The annual St. Patrick’s Day Law Enforcement Luncheon will be held on St. Patrick’s Day at the Crowne Plaza in Foster City. A magician will entertain us including escaping from handcuffs placed on him by a local law enforcement officer. Jim McMahon will share his experiences that led him into a career of law enforcement and corporate security. Use this luncheon to continue to develop close working relationships with your local law enforcement agency. Invite them to attend the luncheon, talk about the issues you face in your daily operations or the operations of your customers. Ask them what you can do to make their job easier if they are on your work sites.

The April Chapter meeting will be hosted by Juniper Networks in Sunnyvale. The speaker will be John Tippit CPP. John will present “Security Assessment: An Update.” We will ask John to allow us to add his presentation to our archive of Chapter presentation on our web site. If you are a Chapter member you can access this archive in the Members Only section of the web site.

The Members Only archive section is another strong reason to pay your $20 Chapter dues. This archived material has mostly been tailored to the members of the Chapter. There is a wealth of combined information that can provide valuable professional tools to you. I have had several requests for access to this section from non-members who have heard about the presentations.


The new sponsor program is being received well by both the sponsors and the Chapter
Officers. The program has provided an easy way for all of us to plan our budgets and prevent duplication of sponsorship efforts. Thank you to all of the sponsors who have committed to the program for 2005. We will be recognizing these sponsors with Chapter web page announcements and signage at Chapter events.

Thank you to Bill Stepka CPP for volunteering to take on the responsibility of Chapter Historian. Volunteerism is what makes the chapter work for all members.

Respectfully,

Lawrence B Reid

March 2005

February Chapter Meeting Minutes
San Francisco Bay Area Chapter
General Meeting Minutes for February 17, 2005
Stanford Research Institute (SRI), Menlo Park, CA

Chapter Chair Lawrence Reid called the General Meeting of the San Francisco Bay Chapter of the ASIS International to order at 9:40AM.

Chair Reid greeted the members and guests and called the meeting to order and led the group in the Pledge of Allegiance.

Chair Reid thanked our host Walter Kyle, Supervisor of Information Protection for use of the SRI facilities to hold the February chapter meeting.

Chair Reid acknowledged 2 guests and 2 new members.

Chair Reid acknowledged and introduced the Executive Council members, Curtis Given, CPP, Vice Chairman; J.H. “Spike” Speicher, Treasurer; and Karen G. Moore, CPP, Secretary.

The minutes of January 20, 2005 were accepted as posted on the SAFSIS website.

Treasure’s Report
The Treasurer’s report was provided by Curtis Given, CPP. As of January 31, 2005, the chapter’s financial balance was $7,230.17 ($1,655.88 in Checking and $5,574.29 in Savings). During the month of January the chapter had income of $1,110.00 and disbursements from checking of $2,476.17 and income to saving of $2.60. The Treasurer’s report was accepted and approved.

Announcements
Vice Chair Given, CPP introduced the chapter’s new Sponsorship Program being developed along with Debb Rodriguez and announced that so far there has been a good
response by sponsors. Vice Chair Given encouraged members to pick up a sponsorship information pamphlet before leaving the meeting.

Chair Reid reminded members that the $20 Chapter dues are separate from the ASIS international dues and the local Chapter dues are used to cover operating costs of the chapter.

Chair Reid requested that members update and/or supply their email address and shared that this is the preferred method of communication.

Committee Updates:

- **Certification Committee** – Chair Reid announced that Allen Ausec, CPP has agreed to become the Certification Committee Chairperson; taking over for Rudy DuBord, CPP. Chair Reid acknowledged and thanked Rudy for his efforts while serving on this committee and loyalty to the Chapter and volunteer service as Certification Chairperson for the past five (5) years.

- **Historian** – Chair Reid announced that Sgt. John McNamara is stepping down as Chapter Historian as a result of his imminent transfer to McGuire Air Force Base in New Jersey and called for any volunteers to take on as committee chairperson.

- **Golf Tournament** – Chair Reid announced that due to his stepping down as chair on this committee the chair position is open and called for volunteers.

- **Security Officer Appreciation Day (SOAD)** – Chair Reid announced that Robert Denny, RMD Consulting, LLC, will be the Committee Chairperson.

- **IB Hale** – Chair Reid announced that our Chapter was the IB Hale 2004 award recipient of the year for Group IV. Chair Reid recognized and thanked Committee Chairperson Kathy Goelkel and Diane Stonebraker for their loyalty to the Chapter and volunteer service on this committee and presented them both with a Certificate of Appreciation from the Chapter.

