



February 18, 2004

County Executive Pete Kutras Meets with CEMA Executive Board and Lays Out County Budget Woes

On January 12th, Pete Kutras met with the CEMA Executive Board and stated that the County's structural deficit remained at approximately \$90 million. He further stated that the Governor's proposed budget would increase the budget shortfall by as much as \$105 million.

County department heads have been instructed to prepare budgets which envision cuts of \$90 million and \$175 million. At the \$90 million level Kutras estimated that layoffs would total approximately 1200 employees.

Mr. Kutras also stated that the County was in discussions with SEIU Local 715 over an extension to Local 715's contract. Pete stated that he was preparing to request authority from the Board of Supervisors to approach other county unions to request extensions. He stated that what the County needed were two year extensions with no wage increases in the first year and very little in the second year.

Questions from CEMA board members

clarified that such an extension would make it unnecessary for the County to request benefit reductions this year. He also indicated that this was not the year to address alignment or compaction issues. Those would have to wait until the County's finances had improved.

When asked about early retirement options, Pete indicated that the door was not closed but that there were not three members of the Board of Supervisors who approved them.

CEMA County Chapter Membership Meetings

When: Monday, March 1st at 5:30 pm
Tuesday, March 2nd at 12 noon

Where: 70 W. Hedding
Issac Newton Senter Auditorium

Agenda: Contract Negotiations

Restructuring Committee Looks to the Future of CEMA

In the past year CEMA has experienced an attempt to decertify a portion of its bargaining unit, a ruling that the current level of Operating Engineers Local 3 (OE3) per capita dues does not protect CEMA from being decertified by another AFL-CIO union, the death of its President, significant changes in leadership, and the need for bylaw changes and improved communication.

The CEMA Restructuring Committee has met several times in 2004 to address these needs, strengthen the capacity of CEMA, and meet the needs of CEMA members.

The Restructuring Committee is chaired by Richard Hobbs, whose "Concept Paper for CEMA Renewal" challenges the vision and mission of CEMA to not only include improved wages and working conditions for members, but also to concern itself with the whole lives of its members and improve our community, state, nation, and world. Guiding principles to achieve these goals should include participation, accountability, communication, and transparency (PACT).

Richard states: "The broad issue before the Restructuring Committee is not the amount of per capita dues to be paid to OE3 but rather the issue of the holistic restructuring and renewal of CEMA, with principles and structures that support its vision and mission."

The CEMA Restructuring Committee recognizes that CEMA will need to consider options to become stronger to better represent its membership. Options include maintaining the status quo without any significant reorganization, fully affiliating with OE 3, and other alternatives suggested by membership.

Currently CEMA membership dues do not pay for the full cost of the services provided by the two Business Representatives hired by OE 3, do not cover per capita dues to OE3 for Article XX protection, and are not sufficient to enhance internal improvements such as improved communications with membership.

The Restructuring Committee recommends that CEMA look at its current situation as well as the full cost of needed services, benefits, empowerment, and protection. A full and thorough discussion is needed with membership before proceeding later this spring.

To join the Restructuring Committee, provide your input, or request more information contact Richard Hobbs at richhobbs@msn.com

New CEMA Executive Board

The results of the 2004 CEMA Executive Board election have been finalized. The new CEMA Executive Board for 2004 is as follows:

President – Edna Esguerra
First Vice President- Richard Hobbs
Second Vice President- Richard Rapacchietta
Secretary- Delia Ho
Treasurer- Peter Pham
County Member-at-Large- Barbara Lang
County Member-at-Large- Greg Monteverde
County Member-at-Large- Barbara Whittingham

Superior Court Member-at-Large- Steve Baron
VTA Member-at-Large- Joe Pfeiffer
Immediate Past President- Sheila Stevens

There were 387 votes cast. Thanks go out to all candidates who took an interest in serving on the CEMA Executive Board. Thank you also to the outgoing Board Members for their dedicated service to CEMA.

Pictures of the new board members and brief biographies can be found on the CEMA website: www.sccema.org

CEMA Is Looking For A Few Good Site Reps

The Site Representative Program is finally being launched. Site representatives are responsible to communicate CEMA information with members, recruit new members of their work area, and promote professional development activities. Site Representatives may act as a resource person for members but do not act as a 'steward' and are not expected to file grievances or handle disciplinary issues.

If you are interested in being a Site Representative and want to hear more, CEMA will be

hosting an informational meeting about the role of Site Representatives and the expectations of the position.

The meeting will be held on Thursday March 4th at 12:00 noon at the CEMA office. IF you can not attend the informational meeting and are interested in volunteering or want to know more about the site representative program please call Tom Starkey or Randy Johnese at the CEMA office or contact them by e-mail.

Professional Development Luncheon February 25th

The next Professional Development luncheon is scheduled for February 25, 2004 at the Wyndham Hotel on North First Street. The luncheon is scheduled from 11:30 am until 2:00 pm with the program beginning at 12:30 pm. Supervisor, **Pete McHugh**, Chair of the Board of Supervisors will speak on the topic, "State of the County: How do we get to

where we are going?"

If you are interested in becoming a ticket seller or if you know an interesting topic or speaker for our future Professional Development luncheon, please contact Richard Rapacchetta by phone at 918-7028 or email at richard.rapacchetta@isd.sccgov.org.

CEMA 2004 Scholarship Fund

Last year the County Employees Management Association offered up to six college scholarships of \$1,000 each to qualifying students. This year, CEMA will offer up to seven college scholarships of \$1,000. The seventh scholarship is offered in memory of Keith Garvey, who passed away while serving our Association as President. Keith leaves a legacy of leadership in public service labor issues, so the Keith Garvey Memorial Scholarship will be offered only to students who have worked or intend to work in public service.

Children or dependents of dues paying members who are high school seniors graduating this year or who are continuing

college may apply for scholarships. Interested parents or students may pick up application forms after February 2nd, 2004 from the CEMA office located at 1654 The Alameda, Suite 110, in San Jose.

The application and all supporting information must be returned to the CEMA office no later than 5 p.m., Friday, March 31, 2004.

If your child is not applying for a scholarship this year and you are interested in serving on the Scholarship Committee, we most welcome your participation. Please contact Greg Monteverde at (408) 299-5301 for more information.

Advisory Committee on Process and Procedure

The CEMA Executive Board has created an advisory committee on process and procedure in response to CEMA membership issues such as communication, decision-making processes, and voting procedures. The advisory committee consists of CEMA members and a CEMA business representative who have volunteered time out of their busy schedules to meet, discuss, and make improvement recommendations to the CEMA Executive Board based upon best practices.

Advisory committee members include Laura Colunga, Rich Ehman, David Ginsborg, Rita Girman, Frances Lewis Johnese, Marie Munley, Mary J. Shall, Barbara Whittingham, Steve Williams, Randy Johnese, CEMA business representative, and Richard Rapacchietta, chair. The committee has been meeting regularly since early December and is proceeding toward the goal of completing its process improvement recommendations to the CEMA Executive Board.