

June 2003

In Memoriam



Keith Garvey
1946—2003

It is with sadness and regret that we inform you that Keith Garvey, CEMA President since January, passed away on Sunday, June 1st. Prior to being elected President of CEMA, Keith held several posts in the labor movement including two terms as President of SEIU Local 715, as well as a stint with 715 as a staff representative and with the South Bay Labor Council, AFL-CIO as their COPE coordinator. Keith was very active politically and worked

on numerous political campaigns. He was the current president of the County Employees Labor Alliance (CELA). He also did extensive community service including serving on the executive boards of the Santa Clara County United Way, the county's Justice System Advisory Board and the board of Toys for Tots.

Keith was an activist president of CEMA who brought all of his experience to bear in the representation of CEMA members. Writing in an article for the January issue of the CEMAGRAM Keith stated his views simply but forcefully, "I have always believed that especially in the public sector, we really do have the opportunity to elect our bosses and that participation and voting is crucial."

Keith was very skilled at bring people together to work toward common goals and to build bridges. The CEMA Executive Board is committed to continuing to build the alliances Keith started and will continue to build CEMA's political action program in honor of his dedication to building a strong and powerful labor community.

In life Keith cast a big shadow. His passing leaves a big hole. Keith will be missed by all who knew him and by all whose lives he touched.

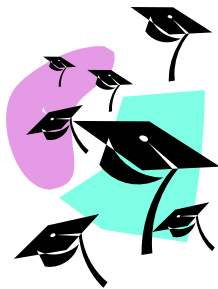
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A public celebration of the Life of Keith Garvey will be held on Saturday, June 14th at 2:00 p.m. The location will be the IBEW Hall at Almaden Road and Canoas Garden Road, San Jose.

*I dreamed I saw Joe Hill last night
 alive as you or me
 Said I but Joe
 you're ten years dead
 "I never died," said he
 "I never died," said he*

*From San Diego up to Maine,
 in every mine and mill
 Wherever men defend their rights
 It's there you'll find Joe Hill
 It's there you'll find Joe Hill*

2003 CEMA SCHOLARSHIPS AWARDED



CEMA awards scholarships to deserving high school and college student who are children of CEMA members. The original four scholarship awarded each year (two under each category) has grown to six scholarships. Additionally, the amount bestowed had also gone up from \$500 to \$1000 per student. However, the number of very deserving students applying for scholarship continues to grow year after year making the selection process a challenge for the Scholarship Committee. The CEMA Executive Board, however, has always been very responsive to this challenge. Due to the extremely high quality of applicants this year, the Board unanimously voted on endowing a seventh award.

The 2003 CEMA scholars in the high school category are **Elizabeth Howe** of Saratoga High School daughter of **Nancy Howe** from the County Library, **David Gilbert** of Del Mar

High School son of **Richard Gilbert** from the SCVMC Pathology Department, **Vanessa Villegas** of St. Genevieve High School daughter of **Virginia Bautista** of VTA, and **Rosamaria Garcia** of James Logan High School daughter of **Patrick Garcia** from the SCVMC Mental Health Department.

The 2003 CEMA scholars in the undergraduate college category are **Virginia Nee** of UC Berkeley, daughter of **Hui-Mei Nee** from the Information Systems Department, **Jennifer Leung** of UC San Diego, daughter of **Celina Chan** of the Social Services Agency and **Michael Nguyen** of UC Davis, son of **Diane Nguyen** of SCVMC Public Health.

To all 2003 CEMA Scholarship recipients and their parents, CONGRATULATIONS on an honor well deserved. We wish you success in all your future endeavors.

Representation Report

By **Randy Johnese** and **Tom Starkey**- CEMA Business Representatives

Approximately 85 members at VTA and the County of Santa Clara are currently being affected by layoffs due to the serious economic downturn in the Santa Clara Valley. To date no layoffs have been announced at the Santa Clara County Superior Court.

Over 50 members are currently being affected by layoffs at the County of Santa Clara. CEMA believes this will be the first of three lay offs that will occur over the next year. Another wave of job cuts is expected this Fall. On July 1, 2003 twelve members are eligible for in-placement and approximately ten members will be displaced to previous held classifications and thirty three will be placed in current vacancies in the same classifications.

At VTA nearly thirty-three members have

been or will be affected by layoffs. In May of 2002 ten members were identified for lay off. Only one member was actually laid off and the others were placed in vacant positions. In April sixteen CEMA members were cut due to the continued downsizing of the workforce at VTA. Twelve members were laid off and four were displaced to lower level positions or vacancies. Effective July 1, 2003 seven CEMA members are identified for lay off but due to retirements and vacancies only four members are being laid off. The VTA Board of Directors at their June 5, 2003, Board Meeting took action to defer Fall Service cuts that would have taken bus service hours back to those of the 1980's. In this action the Board directed staff to explore ways to use Measure A funds to cover the budget shortfall until a long term funding source is identified.

CEMA has been meeting with both VTA and the County to discuss the impact of these layoffs on our membership and also to explore ways to mitigate the layoffs. CEMA has pushed hard for early retirement incentives at the County but to date have not been able to get any agreement. Hopefully we will be able to negotiate single highest year retirement at VTA for which members have been pushing.

Due to the downsizing of the workforce members at the Social Services Agency, General Services, the Department of Child Support Services and Department of Mental Health have been reorganizing. These reorganizations have created issues for our membership that CEMA has been addressing through meetings with department representatives.

CEMA is currently working on the fourth year of salary reviews for VTA members. The current MOU provides yearly salary reviews to insure salaries paid by VTA are competitive with the external job market. Of the thirty-three classifications studied this year VTA is only proposing an increase for three positions.

Meetings are planned with Management to present arguments that support increases for many of our members who have been doing independent analysis and have facts to support a different salary than is being proposed by VTA.

At Superior Court, CEMA members ratified a new MOU earlier this year. The new agreement calls for a one time payment of \$1000 plus a three percent salary increase that was effective back to July 7, 2002. The second year of the agreement calls for a one percent salary increase that will be paid July 7, 2003. Approximately one half of one percent was available for salary realignments. Superior Court members overwhelmingly ratified the two year agreement.

Long Time CEMA member Jim McEntee Retires

Congratulations to **Jim McEntee** who is retiring as the Director of the Santa Clara County Office of Human Relations after 27 years of service. As a charter member of CEMA Jim has consistently participated in association activities over the years and helped to make CEMA the organization that it is. Recently Jim was honored by the South Bay Labor Council Cope Committee for his work in support of labor issues. The very best to Jim and his wife as they enjoy their retirement together.

New CEMA Staff

Since our last publication, two new staff members have joined CEMA.



Rachel Martinez accepted the position of secretary in March. She had been doing the job as a temporary employee since mid-December.

Rachel is a native of Mexico

City but moved to the United States eight years ago. She is also the mother of a five year old daughter.



Randy Johnese came on board as CEMA's second business representative on April 14th. Randy had just retired from SEIU after 27 years with Locals 535 and 250. While with Local 535, Randy represented

Santa Clara County employees during a special assignment in 1985 and 1986. With Local 250 Randy was director of the union's Emergency Medical Services Division.

At CEMA, Randy's assignments will include the Clerk of the Board's office, the Finance Agency, the County Counsel's office, ESA, the Assessor's office, GSA, DCSS, the District Attorney's office, the Public Defender's office, the Sheriff's Department, the Department of Corrections, the Probation Department, the Environmental Resources Agency and VMC. Randy will share representation at VTA with Tom.

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