

Issue	Discussion	Outcome/Recommendations
Next Meeting is on June 2, 11:00 AM 1654 The Alameda		
Attendance	<p><u>Present:</u> Richard Rapacchietta, First Vice-President Mark Hand, Secretary Glenn Payne, Treasurer Amando Cablas, Member-at-Large Tammy Henry, Member-at-Large Laura Colunga, Member-at-Large Mary Mitchell, Member-at-Large</p> <p><u>Others present:</u> Tom Starkey, CEMA Business Representative Randy Johnese, CEMA Business Representative</p> <p><u>Absent:</u> Edna Esguerra, Board President Dolores Morales, Second Vice-President</p>	
I. Call to Order	Meeting called to order by Vice-President, Richard at 11:06am	
II. Agenda Review and Approval	Remove V.C.1. Dues Committee Move V.E Process for appointments to End of V.	
III. Consent Items	Review and Approval of Minutes: Motion to approve minutes of May 5, 2008 as written.	Moved by Henry, Second by Payne. All approved.
IV. Action Items	Liz Kniss Check Motion to reissue original check to "Friends of Liz Kniss"	m.s.a. Moved by Cablas, Seconded by Mitchell Payne abstained, all other approved.

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<p>VI. Informational Discussion Topics</p>	<p>A. CEMA Business Representatives Report</p> <p><u>Tom Starkey</u> Representation Issues</p> <ol style="list-style-type: none"> 1. Continuing work with members in Procurement regarding reclassification study of three classifications. Held second Meet and Confer on May 14, finalized discussion on the job specifications, and further discussed salary. The County has not presented a new salary proposal. Another meeting is scheduled for May 29. 2. OE3 House Counsel has responded to termination case at Information Services stating that there are issues in the case that look favorable for getting the discipline reduced down from termination. The member was considering a settlement agreement but has directed CEMA to stop those discussions with Labor Relations. 3. Working with a member in DADS on several rebuttals to recently issued reprimands and advised her of her rights regarding an order to participate in Fitness for Duty Exam... 4. Working with member in Public Health regarding recently issued Reprimand. 5. Attended second meeting with SSA on May 7, 2008 regarding the change in practice by SSA regarding STO use at time of retirement. Management was not prepared with the data they were to provide to committee members. Third meeting held on May 16, 2008. After hearing from CEMA on our interests, the agency is suggesting a “soft landing” policy that will allow employees to connect vacation to retirement without restriction if the retirement occurs by the end of the year 2008. The second “tier” of their policy would allow employees who retire through 2010 to connect four pay periods of STO to the retirement date. For all other circumstances, employees would only be able to connect two pay periods to their retirement date. Another meeting is planned for May 21, 2008. 	

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	<p>6. Held two Meet and Confer sessions regarding a unit modification proposal by the County to move eight positions out of the CEMA bargaining unit to ACE Confidential. CEMA held discussion with all members involved. The County (Joanne Cox and Brian McKenna) indicated that all of the positions function as the primary Human Resources Staff for their Department and that their duties involve confidential labor relations issues and meet the criteria for confidential. Our members agreed with this argument and were ok with the move. I held a second meeting involving one member who wanted ESA to confirm specific benefit issues to insure there is no difference between ACE and CEMA. She was satisfied after the meeting and was agreeable to the unit modification. After hearing that all of the positions fulfill a similar role as others that are already designated ACE I saw no argument that could prevail going forward. The County assured CEMA that the “intent” with this unit modification was to have all Department of Human Resources employees in the ACE Unit for consistency reason and not to erode the CEMA bargaining unit.</p> <p>7. Met with member in at SSA regarding issue of appropriateness of classification and bilingual differential and supervisor subordinate conflict issues. I advised member of course of action and am awaiting direction</p> <p>II. Other Issues</p> <ol style="list-style-type: none"> 1. Assisted with Unity Day set up on May 6, 2008 2. Met with Dues Committee on May 13, 2008 regarding when and how survey will be mailed. 3. Meet with 18 members from Mental Health on Tuesday May 13, 2008 and agreed to hold meetings with the Director regarding the organizational changes coming about due to Budget actions. A committee was appointed to meet and a planning session is scheduled with them next week. 4. Drafted and sent letter to Clerk of the Board notifying of CEMA appointment to EEOC. 	

