

MINUTES

FIRST 2009 BOARD OF DIRECTORS MEETING CALIFORNIA STATE EMPLOYEES ASSOCIATION

**Holiday Inn Capitol Plaza Hotel, Sacramento, CA
February 7, 2009**

The meeting was called to order at 8:30 a.m. by President Dave Hart. The Pledge of Allegiance was led by Vice President Donna Snodgrass.

Members present were:

Dave Hart, President
Donna Snodgrass, Vice President
David Okumura, Secretary-Treasurer
Yvonne Walker, SEIU Local 1000 President - Excused
Patrick N. Gantt, CSUEU President
Roger Marxen, CSEA Retirees, Inc. President
Olin King, ACSS, Inc. President
Dennis Dillon, CSUEU
(Sitting in for Ronnie Grant, CSUEU Vice President for Organizing)
Lori P. Williams, CSUEU Vice President for Finance
Cora Okumura, SEIU Local 1000 Vice President and Secretary-Treasurer
Jim Hard, SEIU Local 1000 Vice President for Organizing/Representation
Harold Rose, CSEA Retirees, Inc. Chief Financial Officer/Secretary
(Sitting in for John A. Williams, CSEA Retirees, Inc. Executive Vice President)
Max Turchen, CSEA Retirees, Inc. Vice President
Frank Ruffino, ACSS, Inc. Director at Large
Arlene Espinosa, ACSS, Inc. Vice President

Headquarters office was represented by: Lee King, Janis Mickel Szichak, Rocco Paternoster, Karen Jensen, Paula McClarin, Mary Barr, Sherrie Golden, Carol Viegas, Rommel Hernandez and Jeanette Santo.

COMMUNICATIONS

David Okumura reported that there were no communications.

REPORT OF EXECUTIVE SESSION

A report was not given on the Executive Session.

READING AND APPROVAL OF THIRD 2008 BOARD OF DIRECTORS MINUTES

Approval of the minutes from the third 2008 Board of Directors meeting was adopted by general consent.

REPORT OF AGENDA COMMITTEE

Secretary-Treasurer David Okumura reported that the Agenda Committee added the following items to the agenda:

FIS 3/09/1 (Okumura) 2009 Regional Budgets

FIS 4/09/1 (Snodgrass) Dues for Special Members

B&P 19/09/1 (Hart) Election of CSEA Foundation Directors (Information Item)

B&P 11/09/1 (Snodgrass) Policy File Division 11: Association Travel Expense

B&P 18/09/1 (Snodgrass) Policy File Division 11: Association Travel Expense

GA 1/09/1 (Hart) Endorsement of EFCA

GA 2/09/1 (Hart) Endorsement of John Burton for Chair of California Democratic Party

The Agenda Committee withdrew the following two items from the agenda for more research and further review:

FIS 1/09/1 (Okumura) CSEA Retiree Health Benefit Plan

B&P 4/09/1 (Snodgrass) Article IX: Affiliated Organizations

The Agenda Committee added the following items to the consent calendar:

B&P 2/09/1 Article IV: Governance, Section 7. Officer Representation Training

B&P 6/09/1 Division 5: Relations With State Boards and Commissions

B&P 7/09/1 Policy File Division 1: Policy-Making Procedures, Section 103.00
Policy File Structure

B&P 8/09/1 Policy File Division 3: General Council, Section 301.04

B&P 12/09/1 Policy File Division 16: Representation & Affirmative Action

B&P 14/09/1 Policy File Division 18: Legislation and Political Action

B&P 16/09/1 Affirmation of Board Action (IRS Form 990)

B&P 17/09/1 Strategic Plan

B&P 18/09/1 Policy File Division 11: Association Travel Expense

FIS 2/09/1 Affirmation of Board Action – Use of Budget Reserves for
Database/Accounting Platform Upgrade

FIS 4/09/1 Dues for Special Members
GA 2/09/1 Endorsement of John Burton for Chair of CA Democratic Party

The Board of Directors adopted the consent calendar by general consent.

REPORT OF PRESIDENT

President Hart reported that there was a new board member from ACSS, Chapter 503, Arlene Espinosa and announced that she was the new Vice President for ACSS. President Hart took a moment to swear Arlene in and he congratulated her.

Mr. Hart commented on the status of Mr. John Williams from the CSEA Retirees, Inc., and said John was doing much better and understands that he is planning on being at the Retirees' quarterly meeting two weeks from now in San Diego. Mr. Hart wished John the best in his recovery.

Hart stated that we were here to facilitate the coalition of the affiliates and implement B&P 8 and discussed some of the highlights as followed:

Restructured the board based on the incorporated, affiliate structure; and,
Increases the autonomy of the affiliates to manage their staff and financial resources

Provides a process to settle disputes between affiliates and CSEA

Allows CSEA CFO to maintain up to six-months of operating reserves to finance operations

Allows each affiliate to establish and operate respective PAC funds

Transfers UAW negotiation responsibility to elected officials of the affiliates

Expedites rollover of memberships and extends associate and special membership status to non-affiliated state employees

Expands marketing of printing and other business services beyond the Association affiliates and creation of new subsidiary business services.

President Hart announced that on the business agenda today was an item to formally adopt the Strategic Plan for CSEA. Copies were included in the board packet for the audience. Mr. Hart gave a special note of recognition to the entire Executive Team and especially to Lee King, General Manager and Janis Mickel Szichak, Director of Organizational Development for their special collaboration and teamwork.

Mr. Hart reported that the B&P Committee has worked very hard on bringing out of date Policy File and conflicting Bylaws language to resolution with the B&P 8/07 language. The CSEA Board have attended meetings in off-site sessions to come to consensus, wherever possible on how we as an Association of affiliates can take maximum advantage of Central Support services while focusing on their affiliate programs. President Hart further stated that the B&P Committee was not part of those off-site meetings. Mr. Hart mentioned that Marilyn Ferrasci, committee chair, had set aside time for the board members from all affiliates to address the committee so that they had

confidence that their recommendations were on track. President Hart thanked Marilyn for following up continuously and helping to get things right early on in the process.

President Hart reported that the Governmental Affairs Committee has really become the entire Board of Directors and that they're collectively coming to terms with how to be effective in the Legislature, if not with the Governor.

Hart commented that Sherrie Golden, Manager for Government Affairs services would speak in more detail about a new Coalition that CSEA has joined.

President Hart reported that the process for getting involved was informal, but consultative. The call to form the coalition on a fair budget originated with the Labor Coalition group that meets weekly and is hosted by Dave Low of CSEA (Schools). Hart explained that it's a group of public and private sector unions active in Legislative lobbying. Hart stated that one of the most important elements of this coalition was to prevent the Legislature and Governor from including non-budget related issues like eliminating meal breaks from being a part of the budget bill. Mr. Hart further explained that big business interests are using this budget crisis to get goodies for themselves that have very little or nothing to do with solving the short or long-term problems with the state budget. Dave announced that Sherrie Golden would share details on the coalition later and can provide materials to anyone who wanted to know more.

Mr. Hart stated that he would like to come back to the process for how CSEA joined this coalition. Hart said that the process was consultative and it really took no time at all for him to contact all four affiliates and determine that it was something they all wanted to be involved in. Hart explained that Local 1000 will exercise their voice through membership by the SEIU State Council. ACSS, CSUEU and CSEA Retirees, Inc. all strongly support the work of the coalition but will exercise their voice through the CSEA PAC (CMAC). This was an example of how the affiliates have the flexibility to be part of both CSEA and have their own political voice when they decide it is to their advantage to do so. Mr. Hart also pointed out that if even one affiliate was opposed to membership in the coalition, then CSEA and CMAC would not join.

Lastly, President Hart closed by stating that he was going to defer to our affiliates to report on the specifics of the Governor's furloughs and other Legislative actions and the implications to the members. Mr. Hart commented that his first-hand observation in the last week when he and Sherrie Golden were visiting friends at the Capitol, that it was the most extreme and adverse political situation facing our members in his lifetime. The good and bad news Hart explained was that we would have plenty of opportunities to work together in the coming months and years with increasing attacks on active and retired members, their benefits and all levels of public service. Hart ended his report by stating that all of us are going to need each other like never before.

REPORT OF VICE PRESIDENT

Donna Snodgrass reported that Marilyn Ferrasci, chairman of the B&P Committee has worked very hard on cleaning up the B&P language and thanked Marilyn for her dedication and hard work.

Snodgrass stated that the CSEA Foundation has held three meetings and was gearing up for more fund raisers. Donna explained that there was an audit report being prepared

that shows what's been going on and announced that the balance for fundraising was \$60,000. Snodgrass reported that there were twenty-two applications received for scholarships and that they'll be reviewing them very soon and stated that the deadline is coming up in March. Donna reported that the foundation has raised a total of \$733 in raffle sales at \$1.00 per ticket and was very pleased with raffle sales. Donna stated that there will be more fundraisers and raffle ticket sales at the Women's Conference held in March.

VP Snodgrass announced that the Women's Conference will be held on March 27, 28 and 29th and said that there would be more fundraisers and raffle ticket sales at the conference. Snodgrass gave an update on what will take place at the Women's Conference and stated that the logo for the conference was "Reaching New Heights Together". Donna commented that one of the fundraisers would be to have an image or logo printed onto chocolate. She explained that a photo could be brought or scanned and put onto the chocolate or that a logo could be printed on the piece of chocolate. Donna showed different samples of pictures and logos that were put on the chocolate.

Snodgrass reported that John Garamendi would speak at the Women's Conference on Friday March 27th at the cocktail reception. She also stated that there would be four workshops held at the Women's Conference on Saturday March 28th and a fashion show would also take place. The four workshops that will take place are; Women's Financial Planning, Raising the Bar, Technology Today and Women's Leadership.

