

Issue	Discussion	Outcome/Recommendations
<b>Next Meeting is on November 5, 11:00 AM 1654 The Alameda</b>		
Attendance	<p><u>Present:</u>                      Edna Esguerra, Board President                      Richard Rapacchietta, First Vice-President                      Dolores Morales, Second Vice-President                      Trish Haines, Secretary                      Amando Cablas, Member at Large                      Mary Mitchell, Member-at-Large                      Eric Goodrich, Member-at-Large                      Mark Hand, 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</p>	
I. Call to Order	11:08 AM by President Edna Esguerra	
II. Presentations to the Board	none	
III. Agenda Review and Approval	District 90 meeting report back moved under Political Action segment of agenda.	
IV. Consent Items	<p>A. Review and Approval of Minutes:                      Executive Board Meeting minutes from 10/01/07 reviewed and approved.</p>	No changes

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V. Action Items	None	
VI. Informational Discussion Topics	<p>A.CEMA Business Representatives Report  <u>Tom Starkey</u></p> <ol style="list-style-type: none"> <li>1. Personnel issues, including a last minute lay-off in Public Health.</li> <li>2. IBB Committee                             <ul style="list-style-type: none"> <li>• Dues Committee met and reviewed the reports Rachel received from the County regarding dues payment. Several areas of concern were identified.</li> </ul> </li> </ol>	<p>Committee to meet again, after which Tom will draft a statement regarding the information CEMA needs in the dues report. Once drafted, statement to go to Brian McKenna.</p>
	<ol style="list-style-type: none"> <li>3. The Personnel Board has clearly indicated that due process must be followed when disciplinary action is begun against a CEMA member.                             <ul style="list-style-type: none"> <li>• The CEMA contract is silent on language regarding progressive discipline and middle managers.</li> <li>• Tom identified this as a possible issue to be taken up in next round of negotiations with the County.</li> </ul> </li> </ol>	
	<p><u>Randy Johnese</u></p> <ol style="list-style-type: none"> <li>1. STO Committee report:                             <ul style="list-style-type: none"> <li>• Counter proposal is to set the maximum STO accrual at 4x the annual accrual, from 3x.</li> <li>• Another counter is to equalize annual sick leave cash out.</li> </ul> </li> </ol>	<p>Randy to contact B. McKenna to set next meeting.</p>

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	2. CEMAGRAM <ul style="list-style-type: none"> <li>• Still waiting for article submission...no kidding. Just submit an outline, Randy will write the article.</li> </ul>	Information to Randy by 10/18/07...or else!
	B. <u>President's Report</u> <ol style="list-style-type: none"> <li>1. Bank signature cards. Edna, Richard, Dolores, Trish and Peter are signatories.</li> </ol>	Edna to finalize paperwork for BOA.
	<ol style="list-style-type: none"> <li>2. Financial Status                             <ul style="list-style-type: none"> <li>• Balance sheet and ledger reviewed. Need for clarification from Donna identified regarding member/non-member designation in report.</li> <li>• 3 overdraft charges noted on balance sheet. Charges stemmed from limit being exceeded on check card. Concern expressed that limit can be exceeded, as \$1,000 limit represents the maximum amount that can be spent without Board review. Limit has a purpose and dollar amounts in excess of limit should be declined.</li> </ul> </li> </ol>	Dolores to schedule an appt. with BOA branch manager.
	<ol style="list-style-type: none"> <li>3. TOPS donation request                             <ul style="list-style-type: none"> <li>• Board reviewed a request to donate money to TOPS training. History of TOPS discussed as well as employee classes targeted for the training. Majority of CEMA members cannot access the training, and TOPS programs are to some degree a duplication of the CEMA luncheons.</li> </ul> </li> </ol>	Board declined donation request.
	C CEMA Executive Board Training for 2007 <ul style="list-style-type: none"> <li>• Difficulty in getting group together for decision making.</li> </ul>	Sub-committee to decide on trainer.
	D. 2007 CEMA Action Committee Assignments and Reports	
	Political Action <u>District 90 Mtg</u> <ul style="list-style-type: none"> <li>• 42 yes / 1 no vote for an amendment to the bylaws, including a change in dues structure</li> <li>• Lawsuit against the previous OE3 District Business Manager in progress, 300K recovered thus far.</li> </ul>	Next meeting 10/18/07

**CEMA Executive Board Meeting**

**Minutes from October 15, 2007**

Issue	Discussion	Outcome/Recommendations
	Professional Development <ul style="list-style-type: none"> <li>• Tentative speaker identified for November</li> <li>• Pete Kutras slated for 01/25/08 @ the Wyndham</li> </ul>	
	Communications <ul style="list-style-type: none"> <li>• Mark continues project to update the list of members email addresses via outlook.</li> </ul>	Next meeting 10/18/07
	So. Bay Labor Council <ul style="list-style-type: none"> <li>• Letter of appointment for delegate (Dolores) needed.</li> </ul>	Meeting this evening.
	Audit Committee	Deferred
	Ad-hoc Dues Committee <ul style="list-style-type: none"> <li>• Edna has appointed Mark Hand, Amando Cablas, Mary Mitchell, Trish Haines, and Eric Goodrich to the committee.</li> </ul>	First meeting TBA
VI. Announcements/Kudos		.
VII. Next Agenda	Items to carry over identified	
VIII. Meeting Adjournment	12:58 PM	