- **May Seminar and Events** – Kara Barker reported that she now has a handful of committee volunteers and the committee is in the process of finalizing the venue and theme; the date for the event is May 19, 2005.

- **Law Enforcement Appreciation Luncheon** – Patrick Sharkey, CPP reminded us that that this year’s event is being held at the Crowne Plaza, Foster City on St. Patrick’s Day, March 17th. The cost to attend will be $45 and encouraged us to extend invitations to law enforcement personnel and that the luncheon will be free for any Chief or Sheriff.

Virtual Forum
Chair Reid announced that the February Virtual Forum, “Effective Assessment and Response for Workplace Threats of Violence”, presented by Bruce Blythe of Crisis Management International was held February 9, 2005, 9:00-10:30AM and Mike Palomino of Flextronics hosted the forum. Chair Reid shared that we experienced some technical difficulty during the broadcast and personally thanked Carlos Galvez, Jr. from
Juniper Networks for providing technical support and assistance that allowed us to have visual. The PowerPoint presentation has been printed and is available for those who attended the event.

Chair Reid announced that the next Virtual Forum is scheduled for March 9, 2004, 9:00-10:30AM. Allied-Barton will be hosting the event; the subject is “Effective Facility Security”. The Forum will address policy development, staff training, crisis management, equipment selection. Chair Reid encouraged meeting attendees to check the chapter’s website and reminded that they can register online at: www.sfasis.org.

Chair Reid announced that we need a host for April and May’s Virtual Forums and called for volunteers. If you would like to host a Forum please contact one of the officers.

Chair Reid called for input/comments/questions from the floor.

Question – Will particular officers be recognized at the LED luncheon?

Answer – “No”; however, Chair Reid encouraged attendees to sponsor and invite law enforcement personnel other then just the Chief.

Featured Speaker – Adam Fiss, Esq
Attorney, Littler Mendelson
Topic: Avoiding Pitfalls of Co-Employment in the Security Workplace

Chair Reid introduced Mr. Fiss and shared that Mr. Fiss’ area of practice includes representing employers in civil lawsuits and administrative proceedings involving claims, including wrongful termination and employment discrimination. Mr. Fiss also has experience representing employers in federal and state administrative proceedings including those before the California Labor Commissioner, the California Unemployment Insurance Appeals Board, the Department of Fair Employment and Housing, and the Equal Employment Opportunity Commission. In addition, he provides counseling to employers on a variety of issues arising under state and federal labor and employment laws. Mr. Fiss also assists employers in the implementation and review of personnel policies and procedures.

Mr. Fiss has represented public entities in labor relations, including layoffs and discipline of public employees, collective bargaining negotiations, labor arbitrations, Public Employment Relations Board proceedings, and administrative mandamus hearings. Mr. Fiss has also represented private employers in labor relations, including collective bargaining negotiations, labor arbitrations, and National Labor Relations Board proceedings.

Mr. Fiss presented the group an exciting and informative session on Co-Employment practices. The session produced spirited interaction from the floor especially as it became quickly evident that several points of information he shared may not have been previously known by the majority of attendees and it was the dissemination of this information that spawned the greatest interest and excitement from the floor.

Mr. Fiss explained the key differences of how you determine whether your contract security partner is working under the guise of co-employment or not. He also warned
the group of major misunderstandings or “pitfalls” that are common for employers and/or contractors that may unknowingly alter the status of contracted security personnel.

Mr. Fiss was presented with a Certificate of Appreciation from the Chapter.

Next Chapter meeting is the LED luncheon and is scheduled for March 17, 2005 at the Crowne Plaza in Foster City. Check the Chapter’s website for time and directions.

Chair Reid thanked everyone for their attendance and closed the meeting at 11:05AM.

A total of 52 members were in attendance, plus 2 guests.

Respectfully,
Karen G. Moore, CPP, Chapter Secretary

March 2005

February Executive Council Meeting Minutes
San Francisco Bay Area Chapter
February 28, 2005
Symantec Corporation, Cupertino, CA

Chapter Chair Lawrence Reid called Executive Counsel Meeting of the San Francisco Bay Chapter of the ASIS International to order at 12:05PM.

Executive Council members present: Lawrence Reid, Chairman, Curtis Given, CPP, Vice Chairman; J.H. "Spike" Speicher, Treasurer (via telephone); and Karen G. Moore, CPP, Secretary.

Discussed ideas for past Chair gift for Patrick Sharkey. It was agreed that the gift is not to exceed $150 and should be a train theme, if possible.

Committee Chairs:
There are several chairs that need to be filled.

