

Issue	Discussion	Outcome/Recommendations
Next Meeting is on Oct 20th, 11:00 AM 1654 The Alameda		
Attendance	<p><u>Present:</u> Richard Rapacchietta, First Vice-President Dolores Morales, Second Vice-President Glenn Payne, Treasurer Mark Hand, Secretary Laura Colunga, Member-at-Large Amando Cablas, 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> Edna Esguerra, Board President Mary Mitchell, Member-at-Large Tammy Henry, Member-at-Large</p>	Arrived 11:40am
I. Call to Order	Meeting called to order by Vice President at 11:05am	
II. Agenda Review and Approval	Motion to remove Information Discussion Topes, C3, C4 ,C7 and add a report on the OE3 Semi-annual membership meeting in position C4.	m.s.a. Moved by Morales Second by Colunga All approved
III. Old Business	<p>EEOC Seat assignment - Edna checking with Jenny Howard.</p> <p>Names for conflict skills management class - each member to provide names.</p> <p>Funds from BOA moved.</p>	<p>Continued to next meeting.</p> <p>Some names given to Tom during meeting, others encouraged to email Tom with names.</p> <p>In progress.</p>

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IV. Consent Items	Review and Approval of Minutes: Motion to approve minutes of October 6, 2008 with corrections.	m.s.a. Moved by Morales Second by Colunga All approved.
V. Action Items	Motion to purchase a Table at Pete's Retirement dinner.	m.s.a. Moved by Morales Second by Colunga All approved
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. Meet with members and have scheduled meeting with ESA 2. Awaiting response from ESA on the Emergency Medical Coordinators in Public Health. Proposing 8% within salary for on call function. County at 5%. 3. Represented member in the County Executive's office at a Skelly Hearing for a proposed 5 day suspension for failure to maintain harmonious working relationships. Decision is expected the week of October 6. 4. 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. 5. Held meeting with SSA Christian Griffith regarding issues our members have raised with the potential closure of the Children's Shelter by December 2009. Will Lightbourne will attend a meeting of our members to discuss their concerns. 6. Met with member at SSA IT Department regarding 	

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	<p>supervisor/subordinate issue that is continuing.</p> <p>7. Represented member in Mental Health regarding investigative meeting concerning mileage claims being inaccurate going back over 8 years.</p> <p>II. Other Issues</p> <ol style="list-style-type: none"> 1. Attended Bargaining Council Meeting on October 2 2008. 2. Worked on PAC activities for members to plug into for website 3. Attended Dues subcommittee meeting on 9/30/2008 <p style="text-align: center;">Representation Report Randy Johnese</p> <p>Representation Issues</p> <p>I am representing two managers who are facing recommended suspensions for failing to adequately supervise a subordinate who misused a county P-card. The higher level manager is facing a one week suspension. He has had his Skelly hearing and we are still waiting for a decision. The first line supervisor is facing a two day suspension which I have protested as being in violation of County policy. The skelly hearing has been held in abeyance until we can work out the policy issue. Although Brian McKenna has indicated that he will recommend that the department convert this to a letter of reprimand, we still have not heard from the department.</p> <p>I am meeting with an ASO 3 to contest ESA analysis that she should not be reclassified.</p> <p>I met with a member over several time keeping / payroll issues as well as a uniform concern. We will meet with management on these issues tomorrow (Tuesday, October 7).</p> <p>I met with a member and their director regarding the best strategy for getting their position reclassified. The director has indicated that he will</p>	

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	<p>request reclass from ESA and support it and has requested CEMA support.</p> <p>I met with OE 3's in-house counsel, Robert Jessinger, and then with OE 3's in-house counsel and our member to prepare for a Personnel Board hearing on 10/31 regarding our appeal of the members termination. Robert believes that we have a good case but it could be a long hearing due to the number of witness required to buttress a rather weak management case.</p> <p>I met with the Professional Development Committee twice and spent considerable time on a Keynote presentation for Pete Kutras' farewell luncheon. I also met with the Elections Committee and the Bargaining Council.</p> <p>CEMAGRAM The CEMAGRAM is at the printers and should be back to us later this week. I want to thank those who submitted copy and, especially, those who proof read the draft.</p>	
	<p>B. President's Report No Report</p>	
	<p>C. Committee Assignments and Reports</p> <p>1. Dues Committee Survey sub committee had a meeting. Initial questions were formed, and will be sent out to all for review.</p> <p>2. Political Action No October meeting. Next meeting will be in November. The Hobb's campaign looks good in the polls. The Cortese campaign held a fund raiser yesterday, and it was very successful. On October 18th, CEMA and OE3 will be walking for Dave Cortese at 9am.</p>	<p>Tom to email survey questions to Board for input.</p> <p>Tom to get updated phone banking information to Randy</p>

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	<p>The website will be updated with phone banking information.</p> <p>There will be a District 90 Meeting November 6th, 7:00pm in the Morgan Hill meeting hall.</p> <p>3. Communications Committee The October 16th, Noon meeting will be moved to because the Bargaining council need to have their next meeting at this time.</p> <p>4. OE3 Semi Annual Meeting Report Vince Giblen of the international announced they were endorsing Obama for President. This is the first time in 30 years to endorse a Presidential candidate.</p> <p>OE3 will be reallocating funds received from the credit card to used for members involved in disasters, crisis. The funds will be placed in an "Emergency Fund" for use to help members in need.</p> <p>5. Treasurers Report Planning to move 75K from BOA to another bank. Funds will be placed in a CD. An updated balance sheet was distributed to the Board and reviewed.</p> <p>7. Professional Development Meeting held last Thursday and Randy presented the presentation he has been working on for our CEMA PD Luncheon honoring Pete.</p> <p>8. Business Rep Replacement Committee October 14th will be all day interviews beginning at 7:00am. Board members who wish to participate are required to be present no later then 6:45am. at the CEMA Office. Follow up interviews are taking place on October 20th immediately following the regular E-Board meeting.</p>	<p>for posting on the CEMA Web site.</p> <p>Laura to send email to members, and pick a different meeting time for the October meeting.</p> <p>After interviews finished on the 14th, a list of the top 3 will be emailed to the Board.</p>

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	<p>9. Bargaining Council First meeting was held October 2nd. Enborg Ln 1st floor conf. room. Great turn out, introductions were done, and a review of what the council will be expected to do was given by Tom.</p> <p>Next meeting will focus on the Realignment process.</p> <p>10. Elections Committee Randy held first meeting with members. Dates and a timeline was formed.</p> <p>11. Santa Lynda Update Deferred till next meeting</p>	<p>Next meeting is 10/16/2008 at Enborg Lane, 1st floor conference room.</p>
<p>VII. Announcements/Kudos</p>	<p>Meeting ended early.</p> <p>Kudos to Richard for moving the meeting along.</p> <p>Kudos to Randy for the excellent PowerPoint presentation he has made to Honor Pete.</p> <p>Kudos to Dolores and the entire PD Committee for their efforts to make Pete's luncheon a success.</p>	
<p>VIII. Next Agenda</p>	<p>Items identified.</p>	
<p>VIII. Meeting Evaluation and Adjournment</p>	<p>Adjourned at 12:35pm</p>	