

Issue	Discussion	Outcome/Recommendations
<b>Next Meeting is on December 3, 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></p>	
I. Call to Order	11:09 AM by President Edna Esguerra	
II. Presentations to the Board	none	
III. Agenda Review and Approval	STO Committee added under committee reports	
IV. Consent Items	A. Review and Approval of Minutes: Executive Board Meeting minutes from 11/05/07 reviewed and approved.	Correction to page 4, Ad Hoc Committee typo corrected.

Issue	Discussion	Outcome/Recommendations
V. Action Items	A. E-Board meeting dates: <ol style="list-style-type: none"> <li>1. The proposed day and time changes for the E Board meetings were discussed.</li> <li>2. 2<sup>nd</sup> Mon. 11:00-12:45</li> <li>3. 4<sup>th</sup> Tues. 11:00-12:45</li> <li>4. January implementation</li> </ol>	Rachel to prepare schedule.
VI. Informational Discussion Topics	A.CEMA Business Representatives Report <u>Tom Starkey</u> <ol style="list-style-type: none"> <li>1. Working closely with Nancy Young, ESA layoff coordinator. Most likely scenario is that the vacancy load will absorb all CEMA individuals vulnerable to layoff.</li> </ol>	Statement to be posted on CEMA website re: CEMA's working closely with ESA on the layoff issue and directing members to contact Tom with questions.
	<u>Randy Johnese</u> <ol style="list-style-type: none"> <li>1. CEMAGRAM pending</li> </ol>	Edna to email her President's letter to the E-Board for review this afternoon.
	B. President's Report	Deferred
	C CEMA Executive Board Training for 2007 <ul style="list-style-type: none"> <li>• Sub-committee has chosen Santa Linda as the trainer.</li> <li>• The sub-committee will define the training objectives and have asked to add team building as a component.</li> <li>• Discussion occurred around postponing training until the dues issue is resolved, providing a general timeframe to the speaker, earmarking funds, and the amount of time E-Board members will be expected to be available for training.</li> <li>• Motion: The sub-committee will define the training content, team building training will be scheduled for late January and the remainder of the training for March or April, the E-Board will approve up to \$7,000 for training.</li> </ul>	Motion passed with 7 ayes and one abstention.

Issue	Discussion	Outcome/Recommendations
	D. 2007 CEMA Action Committee Assignments and Reports	
	Political Action <ul style="list-style-type: none"> <li>• Committee to revise timeline to be more consistent with political events in 2008.</li> </ul>	
	Professional Development <ul style="list-style-type: none"> <li>• Michelle Jackman tickets are on sale.</li> <li>• Pete Kutras slated for 01/25/08 @ the Wyndham</li> </ul>	
	Communications <ul style="list-style-type: none"> <li>• Discussion around columns in the CEMAGRAM. Do the columns reflect individual opinion versus E-Board opinion?</li> </ul>	
	So. Bay Labor Council	Deferred
	Audit Committee	Deferred
	Ad-hoc Dues Committee <ul style="list-style-type: none"> <li>• Committee to meet this afternoon.</li> </ul>	
	STO Committee <ul style="list-style-type: none"> <li>• Plan to defer vote on STO options until January with implementation in February.</li> <li>• Sub-committee recommends a “no” vote on the proposal.</li> <li>• Sub-committee to develop a pro and con list for members which will be posted on website.</li> <li>• Motion: Accept the report and recommendations of the sub-committee.</li> </ul>	Motion passed.
	E. Affiliation Agreement Letter <ol style="list-style-type: none"> <li>1. Letter sent to Don Dietrich October 3, 2007 stating, “Pursuant to section #25 of the Agreement, we are giving 30 days notice to open the Agreement for discussion”.</li> <li>2. Don Dietrich responded in writing November 9, 2007 “I am responding officially to the CEMA request to open the affiliation agreement. The Union will wish to discuss sections 5,6,7,11,14, and 21.”</li> <li>3. Clarification: the E-Board wishes only to discuss sections 5, 15 and 21. The E-Board does not wish to open the affiliation agreement. However, it is understood that pursuant to section #25, either party can request the opening of the affiliation agreement.</li> </ol>	Edna to call Don to clarify the E-Board’s request for discussion and follow-up with a letter officially stating that CEMA does not wish to open the affiliation agreement.

**CEMA Executive Board Meeting****Minutes from November 19, 2007**

<b>Issue</b>	<b>Discussion</b>	<b>Outcome/Recommendations</b>
VI. Announcements/Kudos		.
VII. Next Agenda	Items to carry over identified <ul style="list-style-type: none"><li>• Committee reports at the December 17, E Board meeting to be abbreviated to allow for Dues Committee meeting.</li></ul>	
VIII. Meeting Adjournment	1:20 PM	