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	<p>5. Coordinated phone banking for the Wednesday May 14 event with Dave Cortese Campaign. Assisted Amando Cablas with Hobbs Fundraiser and attended the PAC meeting on May 15, 2008. Phone Banked for Dave Corstese on evening of May 14, 2008.</p> <p>6. Attended District 90 Picnic planning Meeting on May 6, 2008.</p> <p><u>Randy Johnese</u></p> <p><u>Representation Issues</u></p> <p>Member in Integrated Waste Management has received a Notice of Proposed Termination. I prepared his Skelly response and represented him at his Skelly hearing.</p> <p>I represented a member in Rehab Therapy UR in a Weingarten investigatory meeting. Apparently, management has determined to go forward with a 40-hour suspension. We are still waiting the notice. I will be representing the member in the Skelly process.</p> <p>Most of the issues with Acute Psychiatry appear to have been resolved. MH Director Nancy Pena has committed to keeping both Nurse Managers and both shift supervisors (admin nurse IIs). Michael Meade has notified us of other changes in the service and offered to meet and confer. However, the affected members are satisfied with the changes and have declined the offer.</p> <p>Edna, Mark, Ruth Brennan, and I met with VMC Director, Michael Skehan in the first of what are to be monthly Union/Management meetings. Several topics were discussed including the DeLoitte study, inpatient nurse supervisors and the potential ‘bed czar’, parking, and the hospital’s policy on telecommuting.</p> <p>Edna and I met with Inpatient Nurse Supervisors who are concerned about the impact of the Deloitte study on their service. In particular, they were concerned on the impact of a ‘bed czar’ on their jobs and duties (see</p>	

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	<p>above).</p> <p>We have had three meetings with Joanne Cox regarding the compaction affecting Probation Department management classes. Although we have clarified the classes that need to be studied, Joanne has come up with a new math for the comparison. Instead of comparing top step to top step adjusted for overtime and differentials, she now wants to compare how much each class has earned over an arbitrary period of time. Due to the different dates that CEMA and AFSCME get pay raised, this tends to obscure the compaction issue. We have one more meeting with Joanne on Tuesday and then a meeting with Pete on Thursday. After that, it is on to the Board of Supervisors.</p> <p>Tom and I met with Brian McKenna and Joanne Cox regarding their proposal to move several CEMA positions into the ACE/confidential unit. Brian's position was that each of the positions were doing more than fifty percent HR work and, therefore, met the Personnel Rules criteria for confidential. Most of our members agreed that they were doing more than fifty percent HR work. Nor did they object to the move as long as they were assured that they would not lose pay or benefits. Tom felt that we could fight this but since our members did not want to fight and because these classes were evaluated under a strict criteria (i.e. more than fifty percent HR rather than simply some access to confidential material); there was not much point in taking this further.</p> <p>I have had several conversations with Park Maintenance Supervisors about equity issues (i.e. taking a County vehicle home) with Park Ranger Supervisors. We will be meeting later in the week.</p> <p>A significant amount of my time last week was spent at the Budget Workshops.</p> <p>I also spent time at Diversity Day – did set up and took pictures.</p> <p><u>CEMA Email and Website</u> Okay. The email issues have been laid to rest. The County is no longer</p>	

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	<p>blocking us. The only person that has indicated to me that he has not gotten my email was Amando. That email was to his personal account and, as it turned out, he had not checked his account.</p> <p>As I pointed out two weeks ago, there were numerous issues with the website related to the move from our old web host to the new one. With the removal of the <i>ASP.net</i> code, the website required a significant rewrite. That and the different file organization required by our new host resulted in a significant number of bad links due bad relative file paths. In addition, the application that we use to write our WebPages, Micros#*t FrontPage, apparently arbitrarily changed the names of some files in links to some form of, “/fileold.htm/oldfolder.” Of course, none of those links work. With Mark’s help, I believe that I have identified all of the bad links and repaired them.</p> <p>So, the website is functional if still a little bit clunky. I think that the best solution for the ‘chunkiness’ is a complete redesign of the website. I am proposing to the Communications Committee that we remove the masthead and sidebar from all pages except the main (index) page. The index page should be for welcome, menu, links and headlines but all content should be on linked pages (i.e. News, Political Action, Court Page, County Page, etc.). I am also working on learning to code with PHP. So, that we can replace some of the <i>ASP.net</i> functions.</p> <p><u>CEMAGRAM</u> Deadline for the CEMAGRAM was two weeks ago (Monday, 5/5). To date I have only received Mary’s column. I still need copy from Edna, Amando, and Dolores.</p>	
	<p>B. Vice President’s Report</p> <p>Richard shared, that he, Mark, Amando, Dolores, and Edna had a meeting with Don Dietrich from OE3. The agenda was not completed, and a follow up meeting will be scheduled soon.</p>	<p>Mark will type up his notes from the meeting, and send them to Richard, then Richard will add his notes, and send to Edna. Edna will present the full board with the notes from</p>

