

Issue	Discussion	Outcome/Recommendations
Next Meeting is on June 16, 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 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> Glenn Payne, Treasurer Amando Cablas, Member-at-Large Tammy Henry, Member-at-Large</p>	
I. Call to Order	Meeting called to order by President, Edna at 11:10am	
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 19, 2008 as written.	m.s.a. Moved by Morales, Second by Mitchell. All approved.
IV. Action Items	None	

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<p>VI. Informational Discussion Topics</p>	<p>A. CEMA Business Representatives Report</p> <p><u>Report as submitted by Tom Starkey</u></p> <p>I. Representation Issues</p> <p>Continuing work with members in Procurement regarding reclassification study of 3 classifications. Held third Meet and Confer on May 29. County will not give salary proposal because they see no justification with the 22% increase our members are requesting. Another meeting is scheduled for June 13 where we will give them another salary proposal.</p> <p>Working with member in Public Health regarding recently issued Reprimand.</p> <p>Attended third meeting with SSA on May 21, 2008 regarding the change in practice by SSA regarding STO use at time of retirement. We received a proposal in writing that we are going to share with members at a membership meeting scheduled for June 10 at Noontime. The policy would 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 5 pay periods of STO to the retirement date. For all other circumstances, employees would only be able to connect three pay periods to their retirement date.</p> <p>Assisted member at Superior Court regarding retaliation issue and supervisor subordinate conflict issues.</p> <p>Meet with 4 members at Family Court Services at Superior Court regarding conflict within the work unit and identified ways Court Management can support them in addressing the group conflict.</p>	

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	<p>II. Other Issues</p> <p>Met with committee at Mental Health to discuss the approach we will take with meetings with Executive Management. We are going to discuss the proposed layoffs but do not have agreement to discuss anything further. A meeting has not been scheduled yet.</p> <p>Coordinated phone banking for the GOTV (Get out the Vote) efforts for Cortese and Hobbs Campaigns. We still need help on Monday June 2 at 5 PM at the Labor Council.</p> <p>Worked on CEMAGRAM Articles</p> <p>Drafted Bargaining Timelines Document for review at Meeting on June 2, 2008</p> <p>Attended District 90 Picnic planning Meeting on May 20, 2008.</p> <p><u>Report as submitted by Randy Johnese</u></p> <p>Representation Issues</p> <p>The new classes for the Ambulatory Care redesign have been posted to CEMA. Edna and I have met with the impacted members (Nurse Managers, Ambulatory Service Manager, and Admin. Nurse V). Edna, Ruth Brennan, Jenny Howard, and I will be meeting with H&H HR on Wednesday to bargain over salaries, some job requirements and how the positions will be filled.</p> <p>After several meetings, we reached agreement with ESA on the Probation Manager compaction issue. Effective the first pay period in July, Probation Managers will get a 3.5% realignment and Supervising Probation Counselors will get a 5.5% adjustment. Our members were agreeable to this settlement but intend to bring the rest of their issues back to the bargaining table next year.</p>	

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	<p>I have met with Park Maintenance Supervisors regarding their concern that they should be allowed to take their County Vehicle home as Park Ranger Supervisors do. I sent an email to the Parks and Recreation Director, Lisa Killough, requesting a meeting on this matter.</p> <p>CEMA Email and Website Still in planning stage for a redesign of the website but this will probably be a project for the doldrums of July.</p> <p>CEMAGRAM I now have all of the copy for the CEMAGRAM and am working on layout. I should have a draft for proofing emailed today (Monday).</p>	
	<p>B. President's Report</p> <p>Edna reported that she and Amando, Richard, Mark and Dolores met with Don Dietrich of OE3. The meeting was very positive and open. Don will attend our next board meeting. Don shared he is committed to a long term relationship with CEMA. Don is open to the idea of a Sr. Business Representative for CEMA; however, the current Sr. Reps are all responsible for more than one site. This will be discussed further. Don is willing to work with CEMA on any issue, and open to access to the OE3 lawyers, and to providing resources during negotiations.</p> <p>During the meeting there was also a discussion about the retirement of the Business Reps. Don assured us that CEMA would be involved in the hiring process. Don expects to hire Tom's replacement by Mid-October.</p> <p>The agenda was not finished, and a follow up meeting will be scheduled.</p> <p>Edna would like the see board members more involved with all duties the Business Reps do, so we can be better informed of CEMA business and representation issues.</p> <p>Edna thanks Rachel and Mark for helping get the letters out to the members who submitted a petition to the board.</p>	<p>Edna to provide Don D. with available dates for next meeting.</p>