Lastly, Snodgrass stated that there would be a big raffle give away at the 2009 General Council and that has several prizes being added to a big bag. Ms. Snodgrass mentioned a few items that were already in the bag and also showed the bag to the audience. Snodgrass announced that anyone who would like to donate to the bag may do so. She closed by thanking Sherrie Golden, and Dina-Marie, staff assigned for the Women's Conference for all their hard work and dedication to this conference.

REPORT OF SECRETARY-TREASURER

David Okumura reported on the financial highlights and per the latest financial statements, net central support costs to the four affiliates are projected to be approximately \$453,000 less than budget for the year ending December 31, 2008. Okumura stated that the figures were based on the preliminary December 2008 financials and expects the savings to decline as more invoices are received that's related to 2008, and still needs to be accrued. Okumura expects central support operations to be under budget by at least \$250,000 by the time the books close. David stated that the budget savings were primarily related to savings from labor overhead, outside consultants, insurance, travel and union leave.

Okumura further reported that the print shop is expected to close out 2008 with a loss of approximately \$889,000. The large loss being reported was due to over \$977,000 in equipment purchases that occurred during 2008 as expansion and modernization was needed to maximize the capabilities of the print shop. Okumura stated that ignoring these capital expenditures, the print shop would have had an operating profit of

approximately \$88,000 for budget purposes, these capital expenditures were treated as an expense for 2008, although they will have a useful life of many years into the future. Mr. Okumura implemented that it's important to note that the loss is not passed onto the affiliates, but rather is financed through the existing reserves built up by the print shop from prior years operating profits and also operating loans extended by three of the affiliates.

Lastly, Okumura reported that Member Benefits Department is projected to realize a profit of \$217,000 for 2008 and noted that this was a significant achievement for this department in that its combined profit for the previous two years only amounted to \$83,000.

REPORT OF GENERAL MANAGER/DIRECTOR OF ORGANIZATIONAL DEVELOPMENT

Lee King reported that the fourth floor Golden Poppy Conference Room has a strategic planning banner that is hung up on the wall and that the management staff meets every Tuesday for their meetings. The plan is to increase customer service to the affiliates, members and other public employee groups. King committed that he welcomed and support with contacts that anyone may have. King reported that the Strategic Plan & customer surveys are being prepared. The goal this year is to produce the January and February statements.

Mr. King commented on the completion of the fourth floor bathroom, which now meets the ADA requirements. In the past, there have been significant heating problems with the building and that HVAC system is nearing completion. King stated that Janis Mickel Szichak will show a slide show presentation of achievements over the past year.

King reported that health premiums were renewed in January 2009 and was glad to report that the premium rates went up only by 1/8%. Lee stated that in five years we've doubled what the costs for premiums was. King was happy to report that a letter from Kaiser Medical Group was received and that there will be a \$68,000 rebate per year.

King encouraged everyone to visit the print shop and stated that there was a gross profit in sales of 20% in 2008. He stated that the goal is to increase outside sales by 50%. Lee acknowledged Rommel Hernandez for his hard work.

Mr. King commented that the Benefits Department had \$83,000 in total profits and acknowledged Kay Thomas for this improvement.

Lastly, King acknowledged Karen Jensen and thanked her for all her hard work in setting up all the meetings and board meetings.

Janis Mickel Szichak gave a detailed presentation on the progress that's been made with CSEA. She talked about the history of CSEA and the reasons for needing changes in the building and updated technology. Janis discussed the lack of trust between the affiliates that once was a problem and how they've now come to a consensus and have reached a vision which gave the staff and Executive Team clear direction to develop a Strategic Plan for the future.

Mrs. Mickel Szichak stated the following goals that have been set:

#1 Goal – Improve customer service

#2 Goal – Increase the use of existing services

#3 Goal – to look beyond the immediate and plan how to expand our services beyond the current four affiliates.

She spoke further about all of the initial steps that have been taken to reach our goals, as well as some of the bigger goals for the future.

Lastly, she closed her presentation by showing that CSEA has taken the first steps toward designing our future, pictures from the Strategic Planning Sessions were shown; The newly renovated restrooms on the fourth floor, the third floor directory, and the newly purchased Heidelberg Printing Press for the Print Shop.

REPORT OF AFFILIATE ADMINISTRATORS

CSUEU

The Budget: We continue to deal with the impact and uncertainty of the 2008-09 state budget process.

For 2008-09, the Governor and legislature have taken actions that would reduce CSU's budget *mid-year* by nearly \$100 million. This means that total cuts for CSU for 2008-09 are \$313 million compared to CSU's workload needs under the Higher Education Compact.

Now the Governor has proposed a 2009-10 budget that falls \$217 million below workload needs and falls at least \$15.8 million below what the university needs just to cover its current costs and mandatory cost increases. If this budget proposal is adopted, CSU will face funding shortfalls despite a proposed 10 percent increase in student fee rates. All of this comes on top of \$500 million in cuts from 2002 to 2005.

The CSU as we know it cannot survive these slash-and-burn tactics. These cuts are imposed on annualized base funding that allows for program growth, meeting enrollment demand, and filling staff positions--all to serve the educational mission of the CSU. The impact of all those previous budget cuts, the current and future cuts has a compounding effect which does grave harm to California, its students and its future.

A soft hiring freeze is already in effect across all 23 CSU campuses. Anecdotal evidence indicates that budget cuts are having such additional impacts as increased workload, elimination of some temporary positions, and slower hiring of CSUEU-represented positions.

At CSU San Marcos, for instance, a Spanish-language center was recently closed due to budget problems, with employees shifted to equivalent positions across the campus; we don't expect such non-layoff resolutions as center closures proliferate. At CSU East Bay, CSUEU recently intervened to prevent the closure of a motor pool that would have led to reassignments or layoffs of employees. At Humboldt State, the number of CSUEU-represented job openings has seen a six-fold decrease over the last few months. CSU Stanislaus is reportedly seeing a gradual elimination of temporary positions. Sonoma

State is holding town hall meetings to discuss looming restructuring of existing units that could ultimately lead to staff downsizing.

Alliance for the CSU: We're proud of the work we have done as a key member of the Alliance for the CSU, a coalition of groups interested in maintaining the quality of education and access to education provided by the CSU. It is made up of faculty and staff unions, students, community groups and the CSU itself.

The coalition has delivered tens of thousands of messages to legislators and the governor in support of CSU funding, and it continues to rally its members on behalf of strong CSU funding in the face of the developments outlined above.

Bargaining

For FY 2008-09, CSU has notified us that the university cannot fund our current contract. Our bargained-for raises were not funded by the legislature or the Governor. This has triggered ongoing reopener discussions.

Our current contract expires in June, 2009. We continue to gear up for a contract campaign for full contract bargaining, and, as part of that process, we have just sunshined our full contract proposal. Submitted to the Chancellor's Office on January 27, it contains the following key provisions:

- Reclassification Appeal Process
- Uniform Employee Evaluation Form
- Recognition for supervising students
- Increased vacation accrual rates and caps
- Campus closure protections
- Reasonable limit on exempt employee workload
- Salary increases, if sufficient funds are allocated in the state budget
- ATO during emergencies
- Clarification that CSUEU-represented employees have preference over outside applicants

Elections: Our processes are underway for three elections this year: GC delegates, statewide officers, and chapter officers. We've already received 54 nominations for GC delegates and project a total of approximately 86 delegates plus alternates and four statewide officers.

Meanwhile, representatives of our Communications Committee have been taking an active part in GC communications planning meetings over the last three months.

Membership: We continue to grow our membership in spite of state budget challenges. We currently have an all-time high 59.2 percent membership system wide.

Resources for Activists: We are testing and hope soon to roll out a chapter-oriented email system that will allow all of our chapters to utilize a CSUEU-provided server to host their email lists, freeing them from their current use of either employer or personal computers for chapter email lists. This new arrangement has many additional benefits, chief among them being conformity of email systems across all chapters and a greatly enhanced ability to send out statewide email blasts.

We are aiming for a late March launch of an “extranet” for our activists. Called The Activist, it will be a password-protected web site designed to provide activists across the state with resources of all kinds. These include discussion forums, document downloads, and the latest bargaining and contract information/documents.

Representation: Our stewards and staff continue to file grievances and Unfair Labor Practice charges across the state. Our staff members are currently handling or overseeing a wide range of grievances, disciplinary actions, and unfair labor practices, in addition to their many other organizational and administrative duties; at any one time, we generally have at least one hundred or more active cases.

CSEA RETIREES, INC.

CSEA Retirees, Inc. is run by a Board that includes seven members elected from designated districts of the state and a chief financial officer/secretary. The CFO/Secretary was formerly an appointed position, but the board adopted a Governing Rule amendment in 2008 that made it an elected position.

In 2003, CSEA Retirees, Inc., incorporated as one of four affiliates within the California State Employees Association. CSEA Retirees, Inc. is the only statewide organization that exclusively represents state retirees. With 28,000 members, we are at the forefront of issues affecting state retiree pensions, health care, benefits and many other issues of interest to retirees.

The elected Board representatives are: President Roger Marxen, District E; Executive Vice President John A. Williams, District B; Vice President Max Turchen, District A; Barbara LaPlante, District C; Earl Millard, District D; Addie Jackson, District F; and Fred Cordova, District G. Harold Rose is the Chief Financial Officer/Secretary. When elections were held for Districts D and E in late 2008, no contenders entered the race against Marxen or Millard, so they will retain their seats, which expire in 2012.

The Board meets three times a year to conduct its business. Among the affiliate’s active committees are Finance, Bylaws and Governing Rules, Political Action, and the newly formed Chapter Grant Committee.

The Board President, Executive Vice President and Vice President serve as members of the CSEA Board of Directors, and there is representation from CSEA Retirees, Inc. on some statewide CSEA committees. In addition to the Board and its committees, there are 24 CSEA Retiree chapters throughout the state, each with its own set of officers and meeting agendas.

