



## County Employees Management Association

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# CEMAGRAM

## CEMA's Year in Review

CEMA started the year out with a very large attendance at the Professional Development Luncheon featuring Board of Supervisors Chair Jim Beall. This event was followed by CEMA's first ever Candidate Forum for all County races and the 24th Assembly District Primary in June.

Court members of CEMA overwhelmingly ratified a 3 year extension to their existing Contract..

A series of County membership meetings were also held to begin hearing member concerns regarding the upcoming contract renewal and to seek nominations for the negotiations committee.

The Executive Board of CEMA made endorsements for the two Board of Supervisor races and two elected department head races as well as the 24th Assembly District race and en-

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**OE 3 Public Employee Director Greets New CEMA Executive Board** (clockwise from center foreground) Eric Goodrich, Consuelo Collard, Richard Rapacchietta, Edna Esguerra, Mary Mitchell, Peter Pham, Don Dietrich, Dolores Morales. Not pictured: Shiela Stevens, Amando Cablas and Mark Hand

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# President's Message



by **Edna Esguerra**  
President

2006 was a busy year for CEMA with contract negotiations and a full political action agenda. We accomplished quite a bit last year also with a new contract and our first ever Political Action Fora.

The CEMA Executive Board and I were energized by the activity and the accomplishments and we look forward to a full agenda this year. In my column next time I will be talking about the Executive Board's goals for next year but for now I should mention that we are currently working with County management on updating the CEMA evaluation process.

In March and April we will tackle the Scheduled Time Off (STO) plan. Our contract provides that we meet with County management ten times dur-

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dorsed Measure A the Sales tax increase measure on the June ballot. CEMA members assisted with the Measure A as the primary campaign activity for the June election.

The membership recruitment campaign was launched with CEMA li-

ing that period in an effort to make changes to the plan that are cost neutral to both the County and CEMA members. This could be a tough task and I am sure you will be hearing more about it.

I would also like to take this opportunity to thank all of the CEMA members who have participated on CEMA committees this year: The Executive Board, the Bargaining Committee, the Professional Development Committee, The Political Action Committee, The Membership Committee, and the Communications Committee. This is where the real work gets done and it only gets done because CEMA members give of their time. Thank you, each and every one of you.

A very happy and prosperous New Year to each of you.

aisons and resulted in over 30 new members being recruited by fellow members of CEMA in preparation for the contract renewal. Over all CEMA maintained between 72 and 75% membership support throughout the year.

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# A Word From The Superior Court



by **Mary Mitchell**  
**Superior Court Member-at-Large**

Well, another year has come and gone. I saw a lot of changes happening this year. Our County CEMA members got their contract ratified resulting in our group receiving 2.5% at 55. I am sure that we will be losing some of our members in December of 2007 as the result of the increase for PERS.

I went to the CEMA Professional Development luncheon on 12/01/06 with our new member Beth Barber. The speaker, Carmine Gallo, spoke on the topic on "10 Simple Secrets of the Worlds Greatest Business Communicators. Communication in the Public Sector". Beth won Mr. Gallo's book and was able to get it autographed. She is going to let me borrow it when she is done with the book. I hope that you were able to go to this luncheon. It was quite educational.

I thought I will try to talk about fellow CEMA members in my article from time to time. This time, I would



**Jim Feenan**

like to introduce you to Jim Feenan, the supervisor at Traffic court and Volunteer Producer for Children's Theatre. Here is what he said about himself.

My name is Jim Feenan and I work for the Superior Court at San Jose Traffic Court. I was introduced to theatre in my Junior year of high school when we performed Fiddler on the Roof, I was in the orchestra and really enjoyed involved in theatre. When both my children, Anthony and Emillie became very active with Peninsula Youth Theatre I took the step to become a producer of children's theatre for the last 12 years. My past production was West Side Story where I took a different step towards acting, I loved the experience and attempt further stage acting as time permits. Past shows that I have produced include: Cats, Seussical the Musical, Wizard of Oz, Little Mermaid, Oliver, Little Princess, Joseph and the Amazing Technicolor Dreamcoat, The Hobbit, Annie, Into the Woods, Once Upon a Mattress, Guys and Dolls and Stuart Little. I really want to thank my wife, especially for her tremendous support during the rehearsal process.

