>m.s.a (Henry/Cablas) Approved, Dolores and Richard abstained, all others approved.</p> <p>Randy to notify EEOC candidates</p> <p>m.s.a.(Mitchell/Cablas) Approved Richard voted no, all others approved.</p> <p>m.s. (Cablas/Mitchell)</p> <p>m.s.a (Cablas/Henry) Approved Richard and Dolores voted no, all others approved.</p>
<p>VI. Informational Discussion Topics</p>	<p>A. CEMA Business Representatives Report Tom Starkey I. Representation Issues</p> <ol style="list-style-type: none"> Continuing work with members in Procurement regarding reclassification study of 3 classifications. Have held two meetings with members and have meet and confer scheduled for 4/22. Received Skelly Decision for member in ISD and the decision was to uphold termination. Appealed the decision to Personnel Board on 4/14/08. I am now preparing necessary information for review 	

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	<p>by OE3 House Counsel.</p> <ol style="list-style-type: none"> 3. Assisting members in DAD's and Procurement with Reprimand issues. 4. Attended Health and Hospital Committee Meeting on April 9, 2008 Re 07/08 (This Fiscal Year) cut in Mental Health Budget as well as proposed changes to 08/09 proposed budget. Attended Meeting with Nancy Pena regarding issues surrounding proposed changes in Acute Psychiatric Services. 5. Finalized a settlement agreement with Labor Relations to address a salary compaction issue for Utilization Management Quality Assurance Manager position who had been missed in Nurse Manager Realignment that resulted in a 15.72% increase in salary effective in early May. 6. Attended Membership Meeting at Social Services Agency on April 7, 2008 to discuss the change in practice by SSA regarding STO use at time of retirement. Formed a committee to meet with SSA and got direction from Members about what proposals to submit to address membership concerns regarding the issue. Meeting tentatively set with SSA for 4/23. 7. Attended Membership Meeting at Superior Court on April 9, 2008. Five members in attendance. <p>II. Other Issues</p> <ol style="list-style-type: none"> 1. Held PAC Meeting on 4/17 to organize how CEMA will assist with election of endorsed candidates. Only Chair of committee in attendance. 2. Sent out PAC Endorsement Letters with Checks to CEMA endorsed Candidates and sent out letters notifying all those who 	

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	<p>participated of endorsement decision.</p> <ol style="list-style-type: none"> 3. Attended OE3 Picnic Planning Meeting on 4/17 4. Attended Dues Committee meeting on 4/9, Board Training on 4/10 and Professional Development Luncheon on 4/18. 5. Prepared FPPC Report 410 for submission regarding change in Treasurer. <p>Randy Johnese - Representation Report</p> <p>Personnel Board appeal for Probation member regarding 2 week suspension. This matter was settled without hearing.</p> <p>Pending Personnel Board hearings include: 1. Member in Risk Management appealing a two week suspension. Hearing scheduled for May 11. Jolsna Johns is handling it; 2. Member from VMC House Keeping appealing a termination. Scheduled hearing was continued and a new date has not been set.</p> <p>I have met with Larry Stone and members of his staff regarding concerns that Pete Kutras was insisting that he cut CEMA level positions rather than proposed SEIU positions. Members from the Assessor's Office and I met with Pete Kutras and he denied Larry's accusations. In that meeting several compromises were suggested that would give Pete and the BoS cover. At this time, this issue may be resolved.</p> <p>Edna, Mark and I met with members from Acute Psychiatric (BAR/EPS) and Ambulatory Care. Both Departments are rife with reorganization rumors being passed around by executive managers. Edna and I attended the Health and Hospital Committee to hear the budget proposal on both of these issues.</p> <p>The proposal in Acute Psychiatry would cut 2 Nurse Manager positions</p>	

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	<p>and the Quality Assurance Supervisor. Tom, Edna, Mark and I with several members met with Mental Health Director Nancy Pena regarding the Acute Psychiatric issue. We will be meeting with our members again next week.</p> <p>In Ambulatory Care, the proposal would delete 2 Admin. Nurse V positions and replace them with new director positions and reduce Nurse Manager positions from 12 to 10 and reclass them. There was also concern that the new positions would not be nurse positions and that current nurse managers would have to compete with outside applicants for the positions. Edna, Mark and I with Ruth Brennan met with Michael Skehan on this issue. He did not know what was being proposed but recommended that we meet with Robin Roche. We did meet with Robin last Thursday. He confirmed the basic outlines of the proposed reorganization but stated that current employees would qualify for the new positions and that they would not be open to outside applicants. Our next step is to meet with ESA's classification section on the new classes. I have a call into Joanne Cox. We will meet with our members next Friday to out line a plan of action.</p> <p>I have received the posting from Joanne Cox on the salary realignment for the Supervising Probation Counselor (4% effective 7-1-08). I have requested a meeting regarding this matter which is scheduled for tomorrow (Tuesday, April 22nd at 1:30 pm. I have notified her that we will want to see her data that demonstrates that there is no compaction in other Probation Manager classes and that we will want her rationale for not promulgating a compaction policy as Pete Kutras promised.</p> <p>CEMAGRAM -The CEMAGRAM deadline is May 5. Those of you who write columns, please have your copy ready timely.</p>	