The areas of representation by the board of CSEA Retirees, Inc. are divided into seven geographical electoral districts with chapters assigned to each district. The chapters are split among the seven districts based upon the number of members and the geographical location. Members of each of the seven districts elect one member to represent them on the Retirees’ board.

Any member of CSEA Retirees, Inc., in good standing and who resides within the district holding an election and within a chapter assigned to the district is eligible for candidacy as a board member. District representatives are elected by chapter members within their respective districts.

The mission of CSEA Retirees, Inc. is to “protect and improve the pension and health benefits of its members; to provide timely communications; increase membership; maintain a viable structure for governance; and represent its members before the state Legislature, California Public Employees’ Retirement System (CalPERS) Board of Administration and other entities.”

HEADQUARTERS OFFICE: CSEA Retirees, Inc. is located at CSEA’s Headquarters Office in Sacramento on the third floor, Suite 300. CSEA Retirees, Inc. has four full-time employees. Staff members are: Carol Viegas, administrator; Mary Reed, program specialist; Trinda Lundholm, communications specialist; and Pamela Platis, secretary. Lee Smith serves as the part-time membership coordinator.

NEW POLITICAL ACTION COMMITTEE: In May of 2008, the board members voted to establish a political action committee focused solely on supporting candidates and issues of interest to state retirees. The CSEA Retirees, Inc. PAC has direct control over the expenditure of political action funds and has more direct contact with lawmakers and other political activities.

The seven appointed members of the political action committee are Chair Max Turchen, vice president of CSEA Retirees, Inc.; John A. Williams, executive vice president of CSEA Retirees, Inc. and liaison to the committee; Dick Mesa, Chapter 2 president; Vic Martinez, Chapter 10 vice president; Noby F. Reidell, Chapter 31 president; Ben Harvey, Chapter 35 vice president; and Carol M. Bowen, Chapter 1 treasurer.

Retiree members’ dues are not affected by the establishment of the PAC. Members may contribute up to \$16.25 monthly, and the amount can be automatically deducted from the members’ pension warrants. Members may also make a single contribution of up to \$195 a year.

The PAC coordinates its activities with CSEA, the CSEA affiliates and other retiree organizations, but approval from the other entities is not necessary for the PAC to proceed with its plans.

For the Nov. 4 election, the CSEA Retirees’ Board adopted its political action committee’s recommendations to contribute \$3,000 to each of nine legislative candidates in contested races and to send letters of endorsement to 58 candidates in both houses.

MONITORING PENSION AND HEALTH CARE ATTACKS: CSEA Retirees, Inc. is strongly urging retirees and others not to sign petitions that are currently circulating to qualify an initiative that could open the door to renegotiations of public employees’ pension contracts.

The proposed constitutional amendment – **“Renegotiation of Public Employee Pension Contracts”** -- is also known as the “McCauley Public Pension Reform Act.” It was written by Paul McCauley, an accountant from Santa Monica, who is not new to petition writing. He currently has two others in the process of signature gathering.

Although Secretary of State Debra Bowen authorized the start of signature gathering Jan. 21, the measure may only be placed on the November ballot if proponents collect 694,354 signatures from registered voters by June 22.

State retirees are urged to tell their relatives, friends and neighbors that the initiative could be very harmful to the pensions of existing and prospective public retirees.

Analyses by the Legislative Advocate's Office and the Department of Finance say that if passed, the measure could reduce vested pension benefits for existing and prospective public retirees, and pension contributions from state and local governments could be reduced, depending on future actions by state and local governments and courts.

CSEA Retirees is also keeping a close watch on the activities of **former Assemblyman Keith Richman**, who has previously spearheaded efforts to dismantle the pensions of public employees and retirees.

In a Jan. 26 story that appeared on **calpensions.com**, Richman says he is working on another public employee pension initiative and is considering an Internet-based approach for signature gathering and fundraising.

The new initiative, which would reduce pension benefits for future state and local government employees, would be similar to an initiative proposed two years ago by the California Foundation for Fiscal Responsibility, an organization headed by Richman.

Richman's plan would cap retirement payments at 60 to 67 percent of the final salary when combined with any Social Security payments.

The full retirement age for police and firemen, now often 50, would be increased to 55. Retirement for others would be increased to Social Security retirement age, 65 to 67.

Richman was quoted as saying the new initiative would not impact current employees or retirees, but any attempt to toy with our pension system is dangerous.

Another cause for concern is Gov. Schwarzenegger's proposal to move the administration of health care plans from CalPERS to the Department of Personnel Administration.

The health switch proposal won't be contained in a legislative bill, but it could be discussed in legislative budget committees in the coming months.

The administration claims \$132.2 million could be saved with lower cost health plan designs, but the proposal stops short of explaining in detail how the savings would be accomplished.

Critics say that any savings would almost certainly be achieved by reduced services or higher co-payments or other changes that would negatively affect our health care plans.

Retirees are especially leery of any change that could affect our treasured 100/90 Formula.

Under the CalPERS health system, the state pays 100 percent of the weighted average of health care costs for vested state retirees and 90 percent of the weighted average of health care costs for state retirees' dependents. The weighted average is determined by the basic premiums of the four CalPERS health care plans with the largest enrollments.

If cheaper health care plans replace the top four plans at CalPERS, the amount of the state's contribution to retirees' costs will drop.

LEGISLATIVE EFFORTS: With the longest budget stalemate in California history and a budget deficit of or more than \$40 billion, any legislation that costs money will be virtually impossible to get passed.

When the financial climate improves, CSEA Retirees, Inc. plans to pursue the provisions that were included in SB 689 (Sen. Lou Correa, D-Santa Ana). That measure, which was put on the suspense file in Senate Appropriations in 2008 would require the state to fund some of the program costs for the new state retiree vision plans.

The voluntary, self-funded retiree vision plans for state retirees were established under legislation authored by CSEA Retirees, Inc. in 2007. The plans offer additional vision care services that are not always available under Medicare or a retiree's own health plan.

Another measure sponsored by CSEA Retirees -- SB 755 -- was also shelved in 2008 when too many other public agencies besides CSEA Retirees, Inc. insisted on being included in the bill.

SB 755, authored by Sen. Elaine Alquist, would have increased the current death allowance for state retiree beneficiaries from \$2,000 to \$5,000. The current allowance doesn't come close to covering the cost of most funerals and memorials. The last time the lump sum payment death benefit was increased for state retirees was 1990.

Representatives from CSEA Retirees, Inc. will continue to meet with CalPERS and legislative officials to discuss ways to increase state retiree death benefits in the future.

CSEA Retirees has also met with Tom Lussier, federal lobbyist for CalPERS, to discuss ways to repeal the federal death benefit tax. CalPERS has been asked by CSEA to work with us on federal legislation to restore the "nontax ability" of the death benefit. One of the difficulties with repealing this tax, is it must be revenue neutral, i.e., if this tax is eliminated, there has to be money to replace it.

A \$5,000 death benefit exclusion was repealed as part of a tax overhaul plan, called the Small Business Job Protection Act of 1996, which was signed by President Clinton.

Currently, there is a federal tax of 20 percent on the \$2,000 state death benefit. Until the taxable status is changed, CSEA Retirees is getting out the message to state retirees that the beneficiary of the death benefit may roll over the \$2,000 into an IRA account prior to receiving the death benefit payment.

The Rural Health Care Equity Program suffered a major blow in 2008 when two budget conference committees cut out the \$5 million needed annually to fund the program. About 7,600 state retirees were eligible for the program because there were no HMOs in the rural areas where they lived and they were forced to belong to Preferred Provider Organizations (PPOs). Under the Rural Health Care Equity Program, the retirees received a modest subsidy of about \$75 per month.

Despite an intensive letter-writing campaign to the Legislature and the governor, the necessary funding was not restored to the state budget and the subsidies were cut off on July 1, 2008.

Senate Pro Tem Darrell Steinberg said in a letter to CSEA Retirees President Roger Marxen that the budget stalemate and deficit were the reasons why the program could

not be funded. However, he added that there is nothing to prevent future funding in better economic years.

ACTIONS AROUND THE STATE BUDGET STALEMATE: At the request of CSEA Retirees, Inc., more than 100 state retirees sent in suggestions for cutting state costs and balancing the budget. Retirees have suggested everything from trimming the governor's state-paid security squad to combining agencies that duplicate efforts.

The retiree responses were sorted by CSEA Communications for a mailing to the Legislature and several suggestions were printed in the *CSEA State Retiree* newspaper. The contact information will be kept for future letter-writing and phone banking campaigns.

At Capitol rallies concerning the state budget and proposed cuts, state retirees have joined with active state workers to protest such things as Gov. Schwarzenegger's order to cut more than 10,000 part-time state jobs, including those of thousands of state retiree annuitants,

Retirees were also supportive of legal efforts by CSEA affiliates to rescind the governor's order to reduce state workers' pay to the federal minimum wage during the budget battle. Retirees also opposed the governor's order to furlough state employees for two days a month and to cut two paid holidays.

INVOLVEMENT WITH CALPERS: CSEA Retirees staff and board members routinely attend CalPERS Board and committee meetings to represent state retirees on issues dealing with state pensions and health care. Staff also attends three monthly meetings with CalPERS executive staff, CalPERS constituents and SCORE, a coalition of retiree groups with mutual concerns.

MEMBERSHIP: CSEA Retirees, Inc. continues to work diligently toward increasing membership, which is currently close to 29,000. About 1,000 and 2,000 new members need to be recruited each year to compensate for natural attrition within the membership.

Staff developed a *Membership Recruitment Handbook* and held a well attended workshop on member recruitment in Costa Mesa last October.

Currently, CSEA Retirees is having a membership drive, which is open to all state employees, as well as retirees.

Participants may receive \$10 for each retiree or retiring state employee that they sign up to become members of CSEA Retirees, Inc.

March 15 is the cut-off date for signing up new members and the applications must be received by March 25 in the Retirees' headquarters.

