

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 Tammy Henry, Member-at-Large</p> <p><u>Others present:</u> Tom Starkey, CEMA Business Representative Randy Johnese, CEMA Business Representative</p> <p><u>Absent:</u> Amando Cablas, Member at Large Mary Mitchell, Member-at-Large Superior Court</p>	Dolores arrived 12:15pm
I. Call to Order	11:10 AM by Edna Esguerra, Board President	
II. Presentations to the Board	<p>EEOC Candidate interviews. Jenny Howard, Karen Candito and Jesse Castenada were interviewed for the EEOC position. Porter Dimery was invited, but did not show up for the interview.</p> <p>Member at Large candidate interviews. Marie Sanders and Laura Colunga were interviewed for the Member at Large opening on the Board. Jeff McDaniel was invited but was unable to attend. At the end of Marie's interview, she announced she would like to withdraw her name for consideration, as she wanted to see Laura Colunga receive the position.</p>	
III. Agenda Review and Approval	Removed Professional Development Committee report, Scholarship Committee report and South Bay Labor Council report to save time on a very full agenda.	

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IV. Consent Items	<p>A. Review and Approval of Minutes: Motion to approve minutes with corrections.</p>	<p>m.s.a (Henry/Payne) Approved, all in favor</p>
V. Action Items	<p>A. Appointment to EEOC Candidate interviews were discussed, and all candidates interviewed very well. Motion to appoint Karen Candito to the EEOC seat as the CEMA representative.</p> <p>B. Member at Large candidate discussed. Motion to appoint Laura Colunga to the open Member at Large position on the CEMA board.</p> <p>C. Motion to appoint Dolores Morales to Juvenile Hall Advisory Board following the end of Randy Johnese's term.</p> <p>D. Motion to approve the change for CEMA's webservice and email service. The new service is not to exceed 250.00 per year.</p> <p>Note: Motion presented in email for an urgent approval, and passed in email poll on April 24th.</p>	<p>m.s.a (Hand/Henry) Approved, all in favor. Edna to notify Karen by end of week.</p> <p>m.s.a (Hand/Payne) Approved Richard and Dolores abstained, all others approved.</p> <p>m.s.a. (Rapacchietta/Henry) Approved, all in favor. Term to begin August 2008.</p> <p>m.s.a.(Hand/Morales) Approved, all in favor.</p>

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<p>VI. Informational Discussion Topics</p>	<p>A. Santalynda Timeline and Deliverables</p> <p>Items from our Santalynda training were discussed. 3 main follow up items identified as Member List, Negotiations and Staff Changes.</p> <p>B. CEMA Business Representatives Report Tom Starkey - Representation Report</p> <p>I. Representation Issues</p> <ol style="list-style-type: none"> 1. Continuing work with members in Procurement regarding reclassification study of 3 classifications. Held Meet and Confer on 4/22 and presented salary proposal and justifications. Second Meeting not set yet. Expecting meeting to be set the week of 5/12. 2. Prepared necessary information of ISD Termination cases for review by OE3 House Counsel. Awaiting their response. 3. Working with a member in DADS on several rebuttals to recently issued reprimands. 4. Attended meeting with SSA regarding the change in practice by SSA regarding STO use at time of retirement. Committee members Nellie Jorge, Tammy Henry and Nancy Likins attended. We explained to SSA our members' disagreement with this change and our reasons for the disagreement. We indicated that we want to focus on how to allow the practice to continue for our members nearing retirement. We agreed to meet on May 7, 2008 to review demographic information to understand how many of our members are nearing retirement with high STO balances. We want to work toward some kind of resolution quickly so those that want to retire in the next several months will know how to use their high STO balances. Sent e-mail to all members who attended membership meeting letting them know how things are progressing. <p>II. Other Issues</p> <ol style="list-style-type: none"> 1. Drafted letter to second and third district members making them aware of CEMA endorsements. Organized Board, PAC and PAC activists to phone bank these members letting them know of ways to help out endorsed 	<p>Tammy to coordinate with Staff and Board by July 3rd 2008.</p>

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	<p>candidates. Did phone banking on 4/29, 4/30 and 5/1 at the CEMA office. We had three Executive Board members and 2 members volunteer. We had one member and two Executive Board members show up to volunteer for the Dave Cortese Campaign on 5/3/08. I Walked Precinct for Dave Cortese on 5/3/08</p> <p>2. Attended District 90 Special called meeting on Monday 4/28. The purpose of the meeting was a report from the Officers regarding changes that will be made to the OE3 Pension Plan.</p> <p>Randy Johnese - Representation Report Representation Issues</p> <p>Member in Integrated Waste Management has received a Notice of Proposed Termination. I am assisting him in preparing for his Skelly hearing and will represent him at the hearing. This member has within the past two years had a termination reduced to a thirty day suspension by the Personnel Board and, subsequently received a couple of reprimands. The current discipline is much ado about nothing and probably will not survive the Skelly.</p> <p>I have been working with a member in Health and Hospital Quality Assurance to appeal the denial of her reasonable accommodation request under the ADA. We meet with EOD on Thursday.</p> <p>Edna and I have had several meetings regarding the Acute Psychiatric redesign. We have met with the members, with the Mental Health Director, Nancy Pena and we have attended a couple of Heath and Hospital Sub-Committee hearings at which I spoke on behalf of our members. I have also had a couple of conversations with Patty from Liz Kniss' office.</p> <p>We have also met with members from Ambulatory Care regarding Deloitte's proposed redesign of that service as well as with Robin Rouche the Director of Ambulatory Care. Our members in Ambulatory Care do not object to the redesign per se but are concerned about how the class specs for new classes to replace the Admin Nurse V and the Ambulatory Nurse Manager are written and how the classes will be filled.</p>	

