

**CEMA**  
**Executive Board Meeting Minutes**  
**September 26, 2005**  
**11:00 AM to 1:00 PM**

**Members Present:** Edna Esguerra, Board President  
Sheila Stevens, Immediate Past President  
Richard Rapacchietta, First Vice-President  
Mark Hand, Second Vice-President  
Mary Mitchell, Member-at-Large  
Carole La Barbera, Member-at-Large  
Consuelo Collard, Board Secretary

**Members Absent:** Dolores Morales, Member-at-Large  
Amando Cablas, Member-at-Large

**Others Present:** Tom Starkey, Lead CEMA Business Representative  
Randy Johnese, CEMA Business Representative

**I. CALL TO ORDER**

Edna Esguerra, Board President, called the meeting to order at 11:04 AM.

**II. AGENDA REVIEW AND APPROVAL**

Executive Board members present reviewed and approved the Agenda.

**III. CONSENT ITEMS**

**A. Executive Board meeting minutes for September 12, 2005.** Consuelo reported that the September 12, 2005, meeting minutes are not ready for distribution yet.

**IV. ACTION ITEMS**

**A. Review of Executive Board Mission Statement.** Carole will re-route to all Executive Board members the proposed Executive Board Mission Statement for input. It will be discussed at the next meeting again.

**V. INFORMATIONAL DISCUSSION TOPICS**

**A. Lead Business Representative Report.** Tom Starkey reported the following:

There were 162 total attendees at the membership meetings.  
96 CEMA members signed up for the Contract Action Committee.  
30 CEMA members signed up for the Political Action Committee.  
There are currently approximately 80 site liaisons total.  
Liaisons are still needed from the Crime Lab, Parks and Recreation, and Fleet Management.

SSA, VMC, and 70 West Hedding are still weak in membership.

There is a total of 1,116 CEMA members now; no deletions have been seen, only new members signing up.

The OE3 pending applications is down to 130; SSA, VMC, and Finance have the most missing applications. A few applications were completed at the membership meetings. There is a three-month calendar in Tom's office for a visual reminder of where we are. Randy will design a survey for soliciting additional information from CEMA members. The first survey will go out to members in October and will continue to ask for members' participation in the contract negotiations process.

Tom noted that he would initiate regular meetings with 715 since their contract renewal process is similar to CEMA's and they are open to ongoing communications. It is apparent, however, that CEMA is already ahead of 715. Tom noted that health benefits would be a common concern since hardly anyone has a fully paid health benefit. Tom said he would talk with Luke soon regarding the County's organizational structure now; Ken has not yet been replaced and wants to get a better sense of where they are and will report back to the Board.

Tom said that a CEMA button would be created for using for the membership drive.

There is a SELA meeting on Tuesday evening at 5:30 PM. Tom and Edna will attend the meeting. Nick Steinmeyer from Local 715, the Senior Onsite Organizer that supervises all business representatives has also begun attending the SELA meetings. There have been some activities in the Court Chapter regarding personnel issues, as well as with HR staff at the County and with SSA Personnel.

Tom reported that there have been 15 re-classification requests submitted as a result of the CEMAGram article. Tom and Randy will meet and discuss to see what approach would be best. Everyone that contacted CEMA with re-class issues will be interviewed.

Tom reported that a member notified him that Norma Doctor Sparks spoke inappropriately at a staff meeting when she said that CEMA is weak as an organization and members should withdraw. Tom indicated he would follow-up on this to ensure that it is brought to her attention that her comments are inappropriate.

Rachel is in the process of typing up all the issues brought up at the membership meetings. These will be kept available to include in proposals for contract renewal.

Edna noted that CEMA members should be educated on an ongoing basis during the contract negotiation process on the proposals made to the County, their counter-proposals, etc.

**B. Business Representative Report.** Randy reported the following:

The CEMAGram timeline is very tight; it should be in the mail by October 15, 2005. It is going to the printer by next Monday; a draft will be emailed to Board members for review by Friday morning; and reminded everyone to help proofread it.

Randy noted that some members informed him they are receiving the CEMAGram very late. He will send a notice to members and liaisons on the day it is mailed and will ask for feedback on when members actually receive it. Any delays in delivery need to be looked into because of the cost for first class mailing for the CEMAGram. Randy reminded Board members to submit articles for the CEMAGram immediately. Randy noted he has received several reclassification calls from CEMA members and that methodology used for reclassifications will be a contract negotiation issue.

Randy reported that in an attempt to move the issue forward, he wrote a letter to Luke regarding the still pending FLSA issue; copy of the letter was sent to Pete Kutras. One

year has passed with this issue pending, and CEMA still needs clarification on the classes affected.

RNs held a meeting with all upper management and will also meet with Luke in October to discuss issues affecting CEMA members.

Randy reported he has recently worked on some discipline and demotion personnel issues. Randy represented an employee at a hearing and a decision was made to support the CEMA employee's position.

Mary Mitchell has submitted revised versions of the proposed CEMA logo and will bring ideas to present to the Board at the next meeting.

