



# CEMAGRAM

county & court

## County Employees Management Association

### Proposed Increase in Dues

The CEMA Executive board is proposing to increase the bi-weekly dues rate from \$11 per pay period (\$24 per month) to \$18 per pay period (\$39 per month) beginning the first pay period in October 2004. This proposal will be submitted to the CEMA membership for vote by mail ballot on or about September 7<sup>th</sup>.

### Why a Dues Increase?

The CEMA Executive Board is asking members to support a dues increase for several reasons. First, CEMA needs additional funds to pay for the second business representative. Second, CEMA has to pay per-capita

taxes to the International Union of Operating Engineers and the South Bay Labor Council. Third the Executive Board proposes to increase the CEMA operating budget to improve communications to the membership. Finally, the CEMA dues, which were and will continue to be the lowest dues in the county, have not been adjusted in four years and no longer cover CEMA's budget needs.

The CEMA Executive Board added a second Business Representative in April 2003 to improve service to the membership, to build the CEMA Liaison Program, build more member involvement with the CEMA political action program and to increase the membership to 95% paying dues. CEMA's current payments to the Operating Engineers Union only cover the cost for one business representative. The Operating Engineers Union agreed to pick up the cost of the second Business Representative until a new affiliation agreement between Local 3 and CEMA could be negotiated and a new dues rate approved by the CEMA membership.

In February 2003 the CEMA Executive Board agreed to become full members of the International Union of Operating Engineers Local 3 and the South Bay Labor Council. Keith Garvey who passed away in June of 2003 lead the CEMA Executive Board toward full membership with the Operating Engineers and the South Bay Labor Council to strengthen CEMA's political power with the Board of Supervisors. CEMA members voted in 1977 to become full members of the International Union of Operating Engineers Union but  
**Continued on page 2**

### CEMA On the Web

**The latest CEMA news, announcements of CEMA events & committee meetings, minutes of the CEMA Executive Board meetings, archive issues of the CEMAGRAM... They can all be founded at [www.sccema.org](http://www.sccema.org).**

## a look inside

**Realignment Bargaining  
Ready to Commence**  
PAGE 1

**President's Message**  
PAGE 2

**CEMA Scholarships  
Awarded**  
PAGE 3

**Business  
Representatives Report**  
PAGE 4

**Restructuring Committee  
Proposes Changes**  
PAGE 6

**Ninety-Two CEMA Members  
Take Two-Year  
Early Retirement Incentive**  
PAGE 7

**Enhanced Communications  
Planned for  
CEMA Members**  
PAGE 8

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# President's Message



by **Edna Esguerra**  
President

President's Message August 2004

I am going to share with you my thoughts on why there is a need to increase the CEMA dues.

I believe we all have seen a tremendous increase in CEMA activities and have seen some accomplishments along the way. Our two business representatives, working with their respective areas of responsibilities and yet sharing expertises with one another, have been able to devote more time to listen and respond to your concerns and issues. Tom and Randy's differences in style, knowledge and skills have been strength in the organization particularly in the representation arena. Information is getting disseminated to you in a timelier manner via the website, e-mail or the CEMAGram. We hired a consultant to help make our website more user friendly, inviting and professional looking. The different committees lead by different

Board members are meeting regularly and coming up with recommendations on how services are better delivered, how members' needs are best met, how we can strengthen our political presence at the city, county, state and federal level so we can advance CEMA's agenda, how we continue to attract new members and strengthen the organization, and have a plan to improve our methods of communications.

The saying "you get what you pay for" is a simplistic way of looking at the dues increase. We have definitely seen the positive impact of having two business representatives on the accomplishment of the organization's goals. For us to continue or to expect better service, we need to increase the dues. I ask all of you is to be open, seek answers to your concerns and vote for its ratification.

### Continued from page 1

never signed an affiliation agreement that made CEMA members of Local 3. This action will make CEMA full members of the International and Local Union but will not affect in any way CEMA's autonomy. CEMA will continue to be totally independent and able to represent the unique interests of middle managers. These actions were reported in the CEMAGRAM of April 2003.

The third reason for the dues proposal is to increase the CEMA budget to support new initiatives to improve communications that have been recommended by the Communications Committee. These recommendations involve improving the web site and CEMAGRAM and e-mail

programs and to use the CEMA Liaison program to improve communications between CEMA and the membership.

Finally, CEMA's dues are the lowest in the county and, with the proposed increase, they will continue to be the lowest (see *Dues Comparison* page X). CEMA's dues have only been increased once in the past thirty years and that was four years ago in 2000. In the mean time CEMA's costs of operation have gone up significantly such that the CEMA dues no longer cover the cost of operation. If we are to build CEMA into a stronger more powerful representative for County and Court managers, the CEMA Executive Board believes that we must increase the dues and we ask you to vote, "yes" on this proposal.

# CEMA's Agenda to Become More Powerful

A dues increase is necessary to enhance and continue to support the following initiatives that will make CEMA more powerful. It will also enable CEMA to address the vulnerability our members face as County Government continues to downsize and middle manager positions are eliminated or marginalized.

