

Issue	Discussion	Outcome/Recommendations
<p>Next Meeting is on July 16th, 11:00 AM 1654 The Alameda</p>		
<p>Attendance</p>	<p><u>Present:</u> Edna Esguerra, Board President Richard Rapacchietta, First Vice-President Peter Pham, Treasurer Trish Haines, Secretary Mark Hand, Member-at-Large</p> <p><u>Others present:</u></p> <p><u>Absent:</u> Eric Goodrich, Member-at-Large Dolores Morales, Second Vice-President Amando Cablas, Member at Large</p>	
<p>I. Call to Order</p>	<p>President, Edna Esguerra at 5:10 PM</p>	
<p>II. Informational Discussion Topics</p>	<p>A. President's Report OE3 Engineer's News July 2007 Issue Article written in the July 07 issue by Don Dietrich indicates that dues will be raised by \$5/mo per member by end of this year and for some bargaining units a second dues increase is scheduled for later in the year.</p>	<p>Edna spoke with Don regarding his article. He indicated that Don is meeting with his staff on 07/12 to present the dues raise proposal that came from the OE# Executive Board. A petition would be circulated to all bargaining units to vote on the proposed by laws change and hence the proposed raise. Tom, Randy would all be attending the</p>

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	<p>Minutes from the June 18th Executive Board Meeting Reflect:</p> <ul style="list-style-type: none"> a. <i>Animosity exists on the construction side over the lack of dues structure for the public employees and the ongoing requests for dues reduction for undue hardship.</i> <i>The OE3 Bylaw Committee is recommending a change in dues structure not to exceed a \$53.00/mo cap.</i> <i>4-year phase-in plan discussed.</i> <p><u>Concerns</u></p> <ol style="list-style-type: none"> 1. The article gives the appearance of unilateral decision making by OE3. 2. June 18th minutes reflect that a plan regarding a dues structure change will be presented to the CEMA board at a later date. <ul style="list-style-type: none"> • The proposed change discussed on June 18th, would be based upon the construction workers basement dues structure which is a \$44 base plus a \$9 International fee which would come to \$53.00 per month or a change from the current \$18 per pay period to 24.46 per pay period for CEMA members. 3. CEMA membership was not informed and did not vote upon dues increase which conflicts with CEMA bylaws. 4. Russ Burns quoted a deficit of 1.5 million dollars for the Public Employee Division of OE3. <ul style="list-style-type: none"> • CEMA routes .5 million dollars in dues to OE3 annually, how is our dues spent? • What % of the 1.5 million dollar deficit is related to CEMA support? • On shared support items such as rent and salary, what percentage is CEMA billed for? 	<p>07/12 meeting.</p> <p><i>Plan to be presented to CEMA at a later date.</i></p> <p>Request a meeting with Don Dietrich.</p> <ol style="list-style-type: none"> 1. CEMA would like Don to present the OE3 proposals. <ul style="list-style-type: none"> • Specifics on a percentage based dues structure. 2. Determine whether negotiation with OE3 around the dues issue is possible. 3. Request bringing the proposal to CEMA membership for a vote. 4. Request an accounting of costs for CEMA

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	<p>5. How many members will we lose over the dues increase?</p> <ul style="list-style-type: none"> • What is the point at which lost membership negates the dues increase? <p>Discussion of other options if negotiation with OE3 is not possible:</p> <ol style="list-style-type: none"> 1. Arbitration 2. Disaffiliation <ul style="list-style-type: none"> • Requires a 30 day notice • Form a stand-alone union? • Join forces with another County Union? 3. Lobby other Public Employee organizations in OE3 	<p>support and a proportional breakdown of costs for shared items.</p> <p>5. Define the value of OE3 membership.</p> <p>Discuss issues at July 16th Board Meeting. Trish to poll Board Members to determine attendance for July 16th.</p>
<p>III. Meeting Adjournment</p>	<p>6: 45 PM Thank you Edna for pizza and drinks ☺</p>	