Each time a new retired member is signed up, the recruiter's name will be placed in a drawing to receive a chance to win one of six \$50 rewards. Six recruiters; names are drawn at each of the CSEA Retirees' Board meetings that are held three times a year.

Another recruitment tool used to gain membership is advertising. CSEA Retirees, Inc. has recently run ads in several places, including the *Senior Spectrum Golden Pages*, the *State Net California Roster and Government Guide* and within the publications of such groups as the Congress of California Seniors and the California Alliance for Retired Americans (CARA).

CSEA RETIRED ANNUITANT PROGRAM: Even with the current freeze on the hiring of retired annuitants in general fund state departments, the CSEA Retirees' Retired Annuitant Program is still a major benefit and recruiting tool for members who want to return to work part-time without losing any part of their pensions.

CSEA Retirees continues to collect the names, qualifications and contact information for state retirees wanting to become retired annuitants. The list is sent to all state personnel departments and is widely used by state officials looking for experienced retired workers who no longer need additional benefits like pensions and health care. By law, state retired annuitants may work up to 960 hours every year without losing pension benefits.

COMMUNICATIONS: The 8-page *California State Retiree* newspaper is published every month and sent to the homes of approximately 29,000 CSEA Retiree members. The paper contains the latest news from CalPERS, state budget negotiations, legislation, CSEA Retirees Board meetings and other matters and features of interest to state retirees.

Staff is working on several communications projects, including a video about CSEA Retirees, for the General Council convention in Los Angeles Sept. 5-7.

Increasingly, more retirees are using the CSEA Retirees' Web site, so staff has been meeting with the CSEA Webmaster to discuss ways to improve and redesign the site, while also making it more user friendly.

Besides attending several events and meetings pertaining to stories in the monthly newspaper, staff also assists in the research and writing of letters, speeches, ads, reports and resolutions. Staff attends weekly meetings with the CSEA President, affiliate presidents, administrators and communications specialists to discuss various newsworthy issues, common concerns and strategies for the future.

The CSEA President began these weekly meetings in his office and by teleconference calls to help ensure the affiliates weren't inadvertently contradicting each other in the press or other venues. The CSEA message becomes stronger when each affiliate understands each other's assessment of the issues.

CSEA Retirees are also participating in e-mail blasts about political developments and discounts and tickets offered through CSEA Benefits. CSEA Retirees, Inc. has also participated in a Capwiz campaign, in which CSEA affiliates asked members on their e-mail contact lists to write letters to their legislators to help end the budget stalemate.

Additionally, staff routinely handles member calls, drop-in visits and responds to members' letters.

CHAPTER OFFICER AND DELEGATE ELECTIONS: Staff is coordinating chapter officer and delegate elections. The process includes sending out basic instructions,

timelines and forms, preparing the ballots and making sure that each chapter is holding its nominations in accordance with established policies and bylaws.

CalPERS RETIREMENT FAIRS: Every year, staff works with CalPERS to put on a series of retirement planning and education fairs throughout the state. Chapter volunteers and staff offer information to participants preparing to retire. The fairs also provide resources and information for those who are already retired.

An estimated 7,000 people attended 23 fairs in 2008, and officials expect to surpass that number in 2009. This year, the fairs will be held in more than 20 cities between March and September. The specific times, dates and locations will be announced soon and will be listed in the California State Retiree newspaper and on the CSEA Retirees' Web site – www.calcsea.org/retirees

Besides answering assorted questions from those attending the fairs, representatives from CSEA Retirees, Inc. provide various materials and membership applications to state workers planning their retirements and to retirees seeking additional information on retiree issues.

SCORE MAILING: As a member of the Statewide Coalition of Retired Employees (SCORE), CSEA Retirees, Inc. participates in monthly meetings with other retiree organizations to discuss pensions, health care and other issues of common concern.

Every other year, the SCORE group sends cards to state retirees within their retirement warrant envelope. The card offers information about the various groups that make up SCORE.

Many of the retirees requesting information via the card end up becoming members of CSEA Retirees, Inc. after receiving literature and a membership application in the mail.

Those who are already members of CSEA Retirees don't need to do anything additional to maintain their status. Additional memberships to other organizations do not affect membership in CSEA Retirees, Inc.

REACHING OUT: Besides belonging to SCORE, CSEA Retirees is also active with other groups with similar interests. Retiree members and staff attend several events and meetings of the California Alliance of Retired Americans (CARA) and the Congress of California Seniors, to name a few.

The alliances help CSEA Retirees tackle issues of mutual interest with the other groups, while also building contacts and resources.

ACSS, INC.

The last Quarter of 2008 proved to be a busy time. ACSS has developed its own PAC and it has been representing its membership before the Legislature and the press as it joins with other CSEA affiliates and labor organizations to stop this Administration from taking away salary, benefits and holidays from our membership.

ACSS has also developed new partnerships, started a new strategic planning effort for our association, and involved its Executive staff into a new project with DPA as part of the Human Resources Modernization Project.

This period also saw the planning for another educational DVD for our membership, and a very aggressive representational program to advise and represent our members who have problems in the workplace.

In addition, it has been a busy, challenging and productive quarter for ACSS. Here are some of the highlights of this quarter.

Furloughs, pay cuts and holiday takeaways: Unfortunately, this Administration has chosen to politicize the workforce and try and use the pay of state employees to help balance the state budget. The Administration has threatened program cuts, salary and benefit reductions of ACSS members, and wants to take holidays away from the work force. This has caused ACSS staff to develop and participate in a series of statewide rallies, participate in and support the rallies of other CSEA affiliates, and take part in press briefings with Lt. Governor Garamendi. All were aimed at educating the public on how such pay reductions and takeaways would affect state workers at all levels and in specific, the members of ACSS.

President Olin King and members of the Executive Board were quick to meet with the press and to work diligently with members of the Legislature to block any takeaways from our members and to secure significant support from our elected leaders.

ACSS staff has been working with the membership and activists to participate in our District Office Visit Program (DOV). Sherrie Golden and staff have been involved at the Legislature and have attended hearings and given testimony.

ACSS will be putting on its annual Lobby Day in March and has begun urging members from all over the state to become involved and join us at the Capitol. This is a two-staged effort and ACSS still wants its members meeting with their legislators in their District Offices. Our members need to do continuous legislative visits and to be very vocal so the Legislature knows how serious this issue is to ACSS members.

ACSS staff is encouraging members to use the Web-based Legislative Action Program that will allow members or nonmembers to push a button on our Web page and send emails or faxes to their elected officials. They can write their own letter or use a pre-written letter to let them know how these proposed policies are hurting their work force.

ACSS is actively involved in working with its membership and the Legislature to bring this budget crisis to a close, get a signed budget and release our members from this unfair situation our Governor has put them in.

ACSS PAC: ACSS has also developed its own PAC which has allowed ACSS to financially support friendly Legislators and those candidates that ACSS wants to support. This is the first time that ACSS will be recognized for its financial contributions and support to specific Legislators. As this program grows in resources and sophistication, ACSS will become clearly recognized as an organization that is both politically savvy and quick to represent its membership at all levels.

New Partnerships with Blue Shield: ACSS initiated a new partnership with Blue Shield as an outgrowth of meetings at CalPERS. Kathy Rasmussen, Health and Wellness Outreach Coordinator, was introduced to the ACSS Executive Board and then to the ACSS Chapter Presidents where she made two presentations. This was followed by a presentation to the full ACSS Board and membership offering a series of "Wellness"

classes. Mr. Semer informed the Board that Ms. Rasmussen will come to any Chapter meeting to meet with Blue Shield members and assist them with health related topics.

Ms. Rasmussen is also available to any Affiliate of CSEA and Mr. Semer has actively referred her to CSEA and to the other affiliates. It is hoped that this free service will be taken advantage of by all members of CSEA.

DPA: ACSS continued to meet and volunteer its staff and interested members to work on the Human Resources Modernization Project. Bonnie Morris, Senior LRR, and Terry Sutherland, ACSS Board member and Treasurer, have volunteered to work on classification study reviews, and Mitchell Semer is working with DPA to develop distant learning vehicles to allow excluded employees a new model to follow that will provide pay increases.

This new educational model will identify a series of courses that will be pre-approved by the employer that employees can take. Eventually, a core curriculum will be developed that will give supervisors and managers a series of courses geared to improve their skills in supervision, conflict resolution and other areas of management. Each course will be accompanied by a short exam that will ensure that “academic outcomes” for each course will be met.

Once completed, the successful participant will be provided with a certificate of completion. As each set of classes is completed, the individual would be eligible for an incremental pay increase. There would be several steps, each with course work to allow for a series of pay raises for those who wish to improve themselves. These courses would also be used as a measurement for professionalism that could assist in promotion.

ACSS has completed a pilot DVD which has been placed on the ACSS Web site (www.acssonline.org). It is an hour in length, and, for the Web only, the course was broken down into three 20-minute segments to allow busy employees the time to complete the course in an unhurried manner. ACSS Chapter Presidents are also showing this video to members to get feedback and direction. It is important that this effort be relevant to our members and appropriate to workplace needs. A more sophisticated course is being developed with DPA to be used as a demonstration disc for the Legislature. I will report on this as this project progresses.

ACSS Strategic Plan + Mission Statement: Through a series of pre-meetings with the Executive Board, ACSS staff has been working to ensure that our programs and organizational direction is on point with the current needs of our members. The full exercise of developing a new strategic plan will be completed in January, but these current meetings are geared to developing clear goals and objectives for the Executive Board to focus on and discuss.

ACSS Executive Officer Mitchell Semer has been tasked to do the research necessary to make this Strategic Planning session successful and to develop a new and current Mission and Vision Statement for ACSS.

SEIU Local 1000

Jim Hard reported that the contracts for Local 1000 started about a year ago and that the economic proposals have basically evaporated since then and is in the face of the governor moving to the two-day furlough. SEIU's bargaining teams came up with a proposal that would mitigate the damage and it would have been less than a 10% cut in wages and also would have done a number of things such as provided new protection from layoffs, reduced the furlough to one-day instead of two-days per month.

