



CEMA
Executive Board Meeting Minutes
December 5, 2005
11:00 AM to 1:00 PM

Members Present: Richard Rapacchietta, First Vice-President
Mark Hand, Second Vice-President
Peter Pham, Treasurer
Carole La Barbera, Member-at-Large
Dolores Morales, Member-at-Large
Amando Cablas, Member-at-Large
Consuelo Collard, Board Secretary

Members Absent: Edna Esguerra, Board President
Sheila Stevens, Immediate Past President
Mary Mitchell, Member-at-Large

Others Present: Tom Starkey, Lead CEMA Business Representative

I. CALL TO ORDER

- A.** Mark Hand, Second Vice-President, called the meeting to order at 11:04 AM. Richard Rapacchietta, First Vice-President joined the meeting shortly thereafter and led it to its conclusion.

II. PRESENTATION TO THE BOARD (15 Minutes)

- A.** Kurt Benfield, Director of the Public Employees Division of Local OE3, introduced himself and joined the meeting to review with CEMA Board members how Local OE3 uses dues deductions for political purposes. The issue arose as a result of discussions the Board had about the recently defeated Proposition 75. Also, the number of CEMA members opting out of supporting CEMA's political activities needed to be re-counted from the new applications that members completed when the affiliation with Local OE3 took place.

Kurt first clarified that CEMA and Local OE3 have separate By-Laws and each has a separate Political Action Committee. Whereas CEMA asks members to check a box in the application indicating they do not wish to have .25 cents of their bi-weekly dues go into the Political Action Fund, Local OE3 members must request in writing that their dues not be used for political purposes.

CEMA Board members present asked whether OE3 should ensure that the dues passed through to OE3 are not used for political purposes as requested by individual

CEMA members. Kurt indicated he had consulted with OE3's counsel who had recommended that CEMA revise its application to have members indicate how they wish the non-political funds be spent, e.g., scholarship fund, general fund. Kurt said he would review the question further and get back to the CEMA Board.

III. AGENDA REVIEW AND APPROVAL

Everyone reviewed the proposed Agenda; afterwards, Carole La Barbera and Dolores Morales moved and seconded for approval with no changes. The Agenda was approved with no changes.

IV. CONSENT ITEMS

- A. The minutes of the Executive Board meeting held on November 21, 2005, were reviewed by all present. A couple of corrections were noted: 1) on page two, second bullet from the bottom, there should be a hyphen after the word time at the end of the line; and 2) on page three, second line from the top, there should be no hyphen between in and place. Mark Hand and Amando Cablas moved and seconded for approval of the minutes as corrected. The minutes were approved as corrected.

IV. ACTION ITEMS

There were no action items for review.

V. INFORMATIONAL DISCUSSION TOPICS

- A. Lead CEMA Business Representatives' Report. Tom Starkey reported the following:
- ◆ Locals 715 and 535 sent emails asking union members to support the incumbent Charles P. Valdes in the runoff election for PERS. Tom recommended that the CEMA Board discuss what position it will take when approached by members about this type of election.
 - ◆ A copy of Public Employees News, a publication of Local OE3 was distributed to each Board member. Tom said that since the Local OE3 general newsletter is not going to CEMA members, he suggested that Board members post the Public Employees News at their respective worksites and obtain members' input to determine if there is interest in this publication.
 - ◆ A draft Membership Recruitment Plan was distributed to Board members. Tom asked the Board to review the plan and provide feedback.
 - ◆ Tom met with Luke Leung and the meeting was very encouraging. Tom suggested that the County may wish to utilize a facilitator for the upcoming contract negotiations and gave him a preview of upcoming issues.
 - ◆ Regarding the pending FLSA changes and implementation for CEMA members, Luke indicated he had to re-look at everything that was previously given to CEMA about this issue. Some changes are expected and will provide updated information to CEMA for review within two weeks.
 - ◆ The re-classification project is still pending; approximately 25 CEMA members requested to be re-classified. Tom will send out an email inviting those CEMA members to a meeting to discuss the re-classification process. Executive

management would have to agree to any re-classifications so that a request can be made to Joanne.

- ◆ The semi-annual FPPC report will be again due in January. Tom will have a draft report prepared and available for the Board's review at the first meeting in January. Tom noted that amended reports would be filed once the number of CEMA members opting out of political fund contribution is finalized.
- ◆ Tom has been working on some ongoing issues at DEBS; SSPMs feel decisions are made without their input and without being heard. Tom will call a meeting with Luke and Will Lightbourne.
- ◆ Tom is filling in for Randy while he is on vacation and anticipates that a pending disciplinary issue may come up in Randy's absence.
- ◆ At the next meeting, Tom will have a list of proposed dates for the Executive Board meetings in 2006.