There will be a general membership meeting on January 24, 2007 at noon in room 950 at 111 N Market Street. I am looking forward to seeing you all there.

I wish all of you a happy holiday and I hope that your new year will be a great one. Also, please let me know about your fellow CEMA members that have an interesting hobbies and activities. It is great to get to know each of our members.

# Business Representative's Report



by **Tom Starkey**  
**Senior Business Representative**

As we start the year 2007, I am reminded that I have worked for CEMA for thirteen years. Still, after all those years, I hear members and non-members alike say things like, “CEMA isn’t powerful” and “CEMA can’t deliver for the membership”. This perception comes from not understanding how CEMA works. Last year, I heard members express dissatisfaction with some aspects of the contract settlement. Yet, we never saw them or heard from them at the membership meetings held to finalize our contract proposals. I raise this as an example only to remind you that the members of CEMA drive this organization. When members take action to guide and shape the activities of CEMA, then we begin to see more successes. This in turn changes the perception others have of CEMA’s power.

There are many ways to get involved at some level with CEMA. One of the most important areas of involvement is to become a CEMA Liaison at your work area. Another way is to participate in the activities of the CEMA Political Action Committee, the Communications Committee, the Professional Development Committee, the Scholarship Committee or the Membership Recruitment Com-

mittee. Another way to be involved is to come to membership meetings and voice your concerns when you disagree with a direction in which CEMA is headed. Remember that CEMA is only as strong as the members who participate.

CEMA had far fewer members involved when I came here in 1994. We are steadily building more and more member involvement as evidenced by much larger participation in our 2006 contract campaign and political activities. CEMA will get even stronger as more and more members take action to participate in the many activities of CEMA.

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A workshop for those members seeking realignment of their salary was held in March with over 90 members in attendance.

The first ever 10 member bargaining committee which is the largest bargaining committee for CEMA negotiations was announced and training and negotiations preparations began for renewal of the County MOU.

A second series of membership meeting was held in May to report

to members on the Negotiations Proposals that were being submitted to the County

Negotiations began in June and over 17 sessions were held with County Management before a tentative agreement was reached in August. The members ratified the agreement overwhelmingly on August 15 2006.

The Executive Board of CEMA awarded six \$1000. Scholarships in June to High School Seniors and college age children of CEMA members.

In the Fall the Court agreed to offer the same retirement benefit to Court Employees as was offered County Employees with no changes to the salary increases that were agreed upon in the extension agreement ratified earlier in the year.

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Visit the CEMA Website

**WWW.SCEMA.ORG**

For  
**\*Late breaking news**

**\*Calendar of Events**

**\*Important documents**

# Professional Development Committee



by Dolores Morales  
2<sup>nd</sup> Vice President  
Professional Development



Professional Development Luncheon tickets on sale now for Board of Supervisors Chair, Don Gage. The luncheon will be February 23rd at the Wyndham Hotel. Seating will start at 11:30 am and the program at 12:30 pm

As the new Professional Development Committee Chair, I would like to begin by thanking Mark Hand for his leadership of the committee for the past two years and each of the committee members for their efforts.

We have a busy schedule planned for Professional Development this year and we are trying out some new ideas. Earlier this year notice went out about a joint Professional Development Training with the City of Mountain View. This type of non-luncheon training in partnership with another local government is new for us but, if it works out, we may try others.

That does not mean that we plan to abandon or cut back on the Professional Development Luncheons. In fact, we will be adding a luncheon because County Chief Executive Pete Kutras asked to be rescheduled in December. So, the line up for Professional Development Luncheons in the first half of the year is: Board of Supervisors Chair, Don Gage, February 23rd; Comedian and former Saturday Night Live Writer,

Jim Kelly, March 23rd and County Chief Executive, Pete Kutras, on a date to be announced late in May or early in June.



CEMA Liaison Training - Liaisons listen to OE 3 PE Director Don Dietrich

## CEMA Conducts Liaison Training

CEMA recently hosted their 3rd annual Liaison Training and Recognition Luncheon. In attendance were 45 of the 60 CEMA Liaisons who are the worksite contacts for CEMA. The job of the CEMA Liaisons is to recruit new members to join CEMA and to pass along news and other information and to improve communications between the membership and CEMA. The CEMA Liaison Program was developed by the 2004 Executive Board of CEMA to further involve members in making CEMA visible at each worksite. CEMA Liaisons keep the CEMA bulletin Board up to date and keep current e-mail contacts so they can pass along any electronic information that comes from CEMA.