- Build the CEMA Liaison program with the goal of having a Liaison at every work location. The function of the CEMA Liaisons is to pass out CEMA information and to inform CEMA members of important CEMA events and issues as well as to communicate member issues and concerns back to the CEMA Executive Board and Staff. Also organize visibility at each work location with bulletin board program that will notify members of CEMA information.
- Increase membership through concerted effort by the two Business Representatives and the CEMA Liaisons. The goal is to increase membership to 95 percent of the bargaining unit. It is currently 72%. ??????.
- Build a strong and effective political action program within CEMA and in concert with the Operating Engineers Union District 90 Political Action Program. The goal is to move the membership's agenda forward and get a strong contract that addresses members' needs.
- Improve communications by redesigning and reinvigorating the CEMAGRAM, and the CEMA website. The goal is to have updated and accurate information available to members regarding important CEMA events.
- Build stronger relations with the South Bay Labor Council and the Operating Engineers Union to work together to advance the members interests.



# Business Representatives Report



by Tom Starkey  
Senior Business Representative

Your Business Representatives have been spending a major part of their work weeks resolving the County of Santa Clara Realignment Negotiations. Members ratified the negotiated realignments at meetings held between July 22 and July 26<sup>th</sup>. The agreement passed by a margin of 267 to 30. The realignments and differentials will be effective on August 16, 2004. Over 546 bargaining unit employees' received at least 1%. This means that over 40 percent of the bargaining unit will be receiving some wage adjust this year and all of the CEMA bargaining unit will receive 3% next year. Consult the CEMA web page

for the classifications that received adjustments.

There were 153 classifications in our initial proposal. The total amount of realignments requested was 4.5 million and as you may know we had 1.45 million to spend. We reached agreement on 140 proposals. We dropped 24 of our initial proposals and agreed to 11 proposal that we submitted by the County. There were 10 classifications who received realignments in 1999, 2002 and 2004. Those classifications were mainly at the Hospital and were classes that are hard to recruit for and have problems with salaries not being competitive with private markets. There were an additional thirteen

classes mostly from the hospital that received realignments in 2 of the 3 years.

Edna Esguerra the CEMA President, Richard Rapacchietta, Vice President, Greg Monteverde, Member at Large, and Business Representatives, Randy Johnese and Tom Starkey negotiated the agreement. The committee believes they followed the directives of the members and applied the realignment monies toward compaction, external marked recruitment and retention issues and spreading the monies to classifications, who had not received realignments in previous negotiations,

## What your dues pay for and what you get:

The following are the benefits of membership in CEMA/OE3:

- Two full time Labor Relations Professional who provide contract negotiations and representation services for the County of Santa Clara and Superior Court regarding all issues affecting your terms and conditions of employment, individual reclassification and realignment negotiations and representation in discipline and grievances, as well as consultation services regarding supervisor/subordinate
- conflict and other labor relations issues.
- Strong and aggressive representation for many members before the Personnel Board and Arbitration Hearings. CEMA/OE3 has also successfully won two major lawsuits regarding violation of the Federal labor law.
- A half time office secretary to keep track of the CEMA membership data, manage the office and support the two CEMA Business Representatives.
- Office, meeting space, phones, copier, postage and all other necessary items to run an office at a location close to the County Government Center. Specialized printing services are also available to CEMA from OE3.
- Access to the Weinberg, Roger & Rosenfeld law firm which is one of the best Public Sector Law firms in the nation for issues related to the scope of representation. This access allows CEMA, if necessary, to take protracted legal action against the employer.

## Comparison of Proposed CEMA Dues with other Employee Organizations

Below is a comparison of the proposed CEMA dues increase and dues currently paid by members of other county employee organizations.

UNION	DUESRATE STRUCTURE	WHAT DIFFERENT CLASSES PAY PER MONTH	
<b>DSA</b>	1% Base Salary \$21.80 Minimum + 38.56* = 60.36 Per Month Minimum *PORAC dues		
<b>Local 715</b>	1.4% Base Salary Per Month \$12-Minimum	Accountant III	67.16
		Buyer III	70.45
		Janitor	43.71
		Family Support Officer I	60.21
		Health Services Rep	50.55
<b>Local 535</b>	1.65% Base Salary Per Month Cap - \$86	EW Supervisor	86.00 Per Month
		Social Work Sup	86.00 Per Month
<b>Correction Peace Officers Association</b>	\$53 Per Month		
<b>Registered Nurse Assoc RNPA</b>	\$42.79 Per Month		
<b>Local 21 Engineers &amp; Architects Assoc</b>	.96% Gross Weekly Income	Capitol Projects Mgr III	81.45
		Assistant Civil Engineer	61.12
<b>Alameda County Mid Management Assoc</b>	All members pay \$33.00 Per Month *Will increase to \$35 by August		
<b>County Counsel Attorneys Association</b>	.6% of Base Salary	Attorney II - County Counsel	46.77
		Attorney IV - County Counsel	77.85
<b>CEMA Proposed</b>	\$39.00 Per Month		

## The Process Advisory Committee Recommends a Complete Overhaul of CEMA's By-Laws



by **Richard Rapacchietta**  
**2nd Vice President &**  
**Chair of the Ad Hoc Process and Procedures**  
**Committee**

In December 2003 the CEMA Executive Board established the Process Advisory Committee, in response to our member's request for increased participation, accountability, communication, and transparency for CEMA. The Process Advisory Committee was tasked with reviewing and recommending modifications to current CEMA processes and procedures. As part of this process, the CEMA Bylaws were addressed.

