

Issue	Discussion	Outcome/Recommendations
<b>Next Meeting is on July 7, 11:00 AM 1654 The Alameda</b>		
Attendance	<p><u>Present:</u>                      Edna Esguerra, Board President                      Richard Rapacchietta, First Vice-President                      Dolores Morales, Second Vice-President                      Mark Hand, Secretary                      Amando Cablas, 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                      Don Dietrich, OE3</p> <p><u>Absent:</u>                      Glenn Payne, Treasurer                      Tammy Henry, Member-at-Large</p>	Edna arrived at 11:12am Richard arrived at 12:10pm
I. Call to Order	Meeting called to order by Second Vice-President, Dolores at 11:04am	
II. Agenda Review and Approval	Motion to defer Communications Committee Chair discussion until Edna arrives.	m.s.a. Moved by Colunga, Second by Cablas. All approved.
III. Consent Items	Review and Approval of Minutes:  Motion to approve minutes of June 2, 2008 as written.	m.s.a. Moved by Mitchell, Second by Cablas. All approved.
IV. Action Items	None	

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<p>VI. Informational Discussion Topics</p>	<p><b>A. Communications Committee Chair discussion</b>                      Motion to appoint Laura Colunga as Chair of the communications committee.                      There was discussion about who could be appointed to this position, and it was pointed out, that the by-laws refer to this position being filled by a member-at-large from the executive board. After a lengthy discussion, in the interest of time, the question was called. Some members wished to continue discussion.                      A motion was made to call the question immediately, after an explanation on Robert rules of order, this motion was seconded, and with a 2 /3rd vote in favor of calling the question, the question was called.</p> <p><b>B. Process for appointments</b>                      Motion to use the following guidelines when appointments are made: (This will apply to positions not covered by the by-laws, or after by-laws, process has been exhausted.)</p> <ol style="list-style-type: none"> <li>1. Distribute a notice to the general membership with a minimum of 30 days posting unless the appointment is tem sensitive, then the Board may appoint as needed.</li> <li>2. Interested members will be asked to submit a memo of interest that includes a biography and letter of commitment. (A business representative may apply and be appointed)</li> <li>3. Informal interviews for all applicants will be scheduled after the 30 posting complete. Interviews will be conducted by the Executive Board.</li> <li>4. After interviews are complete, the board will have discussion, followed by an appointment.</li> </ol> <p>Motion to have Tom gather a list of all committee appointments in place not covered in by-laws. This list will include names of current member or business representative holding each position.</p>	<p>m.s.a.                      Moved by Hand, Seconded by Mitchell.                      All in favor.</p> <p>m.s.a.                      Moved by Morales, Second by Cablas.                      All in favor.</p> <p>m.s.a.                      Moved by Esguerra, Seconded by Hand.                      All Approved.</p>

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	<p><b>C. CEMA Business Representatives Report</b></p> <p><u>Report as submitted by Tom Starkey</u></p> <p style="text-align: center;"><b>Business Representative Report Tom Starkey 6/16/08</b></p> <p><b>I. Representation Issues</b></p> <ol style="list-style-type: none"> <li>1. Continuing work with members in Procurement regarding reclassification study of 3 classifications. Held third Meet and Confer on June 13. Presented County with new salary proposal and held discussion regarding Job Spec for Contract Specialist. County to respond at next meeting on June 27.</li> <li>2. Working with member in Public Health regarding recently issued Reprimand.</li> <li>3. Attended Membership Meeting at SSA on June 10 where members present voted on the change in practice by SSA regarding STO use at time of retirement. Eleven members attended and voted 9 to 2 to accept the change in practice. The new 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. A member requested I pass along to the Executive Board the request to hold CEMA Retirement planning workshops for members to assist with retirement planning.</li> <li>4. Attended investigative meeting with member at Superior Court who is experiencing retaliation issues with a higher level manager.</li> <li>5. Held meetings with Richard Hobbs regarding his decision after the election to devote his future to policy development instead of program management. Assisted him with a meeting and several phone</li> </ol>	

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	<p>conversations with the County Executives Office regarding his decision to retire from his position as Director of Human Relations.</p> <ol style="list-style-type: none"> <li>6. Attended Quarterly Meeting with Court Advisory Committee and Director of Human Resources. Discussed inconsistent practice with how Managers use TARD. Also discussed potential safety concern for supervisors who would be required to retrieve files from the old Traffic Court facility on Ruff Drive. CEMA is expecting a response from the Court on these items.</li> <li>7. Continue to work with members affected by layoff mainly in Public Health DADS and Mental Health. Before budget hearings there were approximately 50 positions affected by layoff; 13 of the 50 come from vacant positions, 18 of the 50 will return to former class, 2 will go to reduced codes, 8 will go to inplacement and 9 will transfer to other positions in same code. After budget hearings, many positions in Budget unit 921 were saved and so the numbers above will be reduced. There will be far less than 18 returning to former class.</li> </ol> <p><b>II. Other Issues</b></p> <ol style="list-style-type: none"> <li>1. Attended Budget Hearings on 6/9, 6/10 and 6/13.</li> <li>2. Attended CEMA Board Dinner on 6/6</li> <li>3. Attended District 90 Picnic planning Meeting on June 11, 2008.</li> <li>4. Attended District 90 Picnic on June 14, 2008. Five CEMA members attended</li> </ol> <p><u>Report as submitted by Randy Johnese</u></p> <p><b>Representation Issues</b></p> <p>I represented a member 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. Update: No discipline has been forthcoming. We suspect that that is because Labor Relations nixed the suspension. Further Update: The member has been issued a recommended</p>	