- C. President's Report.** Edna reminded Board members to review their mailbox for informational handouts. Edna asked if CEMA has a position of support for the CALPERS incumbents. Tom said that CEMA would need to be more involved and attend the CALPERS Committee meetings to be able to take positions on proposals or incumbents.

Edna reported that Blanca Alvarado is celebrating 25 years of public service at the Mexican Heritage Plaza. Each ticket costs \$125 and recommended that the Board consider approval of at least two tickets for attendance at this event. The \$250 cost would be charged to Community Support. Richard moved and Mary seconded for approval to purchase two tickets to attend the 25 years of public service celebration. The motion was approved; Edna and Sheila will attend.

Edna announced that Diane Von Merta's office appointed her citizen representative to the EEO Commission.

- D. Treasurer's Report.** Peter reported that he picked up from the Accountant two checks for Edna's signature. The Profit and Loss Statement shows a positive balance. The General Ledger includes only an estimate of the County's dues payment. The Balance Sheet shows an increase in the amount available, and Peter recommends that a portion of the checking account balance be placed in a Money Market Certificate. Richard and Mary moved and seconded that \$40,000 from the checking account be turned into a CD. The motion was approved.

- E. South Bay Labor Council Report.** Mary reported that she and Randy attended the South Bay Labor Council meeting. She distributed copies of a Labor Studies flyer listing the classes available in the Fall. There was discussion about supporting striking Sutter Hospital and CA Pacific Medical Center workers that were replaced with Louisiana displaced workers. December 10 will be the International Human Rights Day. The American Mechanics Fraternity Association (AMFA) requested support in their strike with United Airlines. AMFA was originally set-up to de-certify the Machinists' Union and now AMFA is asking for support from the Machinists' Union for the strike. There was discussion about the upcoming Hewlett Packard cuts and the impact on union members. There was discussion about a proposed Constitutional Amendment to move the Labor Council elections one year due to the AFL/CIO unions' disbandment; an election now would be contrary to the Constitution as it is written. It was noted that the SBLC's income and expense summary shows they are in deficit now – three elections in one year were not anticipated. The deficit will be covered with reserve funds.

- F. Political Action Committee Report.** Sheila noted that KUDOS should go to Tom for all his hard work, efforts, vision and leadership. The PAC budget is the proposed plan

for next year. PAC is recommending \$5,000 for the campaign to defeat Proposition 75. Local OE3 has committed \$200,000 plus \$175,000 in ads for this effort. Sheila and Richard moved and seconded for setting aside \$1,000 for mailing materials to CEMA members about voting No on Proposition 75. The motion was approved. Phone banking is now being set-up for the campaign. A schedule was passed around for CEMA Board members to sign up on October 4, 5, 6, 12, 13, 18, 19, 20 and on November 6, 7, and 8 from 5:30 to 8:30 PM. Precinct walks will take place on October 22, 29, and on November 5. Tom and Sheila recommended approval of the PAC Plan/Budget. Carole moved and Peter seconded for approval of the PAC Plan/Budget. The motion was approved.

**G. Professional Development Committee Report.** Mark reminded everyone that the Luncheon is on Wednesday at Lou's Village. Tickets for the November Luncheon will be sold at the end of this luncheon. Edna will plug the Contract Action Committee and share information about Proposition 75 during the welcoming and introduction at the luncheon.

**H. Membership Committee Report.** Laura Colunga, Dan Tobias, Jeff McDaniel, Ruth Brennan and Anne Lambert were recommended by Edna as nominees to represent the Hospital in this committee. A meeting will be scheduled with the full committee to design a campaign to be launched in November.

## **VI. ANNOUNCEMENTS/KUDOS**

The logo samples submitted by Mary Mitchell are very good. A suggestion was made to print the proposed logos in black and white to help in the decision for the final logo. Mary will provide a gray scale and forward to Randy for review by the Board at the next meeting.

## **VII. DEVELOPMENT OF AGENDA FOR NEXT MEETING**

The following items will be included in the Agenda for the next Board meeting:

- CEMA Logo Review and Discussion
- CAL-PERS Meetings and CEMA Board Attendance

## **VIII. MEETING EVALUATION**

The following comments were made about today's meeting:

- The meeting started four minutes late but ended on time;
- Discussions remained pretty much on topic;
- The Agenda items included were good;
- Only the topics needed were included in the Agenda;
- Overall, it was a very productive meeting.

## **IX. MEETING ADJOURNMENT**

As all the Agenda items had been discussed, Richard and Carole moved to adjourn the meeting. The meeting ended at 1:00 PM.

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Template: C:\Documents and Settings\Admin\Application  
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Title: CEMA  
Subject:  
Author:  
Keywords:  
Comments:  
Creation Date: 11/6/2005 4:44 PM  
Change Number: 1  
Last Saved On: 11/6/2005 6:25 PM  
Last Saved By: c paez  
Total Editing Time: 101 Minutes  
Last Printed On: 10/3/2006 10:43 AM  
As of Last Complete Printing  
Number of Pages: 4  
Number of Words: 1,622 (approx.)  
Number of Characters: 9,249 (approx.)