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	<p>B. President's Report</p> <p>Edna will be off the day of "Unity in Diversity" so Tom and Randy will see that the Table is setup. After the event, Tammy will bring the banner and items back to the CEMA office.</p> <p>Edna asked if Richard wanted to assume the communications committee Chair.</p> <p>Edna will be forming the "Negotiation Planning" committee, and will have a July 3rd deadline for finding volunteers. There will be an article in the CEMAGRAM, and a notice will be distributed through the Liaisons to members interested in serving on this committee. It is expected that this committee will be active through the end of 2008.</p> <p>Board members were ask to get Edna available dates for an Executive Board dinner. Please respond to Edna by the end of May.</p> <p>Edna shared a letter that will be used to set up small group member meetings so the some available board members can meet with our members in small groups.</p> <p>Edna shared a letter that will be used to respond to member concerns sent to the Board earlier this year.</p> <p>A motion was made to send the member concerns response letter to the members directly.</p>	<p>Richard and Mark will talk and decide if a change is needed.</p> <p>Edna will write something for distribution, and get it to Rachel for distribution through the liaisons.</p> <p>Board members should email Edna with available dates asap.</p> <p>Edna will forward this to Rachel for distribution to members through the liaisons.</p> <p>m.s.a. (Morales/Rapacchietta) Approved, all in favor.</p>

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	<p>Mark will find and scan the petitions received into a e-document and send to Dolores, Richard, Edna and Rachel so we can identify the email addresses for distribution.</p>	<p>Mark to follow via email.</p>												
	<p>C. CEMA Executive Board Training for 2008 Reminder, last training scheduled for 04/23/08 at Berger Drive 9a - Noon.</p>													
	<p>D. 2008 CEMA Committee Assignments and Reports</p> <ol style="list-style-type: none"> 1. Dues Committee The next meeting will be scheduled through an email 2. Political Action There are many up coming PAC events to support the candidates we are endorsing. Amando encouraged board members to sign up. <table border="1" data-bbox="569 1057 1524 1500"> <thead> <tr> <th data-bbox="569 1057 869 1133">DATE/TIME</th> <th data-bbox="869 1057 1190 1133">DOING WHAT</th> <th data-bbox="1190 1057 1524 1133">LOCATION</th> </tr> </thead> <tbody> <tr> <td data-bbox="569 1133 869 1279">Tue 4/29 6 – 8:30</td> <td data-bbox="869 1133 1190 1279">Phone Bank CEMA Members – Dist 2 and 3 to plug in to CEMA events.</td> <td data-bbox="1190 1133 1524 1279">CEMA Office</td> </tr> <tr> <td data-bbox="569 1279 869 1425">Wed 4/30 6 – 8:30</td> <td data-bbox="869 1279 1190 1425">Phone Bank CEMA Members – Dist 2 and 3 to plug in to CEMA events.</td> <td data-bbox="1190 1279 1524 1425">CEMA Office</td> </tr> <tr> <td data-bbox="569 1425 869 1500">Sat 5/3 9:30 – 1:30</td> <td data-bbox="869 1425 1190 1500">Phone Bank CEMA Members – Dave</td> <td data-bbox="1190 1425 1524 1500">Cortese’ Campaign Office</td> </tr> </tbody> </table>	DATE/TIME	DOING WHAT	LOCATION	Tue 4/29 6 – 8:30	Phone Bank CEMA Members – Dist 2 and 3 to plug in to CEMA events.	CEMA Office	Wed 4/30 6 – 8:30	Phone Bank CEMA Members – Dist 2 and 3 to plug in to CEMA events.	CEMA Office	Sat 5/3 9:30 – 1:30	Phone Bank CEMA Members – Dave	Cortese’ Campaign Office	<p>Edna to send email to setup meeting date, time and place.</p> <p>Tom will send a notice through the Liaisons looking for CEMA members to help.</p>
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		Cortese	2127 S 10 th Street *upstairs	
	Tue 5/6 6 – 8:30	Phone Bank – Richard Hobbs	UFCW Office 230 S Market Street	
	Sat 5/10 9:30 – 1:30	Precinct Walk – Hobbs’ Campaign	Hobb’s Campaign Office 1067 Broadway Ave San Jose, CA	
	Wed 5/14 6 – 8:30	Phone Bank – Cortese’ Campaign	Cortese’ Campaign Office 2127 S 10 th Street *upstairs	
	<p>3. Communications Committee No report</p> <p>4. South Bay Labor Council Meeting tonight, Dolores and Mary will attend.</p> <p>5. Treasurers Report Glenn will be contacting Donna about tax forms that are due. Signature cards were signed, and Glenn will go to B.O.A. to update signatures.</p> <p>6. Professional Development No Report</p> <p>7. Scholarship Committee CEMA scholarship Applications due 03/31/08. Mary will setup a meeting for the first week in May.</p>			Mary to Email committee to setup meeting date time and place.
VII. Announcements/Kudos	Thanks to Randy and Tom for submitting the reports in writing. Next meeting with Santalynda is this Wednesday, 9am, Berger drive Edna thanked Mark for keeping the minutes Edna thanked Richard for asking the "hard" questions during our meeting			.

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VIII. Next Agenda	Items to carry over identified <ul style="list-style-type: none"> • EEOC appointment. • Vacant Board position appointment. • Countywide Safety Committee • Juvenile Hall Advisory Board appointment • Discuss Process for Appointments 	
VIII. Meeting Evaluation and Adjournment	Meeting started late, but we ended on time. 1:00 PM	