



County Employees Management Association

Despite 'Moratorium' Supervisors approve some reclass studies

Buried in the 2005-2006 budget is a small item for reclassification studies. The item provided contingency funds of \$130,000 for reclassification if warranted after study by ESA.

Thinking that this might represent a thaw in the Board of Supervisors' two year moratorium on reclass studies, CEMA requested a meeting with ESA to discuss this item. After two years of down sizing, CEMA has been contacted in several situations where a reclass study would be appropriate. So, we thought that this might be a useful opportunity to address some of these issues.

However, when we met with Joanne Cox and Karen Hodgkins of ESA, we learned that the pro-

posal was to study less than fifty positions in a handful of departments. There were only eleven CEMA positions on the list and they were primarily in the CEO's office.

We discovered that there was no process to determine where reclass studies might be necessary. Some departments simply got an inside track. This process seems neither rational, fair or transparent.

This lack of a rational reclassification process should be changed. To illustrate the problem, CEMA is looking for working situations caused by down sizing or reorganization where the work no longer fits the classification.

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CEMA Contract Campaign Kick-Off

See the notice on the back page.

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President's Message



by **Edna Esguerra**
President

I hope all of you are enjoying your summer. The weather has been beautiful. This is a good time to get away and recharge your batteries.

The CEMA Executive board and staff has been using this time preparing and planning for next years negotiations. This may seem a bit early but the CEMA contract has not been fully open since 1999. So, there are a lot of issues that have not been addressed for a long time and the Executive Board and staff have been working on a process that will allow all CEMA members to raise their issues in the bargaining process. We are also concerned that we lay the groundwork to put us in the best possible position to resolve those issues next year.

The plan that has been adopted by the CEMA Executive Board is outlined

in the **Business Representative's Report** on page 4. Be sure to read the plan because each of you are a key part of the plan. If we are to be successful in negotiations, each of you will need to be actively involved. Your first chance to get involved will be at the membership meeting in September (see announcement on back page). Your attendance and your participation is critical. Please plan to attend.

Another aspect of our plan is to continue building our political clout through our affiliation with Operating Engineers Local 3. So, let me suggest that a nice way to cap off a beautiful summer would be to attend the OE 3 picnic on August 28th (see announcement on page 7). You and your family can spend a day of fun in the sun and help build our relationship with OE 3 at the same time.



CEMA Executive Board reviewing plans for negotiations (clockwise from left) Carol LaBarbera, Amando Cablas, Consuelo Collard, Edna Esguerra, Mary Mitchell, Mark Hand, and CEMA Business Representative, Randy Johnese.

CEMA Professional Development Committee

LUNCHEON TRAINING PROGRAM

Presents



Dan Millman

Speaking on

Balancing life between work and home

Wednesday, September 28, 2005
Seating 11:30 am - Program 12:30 pm
Low's Village, 1465 W. San Carlos.

Menu Choices:

Grilled Chicken w/Lemon Butter

New York Steak

Penne Pasta Polodoro

Cost: \$9.00 for CEMA, ACE & 535 Sups. Others \$32.00

No take-out, Door sales or refunds

Deadline for ticket purchase: Wednesday, September 21, 2005

Purchase your ticket early - a list of ticket sellers can be found on the CEMA website at:

<http://www.sccema.org/Default.asp?id=profdev.htm>

***The next Professional Development Luncheon will be November 4th and will feature Pete Kutras
tickets will go on sale at this luncheon***

Business Representative's Report



by Tom Starkey

Senior Business Representative

The Executive Board in July adopted the contract action plan for Superior Court and the County that outlines CEMA's plans to build member involvement to get the strongest contracts possible for our membership. You can read the entire plan by going to the CEMA website.

CEMA has not negotiated a full agreement since 1999 at the County and there are many issues that need to be addressed. Some that come to mind are broad range salary issues, first day sick out of STO bank, keeping current the level of out of pocket costs for Health benefits, reclassification rights and restrictions on excessive hours worked over a normal work week.

We have new by-law requirements that call for expanded participation and we have over 60 CEMA Liaisons at many worksites to enhance communications. We have a new relationship with the Operating Engineers Union and the South Bay Labor Council which will bring additional assistance if necessary. And of course we have been expanding our Political Action Program that will be central to getting

support for our important issues we want addressed in Negotiations.