Historian – Allen Pruitt, CPP has agreed to take over as Historian due to Sgt. John McNamara need to step-down. Council discussed acquiring storage ideally near the PO Box. Storage must accommodate approximately 20 storage boxes and a file cabinet.

Law Enforcement Appreciation Luncheon – Patrick Sharkey, Chairman. This year’s event is being held at the Crowne Plaza, Foster City on St. Patrick’s Day, March 17th. The cost to attend will be $45. Chair Reid to follow-up with Patrick for final details, including expenses. Chair Reid also indicated that the Chapter will extend invitations to law enforcement personnel and that the luncheon will be free for any Chief or Sheriff. An invitation will be sent via US mail to the Chiefs and Sheriffs as well as the Governor
of CA, Mayors of Foster City, San Jose and San Francisco.

**May Seminar and Events** – Kara Barker has agreed to be Committee Chair. Theme will be: Leadership and Best Practices. Event scheduled to be held on May 19, 2005 at the Santa Clara Convention Center. Breakout sessions will be limited to 3 and will be approximately 90 minutes maximum.

**Golf Tournament** – Scheduled to be held at Spring Valley Golf Course on August 18, 2005.

**Criscouli Award** – Chair Reid recommends Brenda Knox organize this action item. Possible recipient suggestions from the Council included; Dennis Haw, Brad Minnis, Dave Gibbs, or Ron Sathre.

**Newsletter** – It was discussed that Kara Barker’s assistant Ron Giagus (sp) would be slated to oversee this.

**Survey to Membership** – Agreed that a survey be distributed to existing membership database and would focus on their expectations of the chapter and suggestions to improve for a more responsive and supportive chapter.

**New Member Recognition** – It was discussed and agreed that we should do more at monthly meetings to recognize new members; including making sure the Executive Council is introduced to them so networking can be engaged. Chair Reid indicated that he would work with Rebecca to get this accomplished.

Chair Reid brought forward a request from a Monterey member who desires to have access to our “Member Only” employment section of the website. Vice Chair Given, CPP indicated that access to this section will remain unobstructed until the new website is fully functional. At this time any who access this area must be a member in good standing.

Vice Chair Given, CPP informed the group that new signature cards need to be signed by the existing Council. It was suggested that the Council meet sometime during the week of 3/7/05 with exact date TBD.

Chair Reid distributed each Council Member a document which contains their respective responsibilities to successfully execute the duties of their office.

Next Executive Council meeting anticipated to be April 11, 2005 at 10A, location TBD.

Meeting of the Executive Council was adjourned at 1:10PM.

Respectfully,
Karen G. Moore, CPP, Chapter Secretary
Legislative Liaison Updates

- SAFETY: New York Supreme Court rules that employer can't be held liable if an employee fails to use a safety device they knew was available but chose not to use it.

- Reporting of Safety Violations: CA Court of Appeal says you can't fire an employee for reporting safety violations.

- California State Legislature. SB 194 (Senator Abel Maldonado) calls for all Proprietary Security Officers to have to qualify for a CA State Guard Card if their primary duty is security, wear a uniform, and have primary duty which calls for contact with the public.

- INVESTIGATORS: Maine enacted a new law which allows Investigators licensed in other states to work in Maine without obtaining a license, in particular situations.

FOR THIS AND OTHER LEGAL INFORMATION SEE THE LEGAL REPORTER IN THE MARCH ISSUE OF SECURITY MANAGEMENT.

Respectfully,
Lewis A. Schatz

San Francisco Bay Area Chapter

TREASURER'S REPORT
February 2005

BALANCE AS OF January, 31, 2005
Checking $1,743.58
Savings $5,574.29
TOTAL $7,317.87

INCOME TO CHECKING
Combine Deposits for the month $3,110.00
American Express Settlement $213.18
Bank Card Deposits $880.00
Total $4,203.18

DISBURSEMENTS FROM CHECKING
Checks written during the month $1,195.00
Bank Card Discount Fee $29.37
American Express Settlement $5.00
Monthly Check Return/Image Statement Fee $2.00
Monthly Service Fee $10.00
Discover Network Settlement $0.45
Total $1,241.82

TOTAL – CHECKING AS OF February 28, 2005 $4,704.94

INCOME TO SAVINGS $2.35
DISBURSEMENTS FROM SAVINGS $0.00
TOTAL – SAVINGS AS OF February 28, 2005 $5,576.64

BALANCE AS OF February 28, 2005
Checking $4,704.94
Savings $5,576.64
TOTAL $10,281.58