Mr. Hard commented on the bargaining table and that DPA has ten hours rather than six-teen hours and the legal ramifications for all these things is a giant opportunity for labor attorneys in the next year or two. Another part of the proposal is that they would pick up part of the health increase for the members and would give up a couple of holidays in 2010.

Jim reported that the Unions lost in court and that SEIU Local 1000 has appealed those issues. Mr. Hard commented that he is not hopeful of winning this appeal, even though it's been pointed out that the judge has made numerous errors of legal fact and interpretation but whether it can turn over the fundamental decisions remains to be seen. SEIU has filed unfair labor practices prior to joining the lawsuit and Hard stated that those are still ongoing and that they'll be filing more. Hard said that the majority of PERB have all been appointed by governor Schwarzenegger and Mr. Hard stated that this does not look very promising.

Mr. Hard stated that they have put this proposal forward and got indications that they had a DPA that they would take it to the governor and see if they could get authority to agree to that. They said they needed 24-hours and that turned into three days, then five, then the decision from the judge, that the independent officers were not included in his decision therefore, many departments headed by independently elected officials were not involved in the two day furlough. Mr. Hard's personal opinion was that this should have put more pressure on the governor to come to an agreement so he could have a uniform application of something but Jim felt that it seemed to have the opposite effect on the governor.

Lastly, Jim reported that there have been discussions of field plans that are taking place and being laid out with SEIU. 180 DMV's have been closed down and that they were there with the new media for that. Members have been divided up into very distinct and not unifying categories. Groups that have no furloughs whatsoever, groups that have been furloughed and are getting the day off, which is DMV, and getting a furlough and not getting the time off and having to work and being promised that a day off will be in the future.

The big five are saying nothing to their own caucuses so that only five people really know what's going on. Jim is not reassured by this and is very concerned about the democratic leadership making permanent changes in CA to get a one-time budget solution.

B&P 1/09/1 (Snodgrass) Bylaws Article II: Purposes and Objectives

An amendment to the motion was made by Snodgrass – that the Board of Directors adopt the amendment in Section 1, (b) be changed from “shall” to “may” and Section 1 (b) be un-stricken from its entirety. Motion failed due to lack of second.

BD 1/09/1 MOTION: Snodgrass – that the Board of Directors adopt the following amendments to Bylaws Article II: Purposes and Objectives, as recommended by the B&P Committee and the resolution be submitted to the 2009 General Council. Motion was adopted by general consent. CARRIED.

*Note a clerical error was made in Section 3 (a) and should be changed and read as followed:

Section 43. Areas of Responsibility

(a) CSEA Association Responsibility

~~(a) The Association shall be primarily responsible for matters on which it is necessary, advisable, or advantageous to the members of the divisions/affiliates of the Association to take a common stand to secure the greatest possible benefits for active and retired state employees. The Association shall have the responsibility to provide services and support to affiliates, including printing, personnel management, business and legislative services, membership services and member benefits services.~~

ARTICLE II: PURPOSES AND OBJECTIVES

Section 1. Purposes of the Association

(a) The Association was formed ~~and exists~~ to further the interests of the current and retired employees of the State of California in connection with their service to the people of the state.

~~(b) The Association shall represent organized employees participating collectively in the mutual formulation of wages, hours, working conditions and retirement benefits except and to the extent such representation rights have been transferred to a duly chartered affiliate organization.~~

~~(e)~~ The Association shall serve as the central support system ~~to~~ of a federation of related organizations, each representing the particular interests of a class or classes of members united by occupational, collective bargaining, retirement status, or other common interests.

Section 2. Objectives of the Association

The Association is established to provide service to and support the affiliates ~~is~~ in order to:

- (a) foster acquaintanceship, cooperation, efficiency, and harmony among state employees and to develop a fuller knowledge among them of the state's organization, functions, and activities;
- (b) encourage and preserve a true merit system in state government;
- (c) promote the welfare of employed and retired state employees in all ways compatible with the public interest, including the support of legislation deemed beneficial and resistance to legislation deemed detrimental to their interest;
- (d) represent those employees for whom it has, or may acquire, lawful authority to serve as majority representative including members and nonmembers of the Association in discussions and negotiations with the state, its agencies and with other employers relating to all personnel and employment matters;
- (e) undertake and perform lawful acts in concert including such acts as pertain to the employment relationship and to mutual aid and protection;
- (f) support the continuity and integrity of government;
- (g) encourage the maintenance of high standards of employee conduct in governmental affairs;
- (h) advocate and defend a just and efficacious administration of laws;
- (i) aid in the improvement of government and in the development of the state's resources and the advancement of the state's economy;
- (j) inspire and maintain in its members a constant dedication to the principles of constitutional democracy as exemplified in our American form of government;
- (k) in all ways render the most effective service to the people of the United States of America and the State of California;
- (l) support and promote the independent public employee movement both within and without the Association, including the ~~Association of California State Supervisors, Inc.,~~ affiliates, through programs of education, cooperation, representation, and affiliation, of and among all political subdivisions of the State of California;
- (m) represent the interests of its members in all matters relating to the negotiation of wages, hours and all other terms and conditions of employment without regard to sex, race, religious creed, color, national origin, ancestry, age or sexual orientation (except as provided in Government Code Section 18932); and
- (n) follow the work, organize and represent employees in the private sector and non-state employment who continue to perform the work formerly carried out in the

civil service, for the state universities, or which was public work or publicly funded.

Section 3. Right to Organize, to Negotiate Collectively, and to Represent Members

~~The Association and its members have earned, and they expect and demand, that government recognize the right of organized employees to participate collectively in the mutual formulation of wages, hours and other terms and conditions of employment for submission by agreement and with bilateral recommendation to the legislature, in all instances where legislative action is constitutionally required and otherwise for settlement through direct agreement or by the aid of fact-finding, mediation, conciliation, arbitration, or such other negotiating techniques as may be mutually acceptable.~~

~~Notwithstanding any other provisions of these Bylaws, the Association shall retain the right to represent its members in all matters of labor conflict resulting from the failure of any of the provisions in this section to achieve their desired result, providing however, that all related procedures of the Association and divisions/affiliates have been complied with.~~

Section 43. Areas of Responsibility

(a) CSEA Association Responsibility

~~(a)~~-The Association shall be primarily responsible for matters on which it is necessary, advisable, or advantageous to the members of the divisions/affiliates of the Association to take a common stand to secure the greatest possible benefits for active and retired state employees.

(1) The Association shall have the exclusive responsibility for business services, printing, and personnel management.

(2) The Association shall have the lead responsibility for legal services, legislative and political action, and member benefits, but policy-making authority in these areas shall be shared with the divisions/affiliates.

(b) Division/Affiliate Responsibility

~~(b)~~ Each division/affiliate shall be primarily responsible for pursuing those goals and objectives which are particular to its members, as provided in Articles VIII and IX.

(1) The divisions/affiliates shall have the exclusive responsibility for contract negotiations, meet and confer sessions, organizing, member recruitment, member representation, training and education, member communications, and research, and dues/fees collections.

(2) Divisions/affiliates shall not enter into any agreement which will adversely affect the benefits of any other division or affiliate members.

(c) Mutual Responsibility

~~(c)~~-The Association and the divisions/affiliates have the responsibility to promptly resolve any area of concern that cannot be met by the parties.

(d) Association Responsibility to Non-Association Organizations

~~(d)~~The Association's Board of Directors shall have the authority to offer services that include printing, personnel management, business and legislative services, and membership services, except for representation services, to any non-Association organization it deems advantageous, provided that the board shall consider the following:

- (1) that there is no diminution of services to divisions/affiliates; and
- (2) that there is no adverse impact on any division/affiliate.

Section 54. Representation of Membership

The Association, through its affiliates, shall maintain such recognition, registration, or identification as an employee organization as may be required or permitted by law on behalf of the members, ~~chapters, and councils of the Association~~, of the affiliates/divisions and except as otherwise provided by the Board of Directors or the General Council, shall be the representative of the members, ~~chapters, and councils of the Association~~ of those affiliates/divisions for all purposes stated in Section 1 of this Article.

Section 65. Supervisory, Management, and Confidential Personnel

The interests of supervisory, management, and confidential personnel shall be provided for by the Association ~~through the Association of California State Supervisors, Inc., in its representation, so far as permitted by law, and such representation shall be accomplished without placing members or the Association in a conflict of interest position.~~

Section 76. Anti-Discrimination

The Association shall not accept or uphold any form of discrimination against any member on the basis of race, color, sex, religion, national origin, sexual orientation, ancestry, disability (as defined by the Americans with Disabilities Act), age or classification.

B&P 2/09/1 (Snodgrass) Article IV: Governance, Section 7. Officer Representation Training (Bylaws Article IV: Governance, Section 7.)

BD 2/09/1 MOTION: That the Board of Directors adopt the following amendments to Bylaws Article IV: Governance, Section 7, as recommended by the B&P Committee, and that the resolution be submitted to the 2009 General Council. Motion was adopted by general consent. CARRIED.

BYLAWS ARTICLE IV GOVERNANCE, SECTION 7

Section 7. Representation Training

All Association officers, division/council members, affiliate officers and directors, and bargaining unit council members, who are actively employed are required to attend the appropriate basic representation training course. No member may be excluded from running for office or being appointed to any of the above mentioned positions if he/she has not completed the training course. Notwithstanding, the newly elected or newly appointed member must complete the training within the first six months of the term of office.

B&P 3/09/1 (Snodgrass) Deletion of Definition of Regions (Bylaws Article VII: The Region)

BD 3/09/1 MOTION: Snodgrass – that the Board of Directors adopt the following amendments to Bylaws Article VII: The Region, as recommended by the B&P Committee, and that the resolution be submitted to the 2009 General Council. Motion was adopted by general consent. CARRIED.