The plan involves expanded communication and interaction with the membership through the CEMA Liaison Program. We plan to do several surveys to clearly understand which issues the member's want CEMA to focus on. We also will be recruiting members to join the Contract Action Committee. This committee will be open for any member to participate who wants to assist CEMA with our political action efforts and to insure members are informed about the progress of negotiations.

Political Action efforts will be at the center of the plan and will include involvement in Board of Supervisor races and Jim Beall's effort to get elected to the state assembly. We know from our experience on the Library Measures A and B that CEMA and OE3 involvement made a real difference and has given CEMA new access to members of the Library Board of Directors. We truly played a critical role in the victory of Measure A and we will need to do the same

on Board of Supervisors elections in 2006. We plan to ask for assistance from OE3 to work together on CEMA endorsed candidates.

We will also be focused on relationship building with each member of the Board of Supervisors, the County Executive and Department Heads. We will also be working with other labor organizations and the South Bay Labor Council and will be in close communications with Local 715 to coordinate efforts where necessary.

Lastly we will be putting a concentrated focus on building the membership of CEMA and continuing to recruit Liaisons for each work location. We currently have about 73% of the bargaining unit as members of CEMA. Our goal is to move the membership in CEMA up to 80 to 85% of eligible employees paying dues. We can only be effective in advocating for the needs of our membership when all employees are unified behind one voice. In past bargaining the membership has never been above 75% and we believe that if we can get up to 85% that will send a unified message to the County Executive that they should be paying attention to the issues raised in the Negotiations process.

Our success in 2006/07 negotiations will be measured by how many members get involved to help direct CEMA toward the best contract ever.

A WORD FROM THE SUPERIOR COURT

MEMBER-AT-LARGE



by Mary Mitchell

Superior Court CEMA held a general meeting of its members on Thursday, July 21st at noon at 111 North Market St., Suite 950. There were 9 members present including myself and fellow Advisory Committee member, D'mitra Murphy.

Those of you, who took time to attend, thank you. Those of you who did not attend, I am assuming that you were either on vacation or were not notified of the meeting via e-mail. Please contact me immediately, if you were not notified by e-mail. I want to make sure that you are not out of the loop as we will start planning for negotiation for next year and it is vital that you are kept informed.

Tom Starkey gave us some time line for 2007 Negotiations Planning. We also discussed an acute need for CEMA Liaisons in each facility. We really need your help in this because we must establish a good means of communications before the negotiations begins. Please contact me if you are interested in being one. Since we are so scattered, we really need this point of contact. Thank you. We discussed the Transfer practices. It is hoped that the Superior Court will establish a standard policy on

the Transfer so it will be followed uniformly. If you would like to make an input, please contact me. I also invite any other input as to your concerns or issues that you want us to look at.

Remember, the Advisory Committee represents you and the committee needs feed back from you to make sure that we are pursuing your agenda. If you make no input, we are blindly pursuing agendas that might not be what you wished. Communications is the key to hold our group together and become a cohesive group.

The Advisory Committee will be meeting with the Execs on Tuesday, July 25, 2005. Mr. Guevara, the new Director of Human Resources has been very cooperative with us

whenever we needed stats or other items. It is hoped that this spirit of cooperation will continue and we will have a painless negotiation when the time comes.

CEMA Holds Second Annual CEMA Liaison Training

On June 23rd, twenty-nine CEMA Liaisons gathered for the Second Annual CEMA Liaison Training. The purpose of the training was to discuss the importance of communication to CEMA and the crucial role that CEMA Liaisons play in that communication.

CEMA Liaisons are not shop stewards. Instead they are an active and vital link between the CEMA membership and the Executive Board and Staff. The Liaisons distribute notices from CEMA and provide feedback to CEMA.

If you do not know the Liaison in your work place, look him or her up. If you cannot find one, maybe you should consider volunteering. Every work location needs a Liaison.



