



# Realignment Bargaining Ready to Commence

By Randy Johnese

As part of CEMA's Contract Extension Agreement the County has agreed to bargain with CEMA over realignments. The County has also agreed that realignments will equal 1% of salary for the CEMA bargaining unit (approximately \$1.45 million).

CEMA began the realignment process by including a realignment survey in the last issue of the CEMAGRAM. This has been followed up by several membership meetings to discuss realignment and a workshop on documenting the justification for realignment.

Realignment proposals with justification arguments and documentation were due in the CEMA office. At press time we had received proposals for the following classifications:

- Director of Cardiovascular Svces
- Mgmt Analyst Program Mgr II
- Operations Mgr Family Support
- Admin Director Lab
- Admin Support Officer III
- Asst Admin Director Lab
- Senior Internal Auditor,
- Claims Mgr
- Health Care Program Analyst II
- Health Care Program Analyst Assoc
- Insurance Program Manager
- Liability Claims Adjuster III
- Ambulatory Service Manager
- Supv Legal Clerk
- Supv Medical Admitting Clrk II
- Medical Records Tech Supv
- Supv Legal Secretary I
- Supv Family Support Officer
- Asst Supv Recordable Doc Exam
- Information Systems Mgr I
- Chief Communications Disp
- Sr Communications Dispatcher
- Custodial & Grounds Supt
- Food Production Cafeteria Mgr

## Survey Enclosed

A postcard survey is enclosed with your CEMAGRAM to determine if some of the realignment money should be used for the Professional Development Fund. Please return the survey by July 15th.

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county & court

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# CEMA

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Tom Starkey

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# President's Message



By Edna Esguerra  
CEMA President

As we approach the 2<sup>nd</sup> half of the year, I would like to share with you what CEMA has accomplished, what is currently happening and what is ahead.

The CEMA Executive Board, in their wisdom last fall, voted to strengthen CEMA's affiliation with Operating Engineers Local 3 and the International Union of Operating Engineers. This move was intended to make CEMA a stronger bargaining representative by becoming a "recognized" member of the labor union community.

Through the leadership of Second Vice-President, Richard Rapacchietta, who Chaired of the Process and Procedure Advisory Committee, that committee came up with a very comprehensive set of recommendations for changes in CEMA's By-Laws. The Board will ask you to ratify this amended by laws sometime in the summer.

The Communications Committee is similarly working very hard to streamline and establish communication processes that are in line with the current technology, that are professional looking, and that are delivered to you in a timely manner.

If you go to the CEMA website ([www.sccema.org](http://www.sccema.org)) now and then, you will notice it is evolving. We are still in its infant stages of building a professional looking website, but rest assured that the Board is committed to bringing you an updated professional looking and "interactive" website. Please read the Chair of the Communications Committee, Barbara Whittingham's article in this publication for more details.

As you have already heard, Richard Hobbs, First Vice-President, continues to lead us in the negotiation of a new affiliation agreement with Local OE3. In this agreement, CEMA is steadfast in its needs to be autonomous in its internal affairs but yet desires the full support and backing of the union community.

We are also resolute in our request to play a very active role in personnel management issues related to our CEMA paid employees, our two full time business representatives and our half time secretary. For this reason, the Board asks that if you have questions or issues with any of our staff, or if you are not happy with the resolution of your case, to please let the Board know. We are looking at utilizing the resources of Local

—continued next page

*—President's Message Continued*

OE3 in the areas of printing and computer structure support so we do not spend out of pocket money for these purposes. We hope to have a more comprehensive and flexible agreement and a more accountable relationship with Local OE3 when this agreement is finalized.

Another committee that is convening and is going to be very active in the political front is the Political Action Committee. Sheila Stevens, Chair of the Political Action Committee is organizing and convening her group. A meeting is planned sometime this June. Brace up for more to come on this dynamic group.

### **What to expect in the next few months?**

Watch your mail and check the website for membership meeting dates to discuss the proposed changes to the bylaws and proposed increase in membership dues. I ask each one of you to be involved and bring your input to the Board early on. I want to urge each CEMA employee, dues paying or not, that now is the time more so than before for unity and support. We need to be together and support each other. The issue of one is the issue of all. To those who are not dues paying, I ask you to join us and be part of an evolving mid level professional organization. As you have experienced in the past, whatever your issues are, are also the issues of the whole, whatever the economic improvements the dues paying members received either through contract negotiations or realignments, you got it, too. For those who were dues paying and needed or decided to stop

being dues paying members, I ask that you reconsider in light of a commitment of a different management focus and philosophy.