In March 2004, the Process Advisory Committee presented the recommended Bylaw modifications to the CEMA Executive Board. The

Board, reviewed, refined, and approved the recommended changes to the Bylaws.

The Bylaws must now be reviewed and ratified by our members. This process will occur through membership meetings and a ratification vote in August.

The Bylaws support our new vision for CEMA. A vision in which it is the purpose of CEMA, County Employees Management Association, to improve the salary, benefits, professional environment, lives of its members and to improve our

community, state, nation, and world. To this purpose, we will:

- A. Empower our members to improve the quality of their professional lives.
- B. Work to bring accountable leadership and ethical management to all levels of the organization.
- C. Fight for social justice through community alliances, electoral politics and by promoting solidarity among all working people.

**The complete text of the of the proposed changes to CEMA's By-Laws can be found at [http://www.sccema.org/Documents/bylaw\\_changes.pdf](http://www.sccema.org/Documents/bylaw_changes.pdf)**

- State and Federal lobbying and political action on legislation of interest to public employees and middle managers.
- Membership and voting rights with the South Bay Labor Council and political support from Local 3 District 90 Political action Program.
- Protections that insure CEMA remains totally autonomous and governed exclusively by the CEMA membership.
- Access to the Union Privilege Program which provides discount legal services and other benefits to AFL-CIO members.
- Death Benefit of \$2,500.00 from the Operating Engineers Union.



**CEMA members sign in at the realignment ratification vote**

**The CEMA budget with and without the proposed dues increase**

Total  
76,150

Below is the CEMA operating budget for the year of 2005. Expenses are shown below and income is shown at the current dues rate and the proposed rate. All calculations are based on 1100 members. The Executive Board believes that the proposed increase will give CEMA the resources to take the organization to a new level and to build towards getting a strong contract in 2006 when we next negotiate.

Total CEMA Expenses  
513,810

**Income**

Current Dues Rate of 11 per pay period           \$314,600  
Proposed Dues Rate of 18 per pay period           \$514,800

CEMA Operating Budget January 1 to  
December 31, 2005

**Expenses**

Member dues to Local 3 at \$24. 11 per member per month   318,300  
(covers two reps, office, half time clerical, office space and supplies)

Member dues International Union and South Bay Labor Council 119,460

**CEMA-Specific Expenses**

Accounting/Audit  
6,000  
Political Action  
7,150  
Community Organizations Support  
7,000  
Scholarships  
7,000  
Board Mtg. Expenses  
8,000  
Computer related expenses  
2,000  
Communications  
22,000  
Professional Development subsidy  
7,000  
CEMA Board & Liaison Training  
3,000  
Reserve for uncertainties  
7,000



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## Membership Meetings Scheduled

The following membership meetings have been scheduled to discuss the proposed dues increase and bylaws changes.

<p><b>Monday</b> <b>23-Aug</b> 12 noon - 1:00pm SSA Auditorium 333 W Julian Street</p>	<p><b>Tuesday</b> <b>24-Aug</b> 12 noon - 1:00 pm Berger Dr Auditorium 1555 Berger Dr, Bldg 2</p>	<p><b>Wednesday</b> <b>25-Aug</b> 12 noon - 1:00 pm Superior Court Suite 950 111 N Market Street 5:30 pm - 6:30 pm H&amp;HS CR 406 2325 Enborg</p>	<p><b>Thursday</b> <b>26-Aug</b> 12 noon - 1:00 pm 1555 Berger Dr, Bldg 2</p>	<p><b>Friday</b> <b>27-Aug</b> 12 noon - 1:00 pm Berger Dr Auditorium 100 Moffet Blvd Blue CR</p>
<p><b>30-Aug</b> 12 noon - 1:00pm Luther Burbank Center 2400 Clove Dr</p> <p>5:30 pm - 6:30 pm H&amp;HS CR 406 2325 Enborg</p>	<p><b>31-Aug</b> 12 noon - 1:00 pm SSA South County 7350 Rosana St, Gilroy</p>	<p><b>1-Sep</b> 12 noon - 1:00 pm SSA Auditorium 333 W Julian Street</p>	<p><b>2-Sep</b> 12 noon - 1:00 pm Sheriff's Auditorium 70 W Younger Street</p>	<p><b>3-Sep</b> 12 noon - 1:00 pm Sheriff's Auditorium 70 W Younger Street</p>