

BAAQMD Employees' Association
375 Beale Street Suite 600
San Francisco, CA 94105



“Final EA Board Meeting Minutes approved by the BAAQMD EA Board on November 15,2021”

EA Board of Directors' Meeting
Wednesday, November 3rd, 12 pm- 1pm
Microsoft Teams

1. Meeting called to Order (6 board members constitute a quorum).
 - a. Roll Call
 - i. Andy Berg (member)
 - ii. Chris Coelho (Corresponding Secretary)
 - iii. Grace Leung (Steward)
 - iv. Haley Downing (member)
 - v. Jack Connor (Vice President)
 - vi. Jimmy Cheng (Steward)
 - vii. Joseph Muehleck (Steward)
 - viii. Jay Patel (member)
 - ix. Julius Li (Steward)
 - x. Ralph Borrmann (member)
 - xi. Raymond Salalila (Steward)
 - xii. Richard Lam (member)
 - xiii. Absent Board Members:
 1. Andrea Academia (Treasurer)
 2. Monte DiPalma (Steward)
 3. Recording Secretary Vacant
2. Finance Update
 - a. Treasurer absent
 - b. No large expenses recently
 - c. 80k settlement for grievance going to EA
 - d. There will have to be an audit of the previous board's finances
 - i. This will be performed by the finance committee
3. Meet and Confer Update
 - a. Workload impacts were discussed at last Meet and Confer
 - i. How do we measure workload impacts?
 1. Overtime is not a good metric.
 - ii. Management audit is affecting the Meet and Confer regarding workload impacts
 - b. Admin Code changes are also being deliberated in Meet and Confer

- i. Benefit changes would require EA consent
 - ii. Working condition impacts would also require EA consent
- c. Chris Coelho suggested that a Bylaws update should coincide with an Admin Code update
- d. We need to establish a Meet and Confer Committee
 - i. So far we have a couple volunteers
 - ii. We try to have a well-rounded meet and confer committee that represents employees from different divisions and job classes, both primaries and alternates.

4. Committee Volunteers

- a. Finance Committee
 - i. Audits previous board
- b. Meet and Confer Committee
 - i. Interim bargaining
- c. Bylaws Committee
 - i. Reviews and updates bylaws
- d. Social Committee
 - i. Plans social events
- e. Negotiating Committee
 - i. Contract negotiations
 - ii. Won't happen for a year
- f. Grievance Committee
 - i. Handles grievances
 - ii. Grievance SOP will be promulgated soon
 - iii. Eventually the attorney will probably chair the grievance committee

5. AQS Reclass

- a. Minimum qualifications updates have been agreed upon
- b. Job duties are close to being agreed upon
- c. There is a conflict regarding the possibility of sending current AQS's into the field to perform inspection duties
- d. We tried to insert a minimum requirement for training to make an AQS qualified for inspection work, in order to limit the pool of eligible AQS's
- e. Management hasn't defined the "critically low" threshold that would prompt them to assign these current AQS's inspection duties
- f. The District pushed back the negotiation meetings for two months, so we are asking for a three month extension (which accounts for the holidays)

6. Grievance Update

- a. Grievance filed in 2016 regarding District violating 16.02 (The Air District exceed the cap of hours for an LTE)
 - i. We won the arbitration but the arbitrator died before deciding on the damages owed by the District
 - ii. The Air District has settled with the EA
 - 1. The employee will receive a one-time check of about \$11,000
 - 2. The EA will receive about \$79,000

- b. We may be filing a grievance regarding a CEQA contract, where the work could be performed by AIM
 - i. First we are going to try to have the contract reworded so bargaining unit work is allocated as it should be

7. Other Business

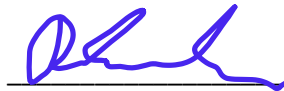
- a. We recently switched 457 vendors. Ralph Borrmann wants the EA to push for the current 457 program to allow us more flexibility.
 - i. We are not allowed to invest in individual stocks
 - 1. Kenny sent a letter to the Air District requesting this to change. We have not received a response.
 - 2. Under state and federal law we should be allowed this
 - ii. We should be allowed to invest our money how we want to
 - 1. 10% of District Employees want more choice
 - iii. Would the EA consider hiring a lawyer to investigate this further and advocate on our behalf
 - iv. Kenny says we should bring this to the meet and confer table, and we should also ask our attorney for guidance on this, or a reference to an attorney who specializes

8. Adjournment

Approval:



Kennieth McKellar, President



Richard Lam, Recording Secretary