I want to recognize the members of the board for their hard work and dedication. Being a member of the

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### **I want to urge each CEMA employee, dues paying or not, that now is the time more so than before for unity...**

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Board is an honor and a challenge, and of course, more work (this role is in addition to what we do as managers in our own areas). The Board had been meeting more frequently to address all the different issues at hand. The committee chairs and their members had also been meeting during early morning or after regular work hours, (in addition to the regular board meeting) to come up with a better product for you.

I want to recognize and acknowledge all of our members who took advantage of the two year service program and are retiring or who are already retired. We appreciate your years of dedicated service to the county and years of membership support to CEMA. CEMA is pleased that it was able to help make your retirement decision more enticing and pleasant. I look forward to continue working with you all. Thank you for giving me the opportunity. God Bless.

## **CEMA Scholarships Awarded**

For the past 8 years CEMA has awarded scholarships to deserving High School and College students whose parents are dues paying members of CEMA.

At the May 17, 2004 CEMA Executive Board meeting seven \$1000 checks were issued to the 2004 Scholarship winners. They are: **Chantel Stieber, Aileen Aranovsky, Gilbert Doan, Sarah Hubbard, Mark Pacheco, Erin O'Neill, and Trevor Haines.**

Several parents attended the Board meeting to celebrate their child's award. This year is the first year CEMA offered a \$1000 scholarship in honor of Keith Garvey, a past CEMA president and long time member, who died in 2003 and left a legacy of strong leadership within the Labor Community and Democratic Party within Santa Clara County. This scholarship is only to be issued to students who have worked or intend to work in public service. Congratulations to Erin O'Neill who received the first Keith Garvey Memorial Scholarship and to all others whose academic record is one to be very proud of.

# Business Representatives Report

By Tom Starkey

In the past two months your Business Representatives have handled many issues. We represented several members who had disciplinary actions proposed by the County and Court and we worked with them to prepare a "Skelly Response". Two of the disciplinary actions were appealed to the Personnel Board and the disciplinary action at the Court was appealed to Binding Arbitration. One of the proposed disciplinary actions resulted in negotiating a settlement agreement with the County that allowed the member to take advantage of the early retirement incentive.

CEMA still has reclassifications actions that have required member advocacy even though the Board of Supervisors have stopped most reclassifications. We handled a reclassification for Community Library Supervisors in which we did not reach agreement. We also have been working on a study of Mental Health Clerical Office Supervisors that we have not finalized yet. We also addressed a no cost study (no salary change) in the Department of Drug and Alcohol Services that effectively protected employees with unique qualifications from layoff and bumping. We strongly protested the action of doing reclassifications during layoff period but allowed the study to go forward due to threat of additional layoffs if the positions were not approved.

In the past few months our main focus has been of preparing members for the realignment negotiations that are occurring in July. We have also been

handling a lot of phone calls regarding the impact of layoff on our members. We are currently strongly protesting layoffs that are occurring in the Department of Corrections. We also have successfully is stopping a position elimination that was planned in the Social Service Agency.

As always we have handled several CEMA level supervisor /subordinate conflicts and have fielded many calls about members issues related to the two year Service credit and its impact on members who are considering early retirement.

At Superior Court we are currently preparing to meet with the Court regarding member concerns regarding new job descriptions that have been created and do not accurately reflect the work that is being performed. Negotiations for a successor agreement will be occurring in the late fall of this year.

## Site Liaisons still needed for several work locations

CEMA is well on its way to building our Site Liaison Program. We have over 45 work locations covered. The purpose of the program is to identify a CEMA members to be a Site Liaison for each major work location in the County and Superior Court. The Site Liaison does not act like a steward. Its main jobs are only to inform CEMA members about CEMA issues and events and to approach non members to join CEMA. They will also keep members informed about Professional Development events. The Site Liaison program will help CEMA to improve communications with members. We need your help. If your work area does not have a Site Liaison yet please contact Tom Starkey at the CEMA and sign up. Your actions will make CEMA stronger.