B. President's Report. There was no report.

- ◆ Review of PHN Managers' Issue. Discussion of this item was tabled for the next Executive Board meeting. Tom noted that nurse re-alignment issues have been already settled; the remaining issue was the implementation date only. The CEMAGram article explains this in more detail. The same PHN issue arose before and the County disagreed then that hospital nurses and PHNs should be paid the same.

C. Political Action Committee Report. Tom reported that the Committee is meeting on Thursday this week and encouraged Board members to attend. The committee will discuss plans for the next three months, mayoral candidates' endorsement forums and other upcoming races. There is a birthday celebration for Supervisor James Beall scheduled for Wednesday, December 7, 2005. Tickets for attending the event are \$50 in the Good Friend category, \$100 in the Really Good Friend category, and \$250 in the Biggest Fan category. Sheila recommended that the Board purchase two tickets so that CEMA can have a presence at this event. Carole La Barbera moved and Mark Hand seconded that CEMA purchase two tickets at \$50 each as a portion of a potential maximum donation to James Beall's campaign. The motion was approved. Tom Starkey and Amando Cablas will attend the event.

D. South Bay Labor Council (SBLC) Meeting Report. Consuelo provided a brief report about the SBLC meeting held on November 21, 2005, from 7:00 to 8:00 PM.

- ◆ All the nominees for the 16 SBLC Board Members' seats available were approved by acclamation;
- ◆ The proposed By-Laws changes were not approved;
- ◆ There was a presentation from a representative for the San Francisco's Chapter of the International Association of Machinists and Aerospace Workers (IAMFA) regarding a request by the Aircraft Mechanics Fraternal Association (AMFA) for a stand in solidarity on the Northwest Airlines strike. A request was made of the SBLC for issuance of a statement of position regarding these unions. SBLC members present agreed and approved the issuance of a neutral statement regarding the unions and instead support the workers on both sides that are being affected by the dispute.

- ◆ Everyone was reminded that the December 19, meeting was re-scheduled for this evening, December 5, 2005.
- ◆ The Holidays Party is scheduled for December 22, 2005, and tickets are available through SBLC's member unions.
- ◆ Members present were encouraged to attend the screening of the film "The High Cost of Low Price" and to sign up for distributing leaflets outside of local Walmart stores.
- ◆ A list of the dates for 2006 meetings was distributed to everyone.
- ◆ Members were encouraged to support a Resolution to Bring the Troops Home to be presented to the Social Issues Committee of the Santa Clara County Human Relations Commission as part of the process of bringing it to the Board of Supervisors. The SBLC noted that it has already approved several resolutions for bringing the troops home.
- ◆ It was noted that some arrests had been made outside the location where Colin Powell was making an appearance and presentation.
- ◆ It was noted too that local unions look closely at the results of the local polls for the recent State elections. It appears some jurisdictions need to educate their memberships as indicated by the results of the polls particularly pertaining to Proposition 75.

Tom noted that CEMA had the most members helping with phone banking prior to the November election.

- E. Membership Committee Report. See Lead CEMA Business Representative's report above. A draft plan was distributed to Board members for input. The plan will require an economic commitment from CEMA for member-on-member recruitment. Tom will provide the Board with a more detailed account of anticipated expenses for the membership drive at the next meeting. Tom anticipates the amount will be around \$3,000 total. He has continued to work with the Liaisons for new member recruitment and the bulletin board informational displays. Additionally, printing expenses may be incurred for banners, etc., as the plan has a multi-pronged approach.
- F. PERS Run-off Election. Tom suggested that CEMA's endorsement of individual candidates for the PERS Board should be researched further and recommended that the Board assign a committee to review this issue. This item will be on the Agenda for further discussion at the next CEMA Executive Board meeting.

VI. ANNOUNCEMENTS/KUDOS

Everyone agreed that Mark Hand deserved kudos for stepping up to the plate and calling the meeting to order in a timely manner.

Everyone agreed as well that Richard Rapacchietta deserved kudos for keeping the meeting on target and on time.

VII. DEVELOPMENT OF AGENDA FOR NEXT MEETING

The following items will be on the Agenda for the next Executive Board meeting.

- ◆ Local OE3 political contributions process

- ◆ Public Employee News
- ◆ 2006 Executive Board meetings' schedule
- ◆ Public Health Nurses' Request
- ◆ CEMA - PERS Committee
- ◆ FLSA Pending Implementation
- ◆ Probation Department's Internal Affairs Procedures
- ◆ Juvenile Hall Advisory Board
- ◆ South Bay Labor Council Meeting

VIII. MEETING EVALUATION

Everyone agreed it was very good that the meeting started and ended on time.

IX. MEETING ADJOURNMENT

As all the Agenda items had been discussed, Dolores Morales and Amando Cablas moved and seconded for meeting adjournment. The meeting adjourned at 1:00 PM.

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