ARTICLE VII: THE REGION

--DELETED and subsequent articles renumbered--

B&P 4/09/1 (Snodgrass) Article IX: Affiliated Organizations

Withdrawn from the Agenda.

B&P 5/09/1 (Snodgrass) Bylaws Article XII: Political Action, Section 1. Political Appointments and Section 2. Legislative Priorities

BD 5/09/1 MOTION: Snodgrass, second by King – that the Board of Directors adopt the following amendments to Bylaws Article XII: Political Action, Sections 1 & 2, as recommended by the B&P Committee, and that the resolution be submitted to the 2009 General Council. CARRIED.

Article XII: Political Action

Section 1. Political Endorsements

~~(a) No officer, region, chapter/DLC, committee, group, council, affiliate, member, or employee by act or intent shall take any action in an official or unofficial capacity as a representative of the Association which implies support or opposition by the Association to the political candidacy of any person or persons unless approval be first obtained from the General Council when in session or from the Board of Directors if General Council is not in session.~~

~~(b) The Board of Directors shall have exclusive authority to adopt rules and standards in the name of the Association for the support of or opposition to political candidates, political appointments, propositions, initiatives, legislation or ballot measures, and any such rules and standards shall be reasonable and~~

commensurate with the aims, objects, goals, fiscal limitations, and in the best interests, of the membership, the affiliates and the Association.

~~(c) The Board of Directors is authorized to adopt rules and regulations for the allocation of a portion of the Association dues for the support of political activity, subject to disaffirmation by any member as to only those dues payable by the member.~~

B&P 6/09/1 (Snodgrass) Policy File Division 5: Relations with State Boards and Commissions

BD 6/09/1 MOTION: That the Board of Directors adopt the following amendments to Policy File Division 5: Relations With State Boards and Commissions as recommended by the B&P Committee. Motion was adopted by general consent. CARRIED.

Part II Broad Goals and Specific Objectives

~~Policy File Division 5: Relations with State Boards and Commissions --DELETED and subsequent divisions renumbered--~~

B&P 7/09/1 (Snodgrass) Policy File Division 1: Policy-Making Procedures, Section 103.00 Policy File Structure

BD 7/09/1 MOTION: That the Board of Directors adopt the following amendments to Policy File Division 1: Policy-Making Procedures, Section 103.00, Policy File Structure, as recommended by the B&P Committee. Motion was adopted by general consent. CARRIED.

103.00 Policy File Structure

103.01 Date of Adoption of Page

Each section of the Policy File which has been revised or adopted prior to General Council sessions shall be clearly indicated by using current best practice editing methods.

~~Vertical lines shall be placed along both margins on each section of Policy File which has been revised or adopted between triennial revisions prior to General Council; e~~Each page of the Policy File shall indicate the month and year that any section of the ~~page~~Policy File was adopted or last revised. (BD 10/86/1, BD 29/08/3))

103.02 Authority Citation

Each provision in the Policy File commanding a number distinction must contain a parenthesized authority citation and headquarters office-shall provide such authority citation. (BD 195/80/5)

103.03 Format of Amendment

Amendments to the Policy File should be in a form which indicates proposed deletions to existing policy in strike-out type and proposed additions to existing policy in underline type and indicates the specific Policy File section in which the amendments are to be included if adopted. (BD 50/92/2)

(a) If a proposed amendment is to delete an entire Policy File section, a statement to that effect is all that is necessary. (BD 81/84/3)

103.04 Recodification of Policy File

~~Recodification of the Policy File shall be at five-year intervals. The years shall be those that are divisible by five. (BD 17/77/1)~~

B&P 8/09/1 (Snodgrass) Policy File Division 3: General Council, Section 301.04

BD 8/09/1 MOTION: That the Board of Directors adopt the following amendments to Division 3: General Council, Section 301.04, as recommended by the B&P Committee. Motion was adopted by general consent. CARRIED.

Division 3: General Council

301.04 Processing of Resolutions

All resolutions received in headquarters office no later than 60 days prior to the convening of General Council shall be forwarded to the members of the Resolutions Screening Committee on the first day of each month, or more frequently if it is deemed necessary, ~~beginning with August and~~ immediately after the last day for submission of resolutions and the committee shall meet within 10 days thereafter. Upon receipt of the resolutions, the members of the Resolutions Screening Committee shall review them for the immediate purpose of offering guidance to the proponent of a resolution that has inadequacies. The proponent is to be informed as to what changes or corrections need to be made in order to eliminate the inadequacies. Submissions which add, amend, or delete Policy File language only should be referred to the Board of Directors. Headquarters should be notified as soon as possible in order for them to notify the proponent, so the resolution that has been returned to the proponent can be corrected and put in proper form. Any change or correction must be submitted prior to the deadline for submission of resolutions. (BD 50/92/2)

B&P 9/09/1 (Snodgrass) Policy File Division 6: The Regions

BD 9/09/1 MOTION: Snodgrass – that the Board of Directors adopt the following amendments to Division 6: The Regions, as recommended by the B&P Committee. Motion was adopted by general consent. CARRIED.

~~Division 6: Regions--DELETED~~ and remainder of Policy File renumbered accordingly.

B&P 10/09/1 (Snodgrass) Division 8: Headquarters, Section 801.02, Headquarters Office

BD 10/09/1 MOTION: Snodgrass – that the Board of Directors adopt the following amendments to Division 8: Headquarters, Section 801.02, Headquarters Office, as recommended by the B&P Committee. Motion was adopted by general consent. CARRIED.

DIVISION 8: HEADQUARTERS

801.02 ~~Headquarters Office~~ Central Support Operations

The general manager is delegated the authority and responsibility for the entire ~~headquarters office~~ central support operation, including legal and legislative representation programs. Under direction of the president, the general manager shall: (BD 278/74/3)

- (a) Administer, direct, manage, organize, coordinate, plan and control all activities of ~~headquarters office staff~~ central support; (BD 258/74/3)
- (b) As the administrator of headquarters office staff, the general manager is responsible for ~~any Association~~ hired temporary help, ~~or the appointment of members hired as lost timers or union leave acting in the capacity of staff~~; (BD 56/97/3, BD 93/98/5)
- (c) Advise and consult with the Board of Directors and Executive Committee; and render such assistance as may be required; (BD 191/75/4, BD 59/94/2)
- (d) In accordance with standards fixed by the Board of Directors, appoint such assistants, experts and other employees as are necessary; (BD 17/77/1)
- (e) Implement the Association programs and policies developed by the Board of Directors and General Council; (BD 82/78/4)
- (f) Maintain a record of activities within the general manager's purview; (BD 17/77/1)
- (g) Render to General Council delegates, delegates-elect and delegates-designate ~~prior to the biennial session~~ a report of the administration ~~during the prior two years~~ with such recommendations as deemed advisable; and (BD 10/86/1, BD 50/94/2, BD 55/97/3)
- (h) Assign one staff member to each division who shall be responsible for the implementation of the programs developed by the division. Any other duties assigned to the division administrator shall be limited to temporary duties only during an emergency situation. (BD 50/92/2, BD 59/94/2)

B&P 11/09/1 (Snodgrass) Policy File Division 11: Association Travel Expense (Biforcated)

BD 11/09/1 MOTION: Snodgrass, second by Rose – that the Board of Directors refer B&P 11/09/1 back to the Fiscal Committee for further research and review. CARRIED.

BACKGROUND:

Policy File Division 11: Association Travel Expense was referred back to the B&P Committee at the September 27-28, 2008 Board of Directors meeting. Chairman Ferrasci suggested amending the original motion by bifurcating it into two motions. If approved by the board, Motion 45/08/03 shall go into effect immediately and Motion 45/08/3 shall go into effect at the close of General Council 2009. The point was made that the Policy File shall have to be annotated for the delegates going to the General Council regarding the changes that will take place at the close of General Council.

B&P 12/09/1 (Snodgrass) Policy File Division 16: Representation & Affirmation Action

BD 12/09/1 MOTION: That the Board of Directors adopt the following amendments to Policy File Division 16, as recommended by the B&P Committee. Motion was adopted by general consent. CARRIED.

Division 16: Representation and Affirmative Action

Equal Employment Opportunity (EEO)

1601.00 Representation Policy

~~1601.01 Scope of Representation~~

~~Representation is the means by which the Association, through its divisions/affiliates, makes its respective resources available in order to ensure a fair and full review of any infringement of state employees' rights and to obtain for them the realization of benefits to which they may be entitled by reason of being a state employee. (BD 56/80/2, BD 13/05/1)~~

~~1601.02- 1601.01 Attorney-Client Relationship~~

~~The Association does not practice law nor solicit matters requiring legal services. It does employ staff attorneys whose services are made available in accordance with the representation policies of and service agreements with the divisions/affiliates. (BD 56/80/2, BD 13/05/1)~~

1602.00 Affirmative Action Equal Employment Opportunity (EEO)

1602.01 Policy

(a) The Association shall support ~~affirmative action~~EEO and as such prohibit discrimination in its employment based on race, color, sex, religion, national origin, sexual orientation, gender identity, ancestry, disability or age. (BD 50/92/2, BD 13/05/1)

(b) The Association shall enforce and pursue the development of EEO programs and laws to strengthen the implementation and enforcement of existing civil rights and ~~affirmative action~~ EEO legislation. (BD 50/92/2)

(c) The Association shall maintain compliance with the letter and intent of ~~appropriate~~applicable federal and state laws. (BD 50/92/2, BD 13/05/1)

~~(d) The duties of the affirmative action coordinator, if employed by the Association, shall include but not be limited to the following: (BD 50/92/2, BD 13/05/1)~~

~~(1) Receive copies of all cases of discrimination that the Association is involved with and to ensure that members receive full representation; (BD 50/92/2, BD 59/94/2)~~

~~(2) Review all state affirmative action programs and monitor the state in its compliance with them as mandated by law; (BD 50/92/2)~~

~~(3) Monitor the Association in its compliance with affirmative action policy as set forth in this section; (BD 50/92/2)~~

~~(4) Develop and implement a program to instill sensitivity and understanding in the Association's staff, stewards and representatives who are assigned to represent members in discrimination matters; and (BD 50/92/2)~~

~~(5) Make quarterly reports to the Board of Directors on the Association's performance of representation and to make recommendations consistent with the findings in view of the performance. (BD 50/92/2)~~

B&P 13/09/1 (Snodgrass) Policy File Division 17: Relations with other Organizations

BD 13/09/1 MOTION: Snodgrass – that the Board of Directors adopt the following amendments to Policy File Division 17: Relations with other organizations, as recommended by the B&P Committee. Motion was adopted by general consent. CARRIED.