### Reminder: Mail in revised CEMA OE3 membership application

CEMA mailed to your home address in late May a new CEMA OE3 membership application. Included with the application is a beneficiary card that designates your beneficiary for a \$2,500 death gratuity benefit that is offered now that CEMA members are full members of the Operating Engineers Union. We cannot process you as a Operating Engineers Local 3 member until we have the revised member application and death benefit card returned. If you have not filled it out and mailed it in then you are urged to do so today. Remember that your dues are not changing by filling out this application. There is a proposal to change your dues rate (See related article on page 5) that will be voted on by members in September but until then your dues are still \$11 dollars per pay period.

## Dues Increase and by-law changes to be voted on

The CEMA Executive Board at their June 7 meeting began to finalize plans and proposals regarding a dues increase and a vote on several new and revised articles of the CEMA bylaws. Currently the Board is considering an increase of 6 to 8 dollars per pay period. The main reasons CEMA needs to increase dues is to pay the costs of the second business representative, cover the per capita payments for membership in the International Union of Operating Engineers Local 3 and South Bay Labor Council and increase the CEMA operating budget to cover costs to improve communications with the membership.

Tentatively CEMA plans to hold series of membership meetings in mid August that explains the dues and by-law changes and puts out justifications for the changes. CEMA will then distribute the dues and bylaws proposals, in late August, with detailed information on why members need to support them. Included with this information will be a ballot which members will need to return via US mail by mid September. Look for detailed information about the dues and bylaws proposals which will be included in the August CEMAGRAM.

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Director of Health Info Mgmt Svcs  
 Medical Records Assistant Director  
 Fleet Maintenance Supervisor  
 Fleet Services Coordinator  
 Rehabilitation Srv Prog Rep  
 Dir Nutrition & Food Services  
 Therapy Services Admin Mgr  
 Supv Respiratory Care Practnr  
 Chief Respiratory Care Practnr  
 Dietitian II – CEMA  
 Dir Pharmacy Svces – SCVHHS  
 Asst Dir of Pharmacy Svces  
 Diagnostic Imaging Info Sys Mgr  
 Therapy Services Program Mgr  
 Dir of Therapy Svces  
 Sr Diagnostic Img Info Sys Spc  
 Clinical Microbiologist  
 Supv Pharmacist  
 Chief Clin Neurophysiologic Tech  
 Diagnostic Imaging Info SS I  
 Dir of Diagnostic Imaging  
 Supv Diagnostic Ed Coordinator  
 Diagnostic Imaging Asst Dir  
 Patient Services Case Coordinator  
 Nrs Mgr Critical Care  
 Admin Nurse V  
 Admin Nurse II  
 Deputy Sealer Weight Measures  
 Supv Criminalist  
 Asst Crime Laboratory Dir  
 Occ Sfty Envir Compl Mgr  
 Dir of Medical Social Services  
 Sr Mgmt Analyst – U  
 Human Relations Coord III  
 Human Relations Coord II  
 Human Relations Coord I  
 Mgmt Analyst Program Mgr I  
 Senior Management Analyst  
 Assoc Mgmt Analyst B  
 Management Aide  
 Equal Opportunity Analyst II  
 Admin Support Officer II  
 Admin Support Officer I  
 Database Admin Manager  
 Coord of Programs for Disabled  
 Program Manager II

Program Manager I  
 Deputy Dir Pub Hlth Med Svces  
 Division Mgr-Clrk Of The Board  
 Business Mgr-Clrk Of The Board  
 Central Services Mgr-SS  
 Mgr of Park Maintenance Svces  
 Director of Research-Public Health  
 Senior Accountant  
 Mat Child & Adol Hlth. Div Dir  
 Equal Opportunity Officer  
 Assessment Roll Admin  
 Asst Chief Appraiser  
 Asst Chief Auditor Appraiser  
 Public Health Nurse Manager  
 Office Mgmt Coordinator  
 Supv Appraisal Data Coordinator  
 Senior Health Care Program Mgr  
 Clerical Office Supervisor  
 Supv Account Clerk II  
 Social Svces Prg Control Supv  
 Customer Support Services Mgr  
 Information Systems Mgr II  
 Sr Systems Software Engineer  
 Network Designer  
 County Networks Manager  
 Project Support Svcs Manager  
 Election Recrt & Trng Supv  
 Local Area Network Specialist  
 Asst Customer Support Srv Mgr  
 Election Services Coordinator  
 Election Division Coord  
 Dir Citizenship & Immigration Svc  
 Records Mgr Clerk of the Board  
 Mapping & I.D. Supervisor  
 Property Transfer Supv  
 Electrical Systems Supervisor  
 Supv Therapist – CCS  
 Emergency Medical Services Coord  
 Nrs Mgr Neonatal ICU  
 Park Ranger Supervisor  
 Park Maintenance Supervisor  
 Parks Interpretive Pgr Supv  
 Parks Natural Resources Pg Supv  
 Sr Healthcare Care Prog Analyst  
 Social Svces Prg Mgr III  
 Social Svces Prg Mgr I

Actual bargaining over realignments will begin in the week of June 21<sup>st</sup> and we expect to bring back a tentative agreement for ratification by July 21<sup>st</sup>.