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		that meeting.
	<p>C. 2008 CEMA Committee Assignments and Reports</p> <ol style="list-style-type: none"> 1. Dues Committee <ol style="list-style-type: none"> a. No report, Dolores was absent. 2. Political Action <ol style="list-style-type: none"> a. There will be a fundraiser for Richard Hobbs on May 22 from 6pm to 8pm at 20184 Franklin Ave, in Saratoga. Info is available on Richards web site. b. Amando announced that many CEMA members have been active with the campaigns. 3. Communications Committee <ol style="list-style-type: none"> a. The website is now in place and working again after we moved to our new service provider. b. CEMAGRAM articles are over due. Please submit articles ASAP. 4. South Bay Labor Council <ol style="list-style-type: none"> a. meeting tonight (5/19/08) 5. Treasurers Report <ol style="list-style-type: none"> a. Glenn will provide a budget update for next board meeting. b. Donna sent prepared tax returns to Edna last Tuesday, and they will be mailed soon. c. Glenn finalized the new signature cards with BOA. 6. Professional Development <ol style="list-style-type: none"> a. The first event next year will be a class instead of a luncheon. This will be planned for late August, or early September. 	<p>Amando to send email reminder about the fundraiser to all board members.</p> <p>Mark to send follow up email to remind Board members who write articles to submit them to Randy asap.</p>

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	<p>7. Scholarship Committee</p> <p>a. Motion to carry over until next year, the funds for the Keith Garvey Scholarship. Providing \$2000 to the qualified applicant.</p> <p style="padding-left: 40px;">Motion amended to allow for 1 \$2000 award, or 2, \$1000 in the event we have two qualified applicants.</p> <p style="padding-left: 40px;">The scholarships will be awarded at the June 2nd board meeting.</p> <p style="text-align: center;">2008 CEMA Scholarship Report by Mary Mitchell-Chair</p> <p>On 05/07/08 at 5:30 pm in CEMA office, the Scholarship Committee consisting of Mary Mitchell-Chair, Beth Barber, Mark Hand, and Randy Johnese met to select the winners. We had quite a few responses and it was hard to select the candidates, as they were all very qualified.</p> <p><u>Winner of Keith Garvey Memorial Scholarship</u></p> <p>There were no qualified applicants for this award. I will leave it up to the board to see if they would like to carry it over next year and award either 1-\$2000 award or 2-\$1000 awards for this scholarship.</p> <p><u>Winners of the Graduating High School Senior Scholarship</u></p> <p>1. May Ha Nguyen who now attends Evergreen Valley High School is the daughter of Tuan Nguyen who is a Senior Healthcare Analyst at Santa Clara Valley Health & Hospital System, Finance. May has applied to San Jose State University, UC Berkeley, and UC Irvine. She is going to concentrating on Accounting and Business Major. She plays tennis, drawing, learning new</p>	<p>m.s.a.</p> <p>Moved by Mitchell, Seconded by Cablas.</p> <p>Amended by Mary, seconded by Cablas.</p> <p>All in favor.</p> <p>Randy will send invitations to the recipients.</p>

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	<p>languages, traveling, reading, cooking, acting, and biking. She was the 2nd place recipient of Van Lang Award in 2006 and the 1st place recipient of the same award in 2007. May has worked at Milpitas Food Pantry every summer from 2004 through present. Her GPA is 3.52 and she scored 550 Verbal and 580 Math on her SAT exam.</p> <p>2. Miguel-Alfonso G. Regidor who is now attending Homestead High School is the son of Ana-Isabel G. Regidor who is a Managing Dietitian for the Department of Correction. Miguel-Alfonso has applied to University of San Francisco, UC Merced, UC Davis, UCLA, UC San Diego, San Diego State, and Long Beach State. His major will be Exercise and Sports Sciences and hopes to be a Physical Therapist. Miguel-Alfonso enjoys photography. He has spent his summer babysitting a family with 5 children and one of them who is autistic. He regulated medications, cooked and prepared meals and entertained the children. Miguel-Alfonso has won an award from American Literature and Writing for his work, “Strongest Work Ethics.” He has made the Dean’s list, scored 510 Writing and 600 Math in SAT, and scored 23 in ACT. His GPA is 3.3.</p> <p>3. Aristomelia M. Vidal who is now attending Sierra High School is a daughter of Marlene Vidal who is an A.D.S.M. at Santa Clara County Social Services Agency. Aristomelia has applied to University of California, Los Angeles, University of California, Santa Cruz, and California State University of Sacramento. Her major will be Art Studies. Aristomelia enjoys music, violin playing, singing, and theater work. She is a leader of her church group’s youth ministry and performed at Manteca Senior Center. She scored 550 Verbal and 450 Math on the SAT. Her GPA is 3.6.</p> <p><u>Winners of the Undergraduate Scholarship</u></p> <p>1. Michael A. Flores is now attending Seattle University with a major is Political Science. He is the son of Rebecca Flores, an</p>	