DIVISION 17: RELATIONS WITH OTHER ORGANIZATIONS

1701.00 Relationships with other Organizations

1701.01 Coalitions

The Association believes that the unity of state employees in their common interest in improving the conditions of their working lives greatly outweighs any organizational differences between them. With the advance approval of the affected affiliate(s), the Association will extend the hand of fellowship to other organizations of state employees who wish to join in an effort to win maximum bargaining gains for all employees. ~~The Association will seek and~~ to establish relationships with other organizations which will provide a maximum of self-determination in respect to all matters within the scope of negotiations. (BD 16/88/1, BD 50/88/2, BD 59/94/2)

1701.02 Joint Certification

~~The Association may join together with other employee organizations to form joint councils for the purpose of joint certification of bargaining units, formation of collective~~

~~bargaining programs, coordination of collective bargaining between different bargaining units, negotiation of statewide agreements, pooling of resources, strengthening the bargaining position of members with the state, organizing the unorganized and for such purposes that may be consistent with the objectives of the Association. (BD 163/78/5, BD 59/94/2)~~

~~1702.00 State or Local Labor Activities~~

~~Support or endorsement of labor actions of a widespread or statewide nature by any labor organization must be approved by the Board of Directors, or Executive Committee between meetings of the Board of Directors, and support or endorsement of labor actions of a regional or local nature by any labor organization must be approved by the regional director and the chapter presidents. (BD 157/85/5, BD 59/94/2)~~

~~1703.00 Central Labor Councils~~

~~1703.01 Chapters~~

~~Chapters may negotiate to join an area Central Labor Council and shall pay any per capita tax agreed upon directly, except as provided in Policy File Section 1704.00. (BD 83/94/3)~~

~~1704.00 Monetary Contributions~~

~~The president, with the concurrence of the secretary-treasurer, may make monetary contributions, within the limits of the budgetary allocation for such contributions, to organizations with a relationship to organized labor, senior advocacy organizations or to California state employee organizations not in competition with the Association. Contributions in excess of \$500 to any organization in a calendar year require the advance approval of the Board of Directors. (BD 46/88/2, BD 59/94/2)~~

B&P 14/09/1 (Snodgrass) Policy File Division 18: Legislation and Political Action

BD 14/09/1 MOTION: That the Board of Directors adopt the following amendments to Division 18: Legislation and Political Action, as recommended by the B&P Committee. Motion was adopted by general consent. CARRIED.

Division 18: Legislation and Political Action

1801.02 Purpose

CSEA shall encourage each affiliate to actively develop and select one person in each of their affiliate chapters/DLCs to be a contact or political coordinator. These individuals will be designated to work with other affiliates with common interests in politics to further the goals of the affiliates and CSEA.

1801.03 Meeting

Once every two years, or as determined by the CSEA Board of Directors, CSEA will host a statewide meeting in Sacramento of all the affiliate chapter/DLC political coordinators.

The meeting will be for education, training and collaboration of the affiliates to improve advocacy efforts for each affiliate.

B&P 15/09/1 (Snodgrass) Policy File Division 21: Association Communications

BD 15/09/1 MOTION: Snodgrass, second by Rose – that the Board of Directors adopt the following amendments, Policy File Division 21 Association Communications, as recommended by the B&P Committee. CARRIED.

DIVISION 21: ASSOCIATION COMMUNICATIONS

2101.00 Agendas

2101.01 Board of Directors Meetings

Headquarters office shall mail by first class mail to each chapter/DLC president, free of charge, one copy of the board agenda at the same time and in the same manner they are sent to the Board of Directors. The agenda, with all available background material, shall be placed in the mail, or other delivery service, at least 14 days prior to the meeting. A copy of the agenda shall be posted on the CalCSEA website at the same time as the agenda is mailed to chapter presidents and board members. (BD 50/92/2, BD 59/94/2, BD 96/02/5)

2101.02 Executive Committee Meetings

All members of the Board of Directors, ~~assistant regional directors,~~ division directors, deputy division directors, committee chairs, chapter/DLC presidents and council chairs shall receive a printed agenda at least seven days prior to meetings of the Executive Committee except for emergency meetings. Only directors need to be informed, by any means practical, of emergency meetings. (BD 110/82/3, BD 59/94/2)

2101.03 Committee and Other Statewide Meetings

Copies of agendas for all statewide Association meetings shall be sent by first class mail or its equivalent to all members of the Board of Directors, ~~assistant regional directors,~~ division directors, deputy division directors, chapter/DLC presidents, committee chairs, council chairs and past state presidents at least 15 calendar days prior to the date of each meeting. Backup material to agenda items will be available to any member of the Association prior to a statewide meeting ~~provided~~ in the member has requested same, in writing, at least 15, but not more than 30 days prior to such meeting. (BD 50/92/2, BD 59/94/2, BD 41/98/3, BD 138/00/2)

All matters to be presented for consideration at regular meetings shall be placed on the agenda without undue delay. The agenda and necessary backup material shall be mailed first class to each elected or appointed member at least 15 days prior to such regular meeting. Members will be notified of the meeting and the agenda items to be discussed via regular publications. Matters which have not been placed on the agenda shall not be considered except by majority vote of the Committee. Action on an unscheduled item unless determined by a majority vote to be of an emergency nature, shall be held until the next regular or special meeting. (BD 145/77/5, BD 59/94/2)

2102.00 Minutes

2102.01 Executive Committee

A summary list of motions considered at all Executive Committee meetings shall be mailed to members of the Board of Directors within ten working days following the meeting. The minutes of Executive Committee meetings, sufficiently comprehensive to justify recommendations to the Board of Directors shall be furnished to members of the Board of Directors, ~~assistant regional directors~~ committee members, chapter/DLC presidents and council chairs. Any member may upon written request receive a copy of the minutes of the last previous Executive Committee meeting. The minutes shall reflect the maker and second of all motions. (BD 52/94/2)

2102.02 Committees and Other Statewide Meetings

Minutes of Committee meetings, except for the Board Agenda Committee, shall be published and distributed as follows: (BD 59/94/2, BD 14/05/1)

(a) Within ten working days after the meeting the minutes shall be sent in rough draft to the chair of the committee; (BD 53/94/2)

(b) Within 15 working days after the meeting the chair of the committee shall have corrected and approved the rough draft and returned it to headquarters; (BD 54/94/2)

(c) Within 30 working days after the meeting the minutes shall be distributed to the members of the Committee and Board of Directors and made available upon request to all other individuals receiving agendas under Division 21 of the Policy File; (BD 55/94/2)

(d) Any exception to this procedure must be approved by the president. (BD 145/77/5)

2103.00 Miscellaneous Communications

2103.01(a) Press Releases

All press releases to be submitted to Association members or to the public that may have an impact on more than one division and/or affiliate shall be reviewed and have written approval of the affiliate presidents or designee. (BD 12/00/1)

(b) Press Conferences

All press conferences that affect more than one division and/or affiliate of the Association shall require prior written approval of the affiliate presidents or designee. (BD 12/00/1)

(c) Notification of Resolutions Proponent

When the General Council resolutions, including those that are combined in the words of others, are referred to the Board of Directors, the proponents shall be sent all pertinent backup material and shall be notified of the time and place of the Board of Directors or Committee meetings at which the resolution will be considered in order that they may be

fully informed and may appear in person and/or submit in writing their support or opposition. (BD 50/92/2, BD 12/00/1)

(1) When an item is scheduled for time certain, it shall be honored within one-half hour of the stated time. (BD 145/77/5, BD 12/00/1)

2104.00 Intra-Association Communications

2104.01 Guidelines for Intra-Association Communications

To assure an efficient exchange of information within the Association, the following guidelines shall be used, as appropriate, to establish and maintain communications:

~~(a) Regions are responsible for:~~

~~(1) Publishing a regional newsletter; (BD 59/94/2)~~

~~(2) Establishing telephone trees with chapter/DLC presidents; (BD 189/80/5)~~

~~(3) Assessing and reporting member and chapter concerns and wishes to Association leadership and staff; (BD 189/80/5)~~

~~(4) Improving regional meetings through greater frequency, better agendas and the use of alternatives when chapter/DLC presidents cannot attend. (BD 189/80/5)~~

~~(b) The officers are responsible for: (BD 189/80/5)~~

~~(1) Keeping assigned regional officers informed on the key issues; (BD 189/80/5)~~

~~(2) Maintaining good media relationships; (BD 189/80/5)~~

~~(3) Maintaining good public relations. (BD 189/80/5)~~

~~(c) Headquarters staff is responsible for: (BD 189/80/5)~~

(1) Providing an information clearinghouse staffed with an information officer; (BD 189/80/5)

(2) Distributing pre-edited material for flyer follow-up to chapter/DLC presidents and bargaining unit council chairs; (BD 59/94/2, BD 90/98/5)

(3) Expanding the distribution of news releases to chapter/DLC presidents and bargaining unit council chairs; (BD 59/94/2, BD 90/98/5)

(4) Establishing capability to obtain mailing labels overnight without duplication; (BD 189/80/5)

(5) Providing training in effective writing and communications techniques. (BD 189/80/5)

2105.00 Telemarketing Solicitation of Members

Division/affiliate members shall not be subjected to telemarketing or a similar type of telephone solicitation by action of the Association unless approved by the respective division/affiliate. (BD 64/90/2, BD 59/94/2)

2106.00 Recording of Meetings

Proceedings of Association meetings may not be recorded by audio or visual devices without the express consent of the presiding officer. (BD 82/92/3)

B&P 16/09/1 (Snodgrass) Affirmation of Board Action (IRS Form 990)

BD 16/09/1 MOTION: that the Board of Directors affirm the action that was taken at a Special Board of Directors Meeting via conference call on December 20, 2008. Motion was adopted by general consent. CARRIED.