# CEMA Restructuring Committee Proposes Changes



## CEMA Seeks to Restructure Affiliation Agreement with OE3

By Richard Hobbs

Recognizing the need for clear goals and improved structure for CEMA, one of the first items of business of CEMA in 2004 was to establish a Restructuring Committee. The Restructuring Committee has met many times in the first six months of 2004 to change the course of CEMA and restructure CEMA's affiliation agreement with Operating Engineers Local 3.

The Restructuring Committee and the Executive Board recognized that CEMA not only needed to restructure an affiliation agreement with OE3 that was out of date, but more importantly needed to renew its own organizational structure.

A key purpose of the CEMA Restructuring Committee is to restructure CEMA's affiliation agreement with Operating Engineers Local 3. Historically CEMA has been affiliated with the Operating Engineers Local 3 since 1977. This affiliation has permitted CEMA to represent the best interests of managers in Santa Clara County. The current affiliation agreement with OE3 does not include all of the positive benefits of OE3 affiliation and uses an accounting system for payment of OE3 dues that is outdated, incomplete, and unsatisfactory to both CEMA and OE3.

Full affiliation with OE3 can lead to enhancements for CEMA members in the areas of services, benefits, relationships, and empowerment.

## Preliminary Negotiations with OE3

In order to achieve full services, benefits, relationships, and empowerment for CEMA, the Restructuring Committee has met with OE3 leaders Kurt Benfield and Joe Vierra this spring with the following purposes.

1. Assure that the enumerated services, benefits, relationships, and empowerment are incorporated into a new agreement and that any dues increase will cover these costs without the "bonus" that has been paid to OE3 since 1986.
2. CEMA dues and per capita payments to OE3 need to cover the full costs of two business representatives and the related office expenses, including a .5 FTE administrative assistant. The first Business Representative was hired when CEMA had only 600 members. Now CEMA has about 1200 members and needs two business representatives on a permanent basis.
3. The autonomy of CEMA as a chapter needs to be protected and enhanced. The authority of CEMA to make decisions about issues and the candidates it recommends for political office must be clear. With respect to South Bay Labor Council issues and endorsements of candidates, CEMA's decisions should be proportionate to the per capita dues it pays.
4. The particularities of CEMA need to be taken into account in structuring the amount of per capita dues to OE3. For example, if CEMA members do not intend to utilize the OE3 credit union or intend to use it only in an ancillary way, this should be taken into consideration.
5. CEMA's business representatives are now caught in an ambiguous relationship. They serve CEMA members and the Executive Board, but report to OE3 for evaluation, salary increases, etc. It is proposed that CEMA co-evaluate CEMA's business representatives; that business representatives be evaluated regularly (eg quarterly), and that procedures be developed for the limited instances in which CEMA members have complaints about the conduct of a Business Representative.

At the May 13 CEMA Restructuring Committee meeting with the OE3 Public Sector Leader Kurt Benfield and OE3 Controller Joe Vierra, the above issues were discussed in an open, friendly, and constructive atmosphere. The ultimate signing of a new affiliation agreement this fall will depend upon the vision and will of the membership of CEMA and a vote to approve new by-laws and any necessary dues increase.

# Ninety-Two CEMA Members Take Two Year Early Retirement Incentive

As of press time, ninety-two CEMA members have indicated that they will retire during the eligibility window for the two year early retirement incentive. The early retirement incentive was part of the contract extension agreement and will reduce layoffs because some positions will not be filled and others will be filled at a lower salary than the retiring incumbent. While this creates opportunities for those retiring, it may result in an increase in duties for those left behind. Although some increase is to be expected, if your workload becomes unmanageable due to either retirements and/or layoffs, please contact your CEMA Business Representative.

None the less we want to wish all of the retirees well and we hope that they enjoy a long and happy retirement. In particular CEMA would like to extend our best

wishes to some current and past CEMA officers who are retiring at this time.