# Political Action Committee Report



by Sheila Stevens, Chair

## Political Action Committee

As we start a new year we on the PAC Committee have already begun to plan activities and prepare for the 2008 Board of Supervisors Election. Look for the 2007-2008 PAC Plan and Work Plan that will be placed on the CEMA website after it is approved by the PAC committee in mid January 2007. Please take time to review the plan and forward any comments to Tom Starkey. Our political action successes will only happen if members participate. We as a labor organization are only as strong the members who participate to make it

strong. Once we hear from members on any changes they want in the plan it will be adopted by the CEMA executive Board.

Look for details soon about our first PAC Committee Fundraiser. We will be hosting an event in February that will feature the new 4th District Supervisor Ken Yeager. The event will be designed for members to help raise money for our PAC and also get to meet Supervisor Yeager. Look for communications from your CEMA Liaison soon..

## CEMA and County Discuss Retroactivity for FLSA Non-Exempt Managers

As part of last years contract settlement, CEMA and the County agreed that certian managers were not exempt from the Fair Labor Standards Act (FLSA) and, therefore, were eligible to overtime compensation. The necessary contract language to allow for payment of overtime was inserted into the CEMA contract.

It was also agreed that overtime eligibility should be retroactive to changes in regulations governing the administration of the FLSA. Therefore, CEMA and the County are now trying to determine how much overtime was worked by CEMA represented employees between August, 2004 and August, 2006. Employees should recieve time and one half pay for all overtime worked during that period.

CEMA has sent an email questionnaire to each of the afected mangers and some worked significant amounts of overtime during the two year period in questin. Many, however, have no documentation of overtime or can not compute their overtime because they were specifically told not to put more that eight hours a day on their time sheets. The CEMA Representatives are working with these members to calculate of document their overtime.

We hope to have this matter completely resolved by the end of June.

### Year in Review - from Page 4

CEMA hosted a Recognition and Training Luncheon for all new and current CEMA Liaisons that was attended by over 45 members .

Nominations were opened for all Executive Board seats and no office was contested so there was no election. Eric Goodrich from Parks joined the Board as a County Member at Large seat that was vacant.

It was a busy year for CEMA and the organizational foundations that was build over the past 18 moths to support the Contract renewal must be sustained and built upon so we can continue to build member involvement to make CEMA the organization you want it to be.

## Accomplishments of CEMA PAC 2005 through 2006

The CEMA PAC Committee formed in early 2005 and the first order of Business was the development of a PAC plan and Work Plan for the period of January 2005 through December 2006. . The two plans were adopted by CEMA Board in March 2005 after being circulated among the membership for comment.

In the Spring of 2005 CEMA launched a campaign to assist our members in the County Library who's jobs depended on the passage of Measure A and B. These two measures would have secured long term funding for the County Library system. Only Measure A passed which meant that existing levels of funding would be guaranteed and all CEMA positions were saved and not cut. CEMA recruited over 15 members to work on the campaign and the CEMA PAC donated \$3500 to the Campaign. Operating Engineers Local 3 donated \$5000 of in-kind printing and Offered the Morgan Hill OE3 office for phone banking as well as providing OECAT volunteers to assist with phoning.

In the Fall of 2005 worked to pass Proposition 75 which was put on the Ballot to curb the voice of Public Employee Unions,. The initiative was defeated state wide due in part to a well organized response from Public Employee Unions CEMA worked to educate the membership about the propositions and then phone called our membership urging them to vote no. We made over 800 calls and recruited over 25 members to assist

with the defeat of the proposition including getting CEMA volunteers to make phone calls at the South Bay Labor Council. CEMA donated over \$4000 and Local 3 donated over \$150,000 and assigned OE3/CEMA Business Representative Randy Johnese to assist full time with the state wide campaign.