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	<p>Edna wants to have 'Town Hall' type meetings at member sites, so the board can get to know the membership better. Moreover, to hear their concerns. Edna will look into an agenda for this meeting, and will draft a letter to be sent to the liaisons to pass along meeting times and sites to the members.</p>	<p>Edna to draft agenda and create a letter that can be sent to the Liaisons and this can be posted on the CEMA website.</p> <p>Edna to get copy of letter to Randy so it can be posted on our Website.</p>
	<p>C. Committee Assignments and Reports</p> <p>1. Dues Committee Edna will send out an email later today to set the next meeting date.</p> <p>2. Political Action There was a fundraiser for Richard Hobbs on May 22. Laura estimated the event raised over \$2000 for the Hobbs campaign. Cortese and Hobbs both need campaign help. Tom encouraged anyone who has time to volunteer.</p> <p>3. Communications Committee CEMAGRAM articles are in, and Randy will have a DRAFT copy of the CEMAGRAM for review soon.</p> <p>4. South Bay Labor Council Mary attended the meeting on May 19th. They discussed impeaching Vice President Cheney. The council is looking for Political Action Help and the Janitor strike was discussed.</p> <p>5. Treasurers Report Glenn provided the following:</p> <p style="text-align: center;">CEMA Treasurer's Report June 2, 2008</p> <p>Overview: I have attempted to summarize the financial statements in a</p>	<p>Edna to send email.</p> <p>Randy will send draft copy for proof reading as soon as the CEMAGRAM is ready.</p>

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	<p>high-level, easily understood format. Please see the attached summary Balance Sheet, Income Statement, and Membership summary. In the future, I plan to add a page with additional information (including present and prior-year detail of PAC and charitable contribution payments).</p> <p>Balance Sheet Review (detail as of 4-30-2008): I have prepared a summary comparison of the current balance sheet versus the year-end 2007 balance sheet. CEMA’s assets primarily consist of cash (\$317K) in checking accounts and certificates of deposit. There are small balances (approximately \$2K each) in the postal fund and in net (of accumulated depreciation) fixed assets.</p> <p>Since year-end, total assets and total equity (each \$322K) have dropped by \$4K as a result of negative net income year-to-date (since expenses have exceeded revenue).</p> <p>Income Statement Review (four months from January through April 2008): I have structured the income statement to show the “discretionary” funds available after subtracting the dues and per capita fees paid to OE3 and South Bay Labor Council from the total income from dues and interest. For the four months, there were discretionary funds available of \$12K (\$170K revenue minus \$158K dues and fees). This amount will increase during the year, since dues and fees are paid in monthly installments while in two months of the year there will be dues revenue from three pay periods (similar to our personal finances, due to timing of payrolls).</p> <p>I have also included revenue and expense detail for the three major categories (Operating, Political, and Programs) that we account for. For the Operating Account, I have added a percentage column that shows what percent of discretionary income the expense line is.</p> <p>Year-to-date, the Operating Account shows a net loss of approximately \$5K. The major expense has been the consulting fees (for Santalynda) of</p>	

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	<p>\$7.1K (60% of discretionary income) in Board development. This consulting is complete so the Operating Account should begin to show positive net income in the next few months (especially when there is a three pay period month of dues revenue). Similarly, the Political Account shows a deficit of \$2K. Since most of the political contributions (\$4K YTD) will occur early in the year, this account will also begin to show positive net income. On a consolidated basis, there is a net loss of \$4K YTD.</p> <p>Membership Review: We started the year with 1,200 dues-paying members. As a result of retirements early in the year (due to members taking advantage of the pension benefit enhancement to 2.5% at 55), we lost about 20 members. As of April, there were 1,175 dues-paying members.</p> <p>6. Professional Development No report</p> <p>7. Scholarship Committee During our lunch, some of the invited scholarship recipients joined us. Edna presented their Scholarship checks. All thanked CEMA for providing much needed financial aid.</p> <p>Mary reported that when the notification letters were mailed, correct notification went out to all. Then when sending a second letter to invite recipients to Lunch today, one non-winner was accidentally mailed an invitation. This invitation made this member assume their child had won the scholarship. The member was very upset when she was told this was a clerical error, and asked for compensation. Mary has extended her apology for this error to the member.</p>	

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	<p>Motion to have Randy contact our attorney for information whether CEMA has any financial liability. If attorney says no, Mary will write a letter of apology to the member. If attorney say yes, we will put this on our next agenda for discussion.</p> <p>D. Communications Committee Chair Deferred until our next meeting. Second deferral.</p> <p>E. Process for appointments Deferred until our next meeting.</p>	<p>m.s.a. Moved by Mitchell, Seconded by Hand. All in favor.</p> <p>Randy to contact OE3 attorney and provide result to Board.</p>
<p>VII. Announcements/Kudos</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>Kudos to Randy for his hard work on the Probation issues.</p>	<p>.</p>
<p>VIII. Next Agenda</p>	<p>Items to carry over identified</p>	
<p>VIII. Meeting Evaluation and Adjournment</p>	<p>Meeting ran very late. We accomplished a lot, and enjoyed time with our Scholarship recipients. 1:30PM</p>	