

Issue	Discussion	Outcome/Recommendations
<b>Next Meeting is on July 30th, 11:00 AM 1654 The Alameda</b>		
Attendance	<p><u>Present:</u>                      Edna Esguerra, Board President                      Richard Rapacchietta, First Vice-President  <a href="#">Dolores Morales, Second Vice-President</a>                      Trish Haines, Secretary                      Amando Cablas, Member at Large  <a href="#">Eric Goodrich, Member-at-Large</a>  <u>Others present:</u>  <a href="#">Tom Starkey, Business Representative</a>  <a href="#">Randy Johnese, Business Representative</a>  <u>Absent:</u>  <a href="#">Peter Pham, Treasurer</a>  <a href="#">Hand, Member-at-Large</a>                      Mary Mitchell, Member-at-Large</p>	
I. Call to Order	President, Edna Esguerra at 11:06 AM	
II. Presentations to the Board	<p>Don Dietrich, OE3 District Representative, Public Employee Division</p> <p>The OE3 Executive Board is examining inequities in the current dues structure.                      The Public Employees Division has never complied with the dues structure bylaws.</p> <ul style="list-style-type: none"> <li>Hand-out of Current Bylaws requirements (Article VI DUES) provided.</li> </ul> <p><i>The dues shall be an amount equal to two (2) hours and thirty (30) minutes of the average wage plus the per capita tax payable to the international Union, rounded to the next highest dollar.</i></p>	<p>Per Randy's calculation:                      \$108.00                      + <u>9.00</u>                      \$117.00/mo</p>

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	<p>Construction Members of OE3 pay \$187.00/month in dues.                      OE3 benefits exclusive to the Construction Members</p> <ul style="list-style-type: none"> <li>• Hiring Hall: If a member loses his/her job, OE3 will place the employee in another position without loss of salary, benefits, vacation or sick time.</li> <li>• Training Facility</li> <li>• OE3 pension plan, including health and welfare.</li> </ul>	
	<p>Current cost breakdown for the Public Employee Division of OE3</p> <ul style="list-style-type: none"> <li>• 3.5 million dollars in revenue (dues)</li> <li>• 3.9 million dollars in costs</li> </ul> <p>Thus, the Public Employee's run approximately .5 million dollars in the red annually.</p>	
	<p>Don has been tasked with developing a dues structure change that is:</p> <ul style="list-style-type: none"> <li>• Achievable</li> <li>• Produces revenue</li> <li>• Covers costs                             <ol style="list-style-type: none"> <li>1. indirect (overhead)</li> <li>2. direct (business reps, secretary, division director, lease)</li> </ol> </li> </ul>	<p>Hand-out describing direct and indirect costs provided.</p>
	<p>Recommend Bylaws Substantial Changes                      Article VI Dues  <i>The dues shall be, effective January 1, 2008, fifty-three dollars (\$53.00) per month, adjusted upward by 1.9% each January 1<sup>st</sup> thereafter, not to exceed two (2) hours and thirty minutes (30) of the "average wage rate."</i></p>	<p>Don proposes a four-year phased in plan that is a compromise in which direct costs are covered as well as some of the indirect costs.</p>

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	OE3 membership benefits for Public Employee members: <ul style="list-style-type: none"> <li>• Full representation</li> <li>• Daily communication between Business Reps and employees</li> <li>• Mitigation of the effects of lay-off</li> <li>• Litigation on behalf of members</li> <li>• Negotiation of benefits and salary</li> <li>• Political donations and activities.</li> </ul>	Refer to <i>TALKING POINTS ABOUT JOINING CEMA</i>
III. Information and Discussion Topics	CEMA Executive Board shall meet again 07/23/07 to discuss proposed dues structure changes.	Meet at CCS 720 Empey Way San Jose, CA 95128  Trish to inform board members, poll for meeting time and prepare agenda.
IV. Meeting Adjournment	2:00 PM Thanks Tom for ordering lunch ☺	