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	<p>We will also be meeting with Inpatient Nurse Supervisors who are concerned about rumored Deloitte recommendations affecting their service.</p> <p>We have had two meetings with Joanne Cox regarding the compaction affecting Probation Department management classes. I think that we have reached an understanding (if not agreement) about which classes should be compared and how to determine the actual compaction. Although the 2% bonus scheduled for later this year is still an issue. The point of contention is that the County does not feel that compaction is a real issue unless a manager/supervisor has dropped to less than 10% above their highest paid subordinate (excluding classes requiring special skills and or licenses). So, the threshold problem is to make sure that they are looking at the highest paid subordinate class and that they are accurately stating their salaries (including built in differentials). We are scheduled to meet again on Tuesday, 5/6. Hopefully we can begin talking about actual realignments at that time.</p> <p>Tom and I are dealing with management's proposal to move several classes to confidential. We have been consulting with the affected members and will meet with Brian and Joanne on Tuesday, 5/6.</p> <p>CEMA Email and Website I have spent the majority of my time over the past two weeks dealing with our email, web host and website. Following our last Board meeting, Mark contacted me about some email that I had reported sending (including my 'Rep Report') but which he had not received. Ultimately we determined that the County was blocking several of the IP addresses over which our email was sent. After talking to our web host it became clear that the only solution would be to change web hosts. Which your board approved by email poll. On Friday, 4/25, I had our domain switched from WinSave to Cruzio, a local web host who had been recommended and who was very accessible. At the time that I contracted for their service I explained that we would be moving an existing website that was ASP.net based and was composed on Microsoft FrontPage. They said that would be no problem. They support ASP, Microsoft, Linux, Unix, Apache, Mac OSX, what ever.</p>	

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	<p>I uploaded our website files and set up our new email boxes. I was told that it would take 24-48 hours for our domain change to propagate throughout the internet. So, I went home figuring we would be on line Monday.</p> <p>I checked the website over the weekend and determined that the domain was now pointed at Cruzio but that our website was not displaying. I spent some time Sunday night trying to find the problem and determined that, while Cruzio supports ASP controls on Apache. They do not support ASP.net. The only option that seemed to be available was to rewrite our website without ASP.net. I got our site back up Wednesday but I am still working out bugs. Some links do not work at all. Some links do not work from some pages. There are a lot of links and a lot of pages. The good news is that we are much freer to redesign the website without ASP.net. With the old design and ASP.net the Masthead and sidebar were static and the ‘content’ pages were delivered to the space to the right of the sidebar and below the masthead. I have pretty much recreated that look in getting the site back on line but, in the future, we can redesign any or all of the pages.</p> <p>A couple of other bonuses to the Cruzio service is that they have quite good spam and antivirus controls for email and they also have some very interesting open source software that can be integrated into websites including advanced polling and survey software.</p> <p>CEMAGRAM Deadline for the CEMAGRAM is today (Monday, 5/5).</p>	<p>Any Board member that writes a column, this is due today (Monday, 5/5)</p>
	<p>C. President’s Report</p> <p>Edna questioned if the board wants to have a dinner, she has only received one response so far.</p> <p>Edna reminded all Board members, that they are welcome to attend the meeting on May16th with Don. The meeting will be at 2pm at the CEMA office.</p>	

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	<p>Edna said she will be inviting Don to our June 2nd Board meeting.</p> <p>Tammy mentioned that "colors" training may be something the board wants to look into.</p>	<p>Tammy to provide more information about this to Edna.</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 was a very low response from last meetings request for help with PAC activities. Liz Kniss returned the check asking if we could issue it to "Friends of Liz Kniss", we will put this on the next meeting agenda. 3. Communications Committee Deadline for the CEMAGRAM is today 4. South Bay Labor Council No report 5. Treasurers Report Signature cards need more complete information. Glenn passed around the cards again. Donna is to file our annual corporate tax return with Federal and State. We have no associated tax liability. 6. Professional Development No Report 	<p>Edna to send email to setup meeting date, time and place.</p> <p>All board members encouraged to help with PAC needs.</p> <p>Glenn to return completed signature cards to B.O.A.</p> <p>Glenn to follow up and see that Donna has filed these returns.</p>

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	7. Scholarship Committee CEMA scholarship meeting will be this Wednesday at 5:30pm at the CEMA office. (5/7/08)	
VII. Announcements and Kudos	Thanks to Randy and Tom for submitting the reports in writing. Thanks to Randy for doing a great job in Labor Relations meetings. Members were extremely pleased with the Service they received.	
VIII. Next Agenda	Items to carry over identified <ul style="list-style-type: none"> • Discuss Process for Appointments • Liz Kniss Check 	
VIII. Meeting Evaluation and Adjournment	Meeting started late, a large amount of business was completed. We ended late. 1:20 PM	