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	<p>Equal Opportunity Officer at Probation Department. He plans to go on to graduate school to pursue a law degree. He is interested in practicing law in California and a career in politics. Michael is a great debater and completed in National Forensic League Speech and Debate national tournament. His interest also encompasses Lacrosse. Michael is involved in Boy Scouts of America projects such as going to bilingual neighborhoods distributing free fire alarms. He is working his way through school. He is maintaining 2.79 GPA.</p> <p>2. Simone D. Reyes is now attending Gavilan Community College and is going to transfer to University of San Francisco this fall. She hopes to graduate with a B.A. and Masters in Communication Studies and teaching credentials. She is a daughter of Valentine Reyes who is a supervisor at VMC Infection Control. She has worked at St. Joseph’s Food Pantry as volunteer feeding the homeless; volunteer tutor and mentor at El Roble Elementary after school program; GavFest health services volunteer as well as being a lifeguard for Gavilan “College for Youth” program. Her interests are mass communications, international business, real estate, travel, and tourism. Simone was awarded Most Organized Speak award, was has been on Dean’s List and is recognized by Gilroy Garlic Festival Association for academic, achievement & service. Her GPA is 3.72.</p> <p>3. Marcel Colman Eric Stieber is now attending California Polytechnic State University, San Luis Obispo. He has made the Dean’s list and is doing well at college. He is the son of Hella Bluhm-Stieber who is a Medical Librarian at SCVMC Medical Library. Marcel was last year’s recipient of the Graduating High School Scholarship. He is hoping to obtain a degree in Mechanical Engineering. Marcel will be working for a project in Kpong, Ghana teaching locals how to weld this summer. Marcel is very interested in biking, Cal Poly Human Powered Vehicle Team, as well as rock climbing. He works part-time as a Performing Arts Technician at</p>	

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	<p>Christopher Cohan Performing Arts Center on campus. Marcel's GPA is 3.9.</p> <p>D. Communications Committee Chair Deferred until our next meeting.</p> <p>E. FMCS Institute Course Tom shared information about this course. It is held in Denver, and he said this also could be offered at Berkley so we could get local training. Tom suggested we keep this in mind, and send our Negotiations Committee to training once our team is formed. Tom noted the Negotiations team would be formed by the newly elected board in January 2009.</p> <p>F. Legislative Labor Business Gold Tournament Motion to make a fifty-dollar donation to support the legislation labor gold tournament of OE3. To be funded from CEMA's charity fund.</p> <p>G. Process for appointments We need someone to document our process for appointments: Some ideas so far would be:</p> <ol style="list-style-type: none"> 1. Board will interview candidates 2. Candidates will provide bio, or reason for interest in appointment. 3. Questions will be created based on appointment. 4. Announcement of open appointment will be posted for 1 month prior to interviews. Distributed by Liaisons and put in CEMAGRAM if timely 5. An Application may be formed for each appointment 	<p>Tom to provide an update at the June 2nd board meeting.</p> <p>Tom will post a time line by June 16th. Board meeting.</p> <p>m.s.a. Moved by Cablas, Seconded by Mitchell All approved.</p> <p>Check will be written today. Tom will deliver check.</p> <p>This will be added to next meetings agenda for further discussion, and possible finalization.</p>

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<p>VII. Announcements/Kudos</p>	<p>Welcome to our newest board member, Laura Colunga</p> <p>Richard shared this was the most pleasant board meeting we have had in a very long time.</p> <p>Everyone worked together as a Team today.</p> <p>Kudos to all from TOM. He thanked everyone for working well together, and getting a lot accomplished.</p> <p>If you need Picnic Tickets for the District 90 Picnic, let Tom know. He has our tickets.</p> <p>June 6th, at 6pm the board will have the annual dinner at Hoang Fu.</p>	<p>.</p> <p>Richard to make reservations.</p>
<p>VIII. Next Agenda</p>	<p>Items to carry over identified</p>	
<p>VIII. Meeting Adjournment</p>	<p>1:01PM</p>	