

Issue	Discussion	Outcome/Recommendations
Next Meeting is on July 30th, 11:00 AM 1654 The Alameda		
<p>Attendance</p>	<p><u>Present:</u> Edna Esguerra, Board President Dolores Morales, Second Vice-President Richard Rapacchietta, First Vice-President Trish Haines, Secretary Mary Mitchell, Member-at-Large Eric Goodrich, Member-at-Large</p> <p><u>Others present:</u> Tom Starkey, CEMA Business Representative Randy Johnese, CEMA Business Representative</p> <p><u>Absent:</u> Peter Pham, Treasurer Amando Cablas, Member at Large Mark Hand, Member-at-Large</p>	
<p>I. Call to Order</p>	<p>Edna Esguerra, Board President at 11:07 AM</p>	
<p>II. Presentations to the Board</p>	<p>none</p>	
<p>III. Agenda Review and Approval</p>	<p>Addition of Membership Committee report under Information Discussion Topics portion of agenda.</p>	
<p>IV. Review and Approval of Minutes</p>	<p>Minutes of July 2nd reviewed. Need for change in header date from June 18th to July 2nd noted. Minutes amended and approved.</p>	<p>Trish to make amendment, corrected copy to Randy and Rachel.</p>

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V. Consent Items	None	
VI. Action Items	None	
VI. Informational Discussion Topics	<p>A.CEMA Business Representatives Report <u>Tom Starkey</u></p> <p>1. Meeting with Norma Doctor-Sparks and Jaime Lopez in the Department of Family & Children’s Services.</p> <ul style="list-style-type: none"> • Reorganization occurring in the department. • CEMA staff is complaining that consultation with CEMA level managers is not occurring in the department wide reorganization. • Tom provided feedback regarding the appropriateness of reaching agreement among management staff around the reorganization. 	Meet and Confer scheduled for August
	<p>2. Employee Representation</p> <ul style="list-style-type: none"> • Working with several individuals around work performance issues and the progressive discipline process. 	
	<p>3. Reclassification Report</p> <ul style="list-style-type: none"> • Tom shared the newly compiled reclass report that tracks all requests for reclassification and progress made. 	
	<p>4. Picnic</p> <ul style="list-style-type: none"> • Tom helping the new District Rep and the newly hired office staff plan for the OE3 picnic. 	Rachel has tickets Richard to scan picnic flyer and email to Randy. Randy to forward to CEMA liaisons for posting.

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	<p>5. Recommended changes to the OE3 Bylaws</p> <ul style="list-style-type: none"> • Dues rate increase <p><i>The dues shall be, effective January 1, 2008 fifty-three dollars (\$53.00) per month adjusted upward by 1.9% each January 1st thereafter, not to exceed two(2) hours and thirty (30) minutes of the “average wage rate”.</i></p> <p>Tom and Randy to circulate a petition for signatures. The petition will allow the recommended changes to be voted upon at a District 3 special meeting, Oct. 19th. 300 signatures are needed to validate the petition.</p>	<p>Meeting with Don Dietrich scheduled for July 18th. Prepare for meeting by reading the affiliation agreement.</p>
	<p><u>Randy Johnese</u></p> <p>1. STO Committee Meeting</p> <ul style="list-style-type: none"> • Meeting scheduled for 08/03/07 with Brian McKenna. Conflict exists with Edna’s schedule. 	<p>Randy to reschedule</p>
	<p>2. FLSA retroactive OT payment</p> <ul style="list-style-type: none"> • Probation employees have been receiving their checks. • Probation employees now proactive in getting pay period information to Randy. 	<p>Edna requested that Randy schedule Kim Hicks to present to the CEMA Board, again.</p>
	<p>3. Employee Representation</p> <ul style="list-style-type: none"> • Working with 3 employees on discipline issues. 	
	<p><u>President’s Report</u></p> <p>1. Sheila’s Retirement party a success.</p>	<p>CEMA presented Sheila a service recognition plaque.</p>
	<p>2. Consuelo’s Retirement</p> <ul style="list-style-type: none"> • Fratello’s 1712 Meridian Ave # F, San Jose CA August 08/24/07 	<p>Dolores to purchase gift. Agenda item for next meeting added re: gifts.</p>
	<p>3. Emergency Board Meeting</p> <ul style="list-style-type: none"> • An emergency Board Meeting was held 07/11/07 in response to the article published in the July issue of the OE3 Engineer’s News • Minutes from the meeting shared • A list of questions for Don Dietrich discussed • Options for CEMA discussed <ol style="list-style-type: none"> 1. Negotiation/arbitration 2. Contact with the other Public Employee organizations in OE3 3. Disaffiliation 	<p>Questions for Don at the July 18th meeting: How is CEMA dues spent? What % of the 1.5 million dollar deficit is r/t CEMA support? On shared support items such as rent and salary, what % is CEMA’s responsibility?</p>

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	<p><u>CEMA Executive Board Training for 2007</u> Santa-Linda Moreno, PhD is available as a trainer. Her expertise is on development of mission, vision and values for an organization and on how to get there from here. Jim Potterson is available, too. His expertise is in union issues and he has provided training to CEMA previously.</p>	<p>Richard to send the Board Training Committee notes to the other members of the committee for polishing. Once complete, the notes to be sent to the two trainers to solicit input on how they can tailor a training to meet our needs.</p>
	<p><u>2007 CEMA Action Committee Assignments and Reports</u></p> <ul style="list-style-type: none"> • Political Action 	<p>July meeting cancelled.</p>
	<ul style="list-style-type: none"> • Professional Development Next event slotted for Oct/Nov 	<p>July meeting cancelled.</p>
	<ul style="list-style-type: none"> • Communications CEMAGRAM at the printer 	<p>July meeting cancelled.</p>
	<ul style="list-style-type: none"> • FPPC (Fair Political Practices Committee) 	<p>Audit of 2005 and 2006</p>
	<ul style="list-style-type: none"> • Membership Committee <i>Goals:</i> Actively recruit new members Continue 18 month mailings to non-members Focus on membership drives with incentives Work with Liaisons on recruitment Recruit Liaisons in work sites without any. 	<p>Written report submitted Membership brochure to be reviewed Eric to contact Membership Committee members to determine interest in continuing to serve.</p>
<p>VI. Announcements</p>	<p>Problem with over ordering food for board meetings.</p>	<p>Please call Rachel on the Friday before Exec Board meetings if you are unable to attend.</p>
<p>VII. Next Agenda</p>	<p>Items to carry over identified</p>	<p>Trish to prepare agenda</p>
<p>VIII. Meeting Adjournment</p>	<p>1:10 PM</p>	