In early 2006, CEMA organized the first ever Candidate Forums for the 24th Assembly District and First and Fourth District Supervisors Districts as well as the Assessor and District Attorney races. Questions were presented to the candidates on specific middle management related questions. Over 15 members participated and rated the candidates based on their answers to written questions. CEMA provided candidate rating sheets that were filled out by members and then were used by the PAC to make the final decisions on which candidates to endorse. CEMA also received written answers from all candidates who participated in the interviews.

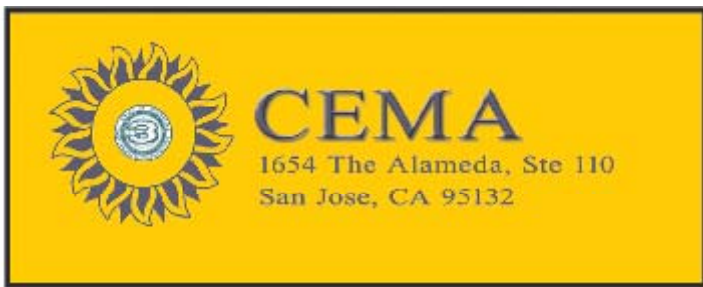
The CEMA Executive Board held one on one interviews with Ken Yeager in the 4th supervisors District and Don Gage who ran unopposed. Both were elected outright in June. Larry Stone who was dual endorsed for the Assessor won in June and Dolores Carr who was also dual endorsed went on to the General election in a run off. Measure A, which the Board of Supervisors put on the ballot in March became the main focus of the CEMA PAC for the June Primary. This measure would have increased the sales

tax by a half percent to fund County services. This became CEMA's main focus. We got OE3 to donate \$10,000 of in-kind printing and CEMA made a donation of \$4,000 to the Campaign. Over 14 members were recruited to make phone calls at the South Bay Labor Council and 18 members came to the CEMA office and phone called the CEMA membership.

The 24th Assemble District race was very important to CEMA because we needed Jim's assistance and he has been our friend and a very strong supported of our issues over time. CEMA donated over \$2,000 and OE3 District 90 PAC also donated \$4000, so the total coming from CEMA OE3 was over \$6,000. Jim won easily in the June Primary and then went on to win the seat in the November election.

CEMA can be proud of our accomplishments in 2005 -06 and will be able to build on our strong foundation with member involvement in the activities of the 2007-08 PAC plan that is being developed for your consideration now.





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### **CEMA Executive Board Re-Elected Unopposed**

CEMA's election committee, chaired by past CEMA president Shiela Stevens, has declared the candidates for CEMA Executive Board to be uncontested and, therefore, elected by 'white ballot'. This means that the members of the current CEMA Executive Board will serve another two year term. The only changes are that Park Ranger Manager, Eric Goodrich will fill the member-at-large seat vacated by the retirement of Carol La-Barbera, 2nd Vice-President Mark Hand will step down to a Member-at-Large seat and current Member-at-Large Dolores Morales will take on the duties of 2nd Vice-President.

Park Ranger Manager, Eric Goodrich, stepped forward last year to serve on the CEMA Bargaining Committee.

Election Committee Chair Stevens stated that the committee was quite happy when Eric indicated that he would run for the vacant seat. Stevens stated, "Eric brings new energy, commitment and perspective to the Executive Board. This will be good for CEMA."

Mark Hand decided to step down from the 2nd Vice-President post citing pressures on the job that were making it hard for him to fulfill the positions duties. CEMA's 2nd Vice-President is responsible for Professional Development Programs which includes chairing the Professional Development Program Committee which puts on four to five Professional Development Luncheons per year. The 2nd Vice-President co-Adminis-

ters the Professional Development Fund with the County's Director of Training Programs. Mark Hand has performed these duties diligently during his term. Now the baton will be picked up by Dolores Morales.

The members of the new CEMA Executive Board are: President, Edna Esguerra; 1st Vice-President, Richard Rapacchietta; 2nd Vice-President, Dolores Morales; Secretary, Consuelo Collard; Treasurer, Peter Pham; County Chapter Members-at-Large, Mark Hand, Amando Cablas and Eric Goodrich; Court Chapter Member-at-Large, Mary Mitchell. Shiela Stevens will continue to serve as Past President. Congratulations to all of the Executive Board members and thanks for serving.