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	<p>1-week suspension. The Skelly hearing is scheduled for June 19th.</p> <p>Elaine Larson has upheld the termination of our member in Integrated Waste Management. I have filed the appeal with the Personnel Board and will forward the case to OE3's house counsel.</p> <p>A member in the Office of County Counsel has received a notice of discipline proposing that she be demoted. I will be working with her on the Skelly hearing.</p> <p>We met and conferred with Health and Hospital over the new Ambulatory classes but failed to reach agreement. Ultimately, we disagreed with the department over the experience requirements (RN license), compensation, the RNPA tie, and the name of the replacement for the Nurse Manager/Ambulatory Services Manager. But our biggest difference was over whether or not Article 13.3 of our MOU applied to these classes. We argued that 13.3 applied otherwise it had no meaning and the County could just lay off anyone it wished by renaming their position. The County argued that they had the right to layoff all of the incumbents of the Nurse Manager Ambulatory Services class and require them apply and interview for the new class of Health Center Manager. We filed a grievance over the violation of 13.3 and organized to go en masse to the Board's Budget hearing on June 10 and speak to our issues. Just prior to the Budget hearing, Luke Leung contacted me with an offer to settle the grievance. In settlement, the County agreed that the most senior Nurse Managers would be assigned to Health Center Manager Positions, that the class would have an alternate experience qualification of RN and that the Salary would be tied to RNPA. Final details are still being worked out.</p> <p>Another budget piece that I am still working has to do with those positions that have been cut from the budget due to what has been called the T2010 Org Chart. I have notified the County that we consider this a staffing standard and have demanded to meet and confer over it. A meeting is still being arranged.</p>	

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	<p>I have met with some Parks members regarding their concern that they should be allowed to take their County Vehicle home as Park Ranger Supervisors do. The department is considering how they fit within the County Policy on taking county cars home. Lisa Kilough has asked us for further documentation and I am working with our members to gather that information.</p> <p><b>CEMA Email and Website</b> Still in planning stage for a redesign of the website but this will probably be a project for the doldrums of July.</p> <p><b>CEMAGRAM</b> The CEMAGRAM was delivered to OE3’s print shop last Friday. Thanks to Tom, Laura, Mark, Mary, Richard, and Amando for proofing the final draft.</p>	
	<p><b>D. President’s Report</b> Motion to create a member service committee staffed by Tom and chaired by and Executive Board Member. The purpose of this committee is to act as a contact for members who need help if they feel their needs are not being met by CEMA.</p> <p>Motion to appoint Richard as the Chair of the member service committee. Richard to expand on the purpose and present to board for approval.</p>	<p>m.s.a. Moved by Rapacchietta, Second by Cablas. All in favor.</p> <p>m.s.a. Moved by Morales, Second by Mitchell. All in favor.</p>
	<p><b>E. Committee Assignments and Reports</b></p> <p><b>1. Dues Committee</b> Discussion that we were to have had a meeting by now, but since last meeting, no communication took place on setting up a meeting, and the committee members have asked that we set a date now, and not continue to delay this process. A next meeting date of June 27th was agreeable to all members</p>	

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	<p>except Edna who needed to check her calendar to see if she was available.                      Edna said she would email committee members a time for the Friday meeting after checking her availability.                      Laura ask to be updated since she is new to the board and the committee, Delores shared that we are during a general membership survey on satisfaction and this will be followed by a survey more specific towards the dues issues. After the results of both surveys can be assessed, we will be scheduling general membership meetings on the dues recommendations.</p> <p><b>2. Political Action</b>                      Amando shared that Richard Hobbs has retired from his county position so he can run his campaign full time. There will be a run-off election November 4th.                      Don shared that OE3 can support us if we let them know who we are supporting on the November ballot.</p> <p><b>3. Communications Committee</b>                      CEMAGRAM is at the printer, and will be mailed soon.</p> <p><b>4. South Bay Labor Council</b>                      Mary will attend the meeting tonight.</p> <p><b>5. Treasurers Report</b>                      No Report.</p> <p><b>6. Professional Development</b>                      Delores reported that the committee has decided to change the focus towards education and less on speakers.</p> <p>The first education event set for sometime in September or October 2008.</p>	<p>Edna to send email.</p>

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	<p>We will still have a luncheon with Pete Kutras as our speaker, and this is set for December 11, 2008. The venue has not yet been determined. Another luncheon will be scheduled late winter with the BOS chair.</p> <p><b>7. Scholarship Committee</b>                      As directed at the last meeting, Randy contacted our attorney for information whether CEMA has any financial liability. The answer was no. Mary has written a letter of apology to the members' daughter. The letter will be mailed today.</p>	
<p>VII. Announcements/Kudos</p>	<p>The board thanked Don for attending the board meeting today.</p> <p>The June 6th annual dinner at Hoang Fu was a success. Everyone who attended had a great meal.</p> <p>Don expressed his thanks to the CEMA members who were able to attend the OE3 District 90 Picnic last Saturday. He thanked CEMA for their donation of raffle prizes.</p> <p>Thanks to Dolores for being our timekeeper today.</p>	
<p>VIII. Next Agenda</p>	<p>Items to carry over identified. It is vacation season. Edna, Richard, and Mark will be on vacation.</p> <p>If others cannot attend, it will be important to share with Dolores or the business reps. If there will not be a quorum, the July 7th meeting may be cancelled.</p> <p>Laura has agreed to take the minutes for the July 7th meeting.</p>	<p>Members who cannot attend the July 7th meeting should notify Dolores, Tom, and Randy by email ASAP.</p> <p>Laura agreed to take minutes at July 7th meeting.</p>
<p>VIII. Meeting Evaluation and Adjournment</p>	<p>Meeting accomplished a lot. The meeting ended early. 1:30PM</p>	