

Issue	Discussion	Outcome/Recommendations
Next Meeting is on Oct 6th, 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 Glenn Payne, Treasurer Mark Hand, Secretary Laura Colunga, Member-at-Large Mary Mitchell, Member-at-Large Amando Cablas, Member-at-Large Tammy Henry, 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></p>	<p>arrived 11:24am</p> <p>arrived 11:10am</p> <p>arrived 11:12am</p>
I. Call to Order	Meeting called to order by Vice President at 11:07am	
II. Agenda Review and Approval	Add Santa Lynda Update	
III. Old Business	Next Dues Committee Meeting, not yet scheduled, Mark to schedule by email today, for a meeting next week.	
IV. Consent Items	<p>Review and Approval of Minutes:</p> <p>Motion to approve minutes of September 8, 2008 as written.</p>	<p>m.s.a. Moved by Henry Second by Mitchell</p> <p>All approved.</p>

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V. Action Items		
VI. Informational Discussion Topics	<p>A. CEMA Business Representatives Report</p> <p style="text-align: center;">Business Representative Report Tom Starkey</p> <p>I. Representation Issues</p> <ol style="list-style-type: none"> 1. Continuing to work on reclassification study of the Senior Emergency Planning Coordinators in OES. Awaiting response from members 2. Held Meet and Confer for and the Emergency Medical Coordinators in Public Health Proposing 8% within salary for on call function. County at 5% Meeting scheduled for 9/29/08. 3. Held Meet and Confer with members in ISD regarding new requirement to be on-call and to respond within one hour. ISD agreed to set up process to do a lot of work on lap tops and thus won't have to come in. Did not agree to proposal for compensation for the practice. 4. Assisting member in Public Health who will be issued lay-off notice before January 1 due to Federal Grant Focus change and the need for a different classification to carry out Grant responsibilities. 5. Appealed to Personnel Board a 10 day suspension for member in Procurement regarding many performance issues. 6. Continuing to discuss with members in Procurement ways to participate in team building with higher level managers. However members still are not willing to participate. 7. Held Meet and Confer with Director of Children and Family Services Re 	

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	<p>Program Improvement Plan and issues with the potential closure of the Children’s Shelter by December 2009. Met with members and will be doing another meet and confer regarding specific concern Shelter Members have.</p> <p>8. Held quarterly Court Advisory Committee Meeting. Held informal discussion with new Court Administrator.</p> <p>9. Held Meet and Confer regarding Background checks for OES for Emergency Planning Coordinator positions. County agreed that anyone who was in a position in the past and comes back to a position in OES due to layoff would not have to do the background check.. CEMA to give County letter on Broader issues of background checks.</p> <p>10. Preparing Skelly Response for proposed 5 day suspension for member in County Executive Office regarding violation of Harmonious Relations with fellow employees.</p> <p>II. Other Issues</p> <ol style="list-style-type: none"> 1. Sent out invitation for Bargaining Council Meeting on October 2 2008. 2. Wrote CEMAGRAM Articles 3. Worked on PAC activities for members to plug into for website 4. Attended PAC Meeting on 9/18/08. 	

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	<p style="text-align: center;">Business Representative Report Randy Johnese</p> <ol style="list-style-type: none"> 1. Representing a member on a sexual harassment charge. 2. Representing a member who is having problems with a higher level CEMA manager. There should be a resolution soon. 3. Attended a meeting with Michael Shehan at HHS. They are preparing for mid year budget hearings, the meetings have been pushed back to mid November. 4. Cemagram is ready for printer. 5. Website is updated. 	
	<p>B. President's Report Edna talked with EEOC and clarified that CEMA has 2 seats. We can appoint another member, it was suggested we appoint from the prior candidates, and a motion was made to appoint Jenny Howard if she is still interested.</p> <p>Discussed the conflict skills management class being piloted by the Leadership Seminar Series. The county wants a list of interested CEMA members. They are looking for 20 members. They want managers who are good with conflict management, and also ones that are weak in conflict management.</p> <p>The list provided to Tom will be just a list, and an official invitation will follow. The class will consist of two, four hours sessions.</p> <p>Edna passed around a scholarship foundation request from OE3. CEMA</p>	<p>m.s.a Moved by Hand Second by Mitchell All Approved.</p> <p>Edna to contact Jenny.</p> <p>Each board member to get names to Tom by next meeting.</p> <p>m.s.a. Moved by Rapacchietta Second by Morales</p>

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	<p>members are eligible for the OE3 scholarships. A motion was made to donate \$200 to the OE3 scholarship foundation out of the Operating Fund, Charitable contributions.</p>	<p>All approved.</p>
	<p>C. Committee Assignments and Reports</p> <p>1. Dues Committee Need to schedule a meeting</p> <p>2. Political Action Amando shared a thank you letter from the Cortese campaign for our \$500 donation.</p> <p>Tom has information to help support Cortese and Hobbs. He will give it to Randy to post on the CEMA website.</p> <p>Need to get more members involved. Richard Hobbs needs help doing precinct walking and fund raising.</p> <p>A invitation from Jim Bealle to attend his fund raiser this Thursday, September, 25th at the IBEW 332 Hall at 5:30pm. Motion to purchase 6 tickets for a total of \$300 to come out of the PAC fund.</p> <p>3. Communications Committee Website redesign should be finished. We still do not have a search option, and if any CEMA member has knowledge on how to help with this, Randy would be grateful. The Next meeting is October 16th at Noon at the CEMA office.</p> <p>4. South Bay Labor Council Mary submitted a written report.</p> <p>5. Membership Services Committee</p>	<p>Mark to send email invitation.</p> <p>m.s.a Moved by Cablas Second by Colunga All Approved.</p>

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	<p>Richard reported the first meeting was held and they discussed how to improve member services. The next meeting is October 27th.</p> <p>6. Treasurers Report Motion to move 50% of our Bank of America funds into another bank to maintain FDIC insurance.</p> <p>7. Professional Development Next meeting tomorrow, September 23rd at the CEMA office.</p> <p>8. Business Rep Replacement Committee 11 applications have been received. Don will meet with the committee on Wednesday September 24th 5:30pm at the CEMA office.</p> <p>9. Bargaining Council First meeting scheduled for October 2nd. Enborg Ln 1st floor conf. room.</p> <p>10. Elections Committee Randy will contact members and arrange first meeting asap. The bylaws provide for a very specific time line, and the committee needs to meet and set the dates.</p>	<p>m.s.a. Moved by Cablas Second by Hand All approved. Glenn to find bank with good interest rates and FDIC insurance.</p>
<p>VII. Announcements/Kudos</p>	<p>Meeting ended on time.</p>	
<p>VIII. Next Agenda</p>	<p>Santa Lynda follow up was not addressed today, and will be on next agenda.</p>	
<p>VIII. Meeting Evaluation and Adjournment</p>	<p>Adjourned at 1:02pm</p>	