12/20/08 MOTION: Snodgrass, second Walker – to adopt a set of policies to comply with IRS Form 990 provisions. Included in this motion are policies on Conflict of Interest, Whistleblower Policy, Joint Venture Policy, Document Retention and Destruction Policy, Compensation Policy (Informational) and Certification and Disclosure Policy. CARRIED. (Dissenting vote: Harold Rose).

B&P 17/09/1 (Hart) Strategic Plan

BD 17/09/1 MOTION: that the Board of Directors adopt the Strategic Plan. (A handout for the audience was provided). Motion was adopted by general consent. CARRIED.

B&P 18/09/1 (Snodgrass) Policy File Division 11 Association Travel Expense (Formerly part of B&P 11/09/1)

BD 18/09/1 MOTION: Okumura, second by Ruffino – that the Board of Directors adopt the following amendments concerning Regional Directors to Policy File Division 11: Travel Expense: Sections 1101.01 (c) [and renumber remainder of section accordingly]; 1106.04 [and renumber remainder of section accordingly]; 1107 and 1108 [and re-number], as recommended by the B&P Committee, and that these amendments shall take effect at the close of General Council 2009. CARRIED.

DIVISION 11: TRAVEL EXPENSE

1101.00 Persons Eligible for Reimbursement

1101.01 Reimbursement on Association Business

The following persons may be reimbursed for expenses in connection with official business of the Association: (BD 17/77/1)

~~(c) Regional directors and assistant regional directors; (BD 195/80/5, BD 17/05/1)~~

~~(d) Division/affiliate officers; (BD 17/77/1, BD 17/05/1)~~

(~~ed~~) Members of statewide Committees, councils, ad hoc Committees, and advisory groups; (BD 17/77/1)

(~~fe~~) Other members of the Association assigned by the president to perform duties for the Association; (BD 17/77/1)

(~~gf~~) Members of staff; and (BD 195/80/5)

(~~hg~~) Interpreters for the hearing impaired. (BD 75/77/3, BD 59/94/2, BD 17/05/1)

(~~ih~~) With prior approval of the president, any elected official of the Association including General Council delegates may be reimbursed for travel expenses incurred for personal care services when on authorized Association business. The president shall require medical verification of the need for personal care services prior to granting approval. The president shall also require, prior to granting approval, a written waiver of liability for the Association which shall be executed by both the member and the person(s) providing personal care services. (BD 49/97/3)

1105.00 Entertainment

1105.01 Members of the Board of Directors

Entertainment may be an authorized expense only for officers and regional directors when incurred in the performance of official business of the Association. The names and titles of persons for whom this type of expense is claimed, an explanation of expenses, and receipts must be included with the expense claim. (BD 16/82/1, BD 17/05/1, BD 41/06/2)

~~1106.04 Claims of Regional Officers~~

~~Claims for expenses of assistant regional directors and other regional officers shall be submitted as their own claims with prior approval by the regional directors. (BD 66/88/3, BD 26/95/2, BD 17/05/1, BD 41/06/2)~~

1106.05~~4~~ Travel to and from Home City of General Council

1106.06~~5~~ Family Members

1106.07~~6~~ Extraordinary Expenses

1106.08~~7~~ Out-of-State Travel

1106.09~~8~~ Travel Advance

1106.40~~9~~ Exception of Expense Rules

1107.00 Regional Directors

1107.01 Reimbursable Expenses

~~Regional directors are reimbursed for all allowable expenses incurred in: (BD 29/81/1, BD 76/03/2)~~

~~(a) Attending all organizational and related extra-organizational meetings held within their region; (BD 17/77/1)~~

~~(b) Attending Board of Directors meetings; (BD 17/77/1)~~

~~(c) Attending statewide Committee, division council and affiliate board meetings outside their region, providing funding for such meetings is in the region's approved budget; (BD 76/03/2)~~

~~(d) Attending any other activity with prior written authorization from the president. (BD 66/82/2, BD 59/94/2)~~

~~1107.02 Meal and Travel Expenses During Regional Meetings~~

~~Meal and travel expenses for the following persons are reimbursable when attending regular regional meetings in their own region; (BD 33/82/1)~~

~~(a) Assistant regional director; (BD 17/77/1)~~

~~(b) Assistant regional director-elect; (BD 17/77/1)~~

~~(c) Regional director-elect; (BD 17/77/1)~~

~~(d) Regional secretary; (BD 17/77/1)~~

~~1107.03 Expenses for Regional Operations~~

~~Actual and necessary expenses for regional operations shall be reimbursed from the regional allocation. Such expenses must be itemized. (BD 114/81/4)~~

~~1107.04 Expenses of Non-Incumbent Regional Directors-Elect~~

~~Nonincumbent regional directors-elect are authorized to attend the Board of Directors meeting prior to General Council and the resolutions Committee meetings and are to be compensated at the same rate as regional directors. (BD 10/86/1, BD 59/94/2)~~

1108.00 Assistant Regional Directors

~~1108.01 Reimbursable Expenses~~

~~(a) Assistant regional directors are authorized to attend Board of Directors meetings. (BD 10/86/1, BD 59/94/2)~~

~~(b) Except as provided in (a), assistant regional directors are reimbursed for all allowable expenses incurred in attending meetings within their respective regions that are authorized by the regional director. When unable to attend a normally~~

~~attended meeting within the region, the regional director shall authorize attendance by the assistant regional director. (BD 63/82/2, BD 59/94/2, BD 58/96/2, BD 17/05/1)~~

~~1108.02 Performance of Regional Directors Duties~~

~~Expenses of assistant regional directors, when assigned to perform duties in place of the regional director, are reimbursable to the same extent as a regional director. (BD 17/77/1)~~

~~1108.03 Expenses for Non-Incumbent Assistant Regional Directors-Elect~~

~~Nonincumbent assistant regional directors-elect are authorized to attend the Board of Directors meeting prior to General Council. (BD 59/96/2)~~

~~The amount of expenses allowed for attending the Board of Directors meeting shall be at the same rate as an assistant regional director. (BD 59/96/2)~~

11097.00 Division/Affiliate Representatives on the Board of Directors

11408.00 Members of Statewide Committees and Councils

11408.01 Expenses of Attending Scheduled Meetings and/or Duties Assigned

11408.02 Chairperson Reports to Board of Directors

Chairpersons of Committees are reimbursed for all allowable expenses incurred in reporting to the Board of Directors. (BD 17/77/1, BD 59/94/2)

114409.00 Expenses Authorized by the General Manager

114409.01 Expenses for Special Consultants

114409.02 Staff Advisors Conference Expenses

11120.00 Interpreters for the Hearing Impaired

11131.00 Appeals

11142.00 Travel Accident Insurance

When on official Association business, members of the Board of Directors, ~~assistant regional directors~~, affiliate officers, statewide Committee members, council members, stewards, chapter/DLC officers, delegates to the General Council (for the General Council meeting only) and headquarters staff shall be covered by a master travel accident policy. (BD 66/88/3, BD 17/05/1)

11153.00 Automobile for the President

These changes and renumbering of this section will take effect at the close of General Council 2009.

B&P 19/09/1 (Hart) Election of CSEA Foundation Directors

BD 19/09/1 MOTION: Snodgrass – that the Board of Directors fill the two vacant positions for the CSEA Foundation Directors. The following two candidates were deemed elected by acclamation of the Board of Directors: Carol M. Bowen and Eleanor Poole. Motion was adopted by general consent. CARRIED.

FIS 1/09/1 (Okumura) CSEA Retiree Health Benefit Plan

Withdrawn from the agenda.

FIS 2/09/1 (Okumura) Affirmation of Board Action

BD 20/09/1 MOTION: That the Board of Directors affirm the action taken at the Special Board of Directors Meeting via conference call on December 20, 2008. Motion was adopted by general consent. CARRIED.

12/20/08 MOTION: King, second by Snodgrass - to use \$350,000 from the Supplemental Reserve in the Central Support budget to begin work on the membership database and accounting platform upgrades. CARRIED UNANIMOUSLY.

FIS 3/09/1 (Okumura) 2009 Regional Budgets

BD 21/09/1 MOTION: Okumura, second by Turchen – that the Board of Directors approve the regional budgets for 2009. This was handed out at the meeting. CARRIED.

FIS 4/09/1 (Okumura) Dues for Special Members

BD 22/09/1 MOTION: that the Board of Directors approve fees of \$1 per calendar year to be paid by employee groups desiring to purchase CSEA endorsed insurance programs and/or other discounted Member Benefits programs. Motion was adopted by general consent. CARRIED.

GA 1/09/1 (Hart) Endorsement of EFCA

BD 23/09/1 MOTION: Hart, second by Hard – that the Board of Directors help pass the Employee Free Choice Act. A handout and background was passed out at the meeting for review. CARRIED.

GA 2/09/1 (Hart) Endorsement of John Burton for Chair of CA Democratic Party

BD 24/09/1 MOTION: Hart – that the Board of Directors Endorse John Burton for California Democratic Party Chair. A handout was passed out at the meeting for review. Motion was adopted by general consent. CARRIED.

The meeting was adjourned at 11:00 a.m. by President Dave Hart.

PM/Board Secretary – first Board of Directors Meeting