CEMA Business Representative, Tom Starkey address CEMA Liaisons at their annual training

Political Action Committee Report



By Shiela Stevens
Political Action Committee
Chair

As you may know Governor Schwannegger is behind Proposition 75 known as Pay Check Protection on the November special election. Like Proposition 226 in 1998 this measure would require all Public Employee Unions to solicit yearly permission from members to use a portion of their dues for Political Action efforts. This would severely curtail the ability of CEMA to elect candidates to office who understand the issues important to middle managers. This Proposition as well as others on the special election ballot must be defeated. We must stop Governor Schwannegger from being able to win election in 2006 because it is clear he is at war with Public Employee Unions. Defeating Proposition 75 and Governor Schwannegger is the most important battle facing Public Employee Unions in California ever. CEMA and Local 3 are making plans to insure our membership knows the importance of defeating this initiative and will be working very hard to insure our members vote.

Members may wonder why CEMA sees this as a life/death issue for the future of our ability to effectively represent the interests of our membership. You need only look to the importance of our recent involvement in the Library tax measure. If we had not been involved in that campaign at the level we did we would have seen many of our members laid off due to lack ongoing operating funds. Both CEMA and OE3 put over \$8,500 in the campaign. We would have a much harder time soliciting monies from members if Pay Check Protection passes and would not have nearly the amount of political dollars to assist with our political action efforts.

I understand that Local 3 Business Manager John Bonilla called all of the Public Employee Division staff and all District Representatives together in July to line out an aggressive plan of how Local 3 is going to work to defeat Proposition 75. We in CEMA must all be geared up to work in the Fall to get our membership aware of this

dangerous measure and insure all of our members go to the polls and vote it down, Doing so will protect our ability to elect Board of Supervisor members who understand middle management issues and will also send a clear message to Governor Schwannegger that he needs to go back to Hollywood where he belongs.

Reclass Continued from page 1

If you are in that situation, please contact the CEMA office and talk to either Tom or Randy.

We will use examples provided to CEMA to begin educating members of the Board of Supervisors about this issue in preparation for negotiations next year.



Interest Based Bargaining

In 1999 CEMA conducted negotiations, in part, by using interested based negotiation techniques. We have continued to practice some of the principals we developed during those negotiations in our current relations with the County of Santa Clara.

Interest based negotiations focus on processes that build on the interests or needs of both parties. Through building trust and seeking understanding of each others issues, Interest Based Bargaining seeks to find solutions both parties can support.

A representative from the County's Labor Relations section has indicated that they would like to continue to build on the interest based techniques we developed when we negotiate in 2006.

The Executive Board has recently reviewed the principals of Interest Based Negotiations and will bring a recommendation to continue using these techniques to the membership meeting in September. The membership will have the opportunity to accept this course or choose a more traditional form of bargaining.

The contract renewal campaign adopted by the Executive Board uses many tools to obtain the best possible contract. Among them are a strong political action effort, a more informed and organized membership and the use of Interest Based Bargaining techniques as a means to resolve some issues.

An involved and organized membership that is informed and prepared to participate will, in the end, be the most important key to a successful outcome in negotiations.



CEMA Labor Council Delegate, Conseuelo Collard (r) with Labor Council Executive Director, Phaedra Ellis-Lampkins

CEMA Delegates Sworn in at South Bay Labor Council

The CEMA Delegates to the South Bay Labor Council have taken their seats and been sworn in. The delegates are Consuelo Collard, Mary Mitchell, David Ginsborg and CEMA Business Representative Randy Johnese.

**CEMA Members are invited!
Operating Engineers Union Local 3, District 90**

16th Annual



Tickets

\$10 in advance (call CEMA)

\$12 at the Gate

Retirees & Children under 10 eat free

Sunday, August 28, 2005

10:00 am - 2:00 pm

Christmas Hill Park

Mulberry Areas

7050 Miller Avenue

Gilroy, CA 95020

Menu includes

Tri-tip, Chicken & Hot Dogs

Bounce House

&

Games for the Kids



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San Jose, CA 95126



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CEMA Membership Meetings

CEMA will hold a series of membership meetings on September 14th, 16th and 19th. The agenda will be 2006 contract negotiations. This is your first opportunity for input into both the bargaining process that we pursue and the issues that we take to the table.

It is important that all CEMA members attend one of these meetings:

	Wednesday 14th	Friday 16th	Monday 19th
LOCATION	Berger Dr Auditorium	Luther Burbank	Isaac Newton Senter
TIME	11:30 - 1:30	11:30 - 1:30 and 4pm - 6pm	11:30 - 1:30

Contract Campaign Kick-Off