**Delia Ho** has been on the CEMA Executive Board since 1989, first as a member-at-large, then as 2<sup>nd</sup> Vice-President and finally as Secretary for eight terms. As C E M A ' s Secretary, Delia



has made the production of clear and accurate Executive Board minutes a standard (see the CEMA Website at URL <http://www.sccema.org/Default.asp?id=minutes.asp>). She will be missed by her co-workers at SSA as well as her fellow CEMA Board members.

**Richard Simon** was on the CEMA Executive Board from 1990 to 2003. He served as CEMA President in 1991-94. Richard has been active on retirement issues and has served on the Deferred Compensation Board for the past two years.

**Barbara Whittingham** was only elected to the CEMA Executive Board this year but she has jumped right in taking on the duties of Chair of the CEMA Communications Committee (see her article on page 8 in this issue of the CEMAGRAM).



All CEMA members who have put in for retirement are listed below.

Aguilar, Benjamin	Crescini, Michael	Hawthorne, Barbara	Munley, Richard	Serrano, Julie
Allen, Charles	Dominick, Clarice	Healy, Darlene	Murray, Bruce	Shall, Mary Jane
America, Kathleen	Dowell, Sharon	Hebard, Elaine	Nguyen, Hung	Sickler, Louise
Anderson, Celia	Elson, Jon	Honda, Yoshiko	Olivas, Wilfred	Simon, Stanley
Auten, Ruth Ann	Ereksen, Sue Ellen	Hubbard, Alexandria	Ota, Terra	Snaider, Marilyn
Azevedo, Richard	Fisher, Kurt	Jaimes, Adele	Pacheco, Antone	Snawder, Paul
Berry, Rosemarie	Fitzpatrick, Marylou	Jensen, Joan	Paugh, James	Soucy, Robert
Bolster, Marcia	Ford, Rada	Jones, Charles	Pavacich, Gena	Sta Maria, Edna
Bracken, Patricia	Garcia, Alberto	Kaupert, Arthur	Pavacich, Jordan	Steele, Janet
Brown, Andrewnetta	Garcia-Ganan, Pablo	Kawamoto, Adrienne	Pell, Diane	Tanous, Michael
Brown, Judy	Gatineau, Yoko	Keegan, Gwen	Porter, Robert	Trosino, James
Brown, Thad	Gilmour, Steven	Logothetti, Thomas	Pugsley, Josephine	Trujillo-Kinne, Emily
Carpenter, Michele	Gomez, Minerva	Lopez, Gail	Rea, Norma	Villagran, Gilbert
Castillo, Shirley	Guerrero, Manuel Jr.	Lopez, Michael	Rodriguez, Becky	Webb, Ann
Chew, Charles	Guzzetta, Joseph	Marks, Pamela	Rose, Karen	Whitwell, Craig
Ciak, Elaine	Hacket, Cheryl	Marsh, John	Salinas, Grace	Williams, Judy
Corona, Alice	Hancock, Hugh	McPhaill, Gordon	Santos-Vissiere, Ida	Wood, Donald
Couser, Sandramarie	Harris, Andrea	Merlino, Victor	Scardamaglia, Bette	Yoshimura, Teresa



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## Enhanced Communications Planned for CEMA Members

Barbara Whittingham  
Communications Committee Chairperson

Watch for enhancements to the **CEMA Website (www.sccema.org)** rolling out over the next several weeks and a whole new look to your **CEMAGram**, as well as a more frequent publishing schedule! The **Process Advisory Committee** submitted its final report to CEMA's Executive Board in April and jump started the Board in its planning to enhance and revitalize communications to benefit members. The revitalized Communications Committee is meeting weekly. CEMA has hired a consultant to jump start our website and make it more informative,

interactive, and user friendly. The Committee is focusing on these initial enhancements to invigorate our union and hard wire ways to help us talk with one another on a regular basis. In addition, our Executive Board plans to appoint a Website Coordinator and a Communications Coordinator. These improvements will be a major part of CEMA's new **Communications Plan** currently under development.

The Communications Plan will outline and define the communications **process** among stakeholders including

our members, potential members, CEMA business representatives, our employer and executive management, the Board of Supervisors, our new CEMA site representatives, the OE3 parent body of our union, the CEMA Communications Coordinator, and other important parties. The Plan will also govern the **content** of information flow, as well as the **timeliness** of communications.

Our aim in to improve our ability to talk with one another