

BAAQMD Employees' Association

375 Beale Street Suite 600

San Francisco, CA 94105



"Final EA Board Meeting Minutes approved by the BAAQMD EA Board on August 11, 2022"

7/6/2022 EA Board Meeting

1. Meeting called to Order (6 board members constitute a quorum).
 - a. Roll Call (starts at 1205 pm)
 - i. Grace Leung (Steward)
 - ii. Jack Connor (Vice President)
 - iii. Jimmy Cheng (Steward)
 - iv. Joseph Muehleck (Steward)
 - v. Julius Li (Steward)
 - vi. Richard Lam (Recording Secretary)
 - vii. Monte DiPalma (Steward)
 - viii. Kennieth McKellar (President)
 - ix. Andrea Academia (Treasurer)
 - x. Chris Coehlo (Corresponding Secretary)
 - xi. Raseam Wroten (Steward)
 - xii. Raymond Salalila (Steward)
 - xiii. Dan Oliver (Guest)
 - xiv. Marc Nash (Guest)
 - xv. Irma Salinas (Guest)
 - xvi. Tamiko Endow (Guest)
 - xvii. Robert Cave (Guest)
 - b. Absent
 - i. Julius Li (Steward)
2. Motion to approve minute from last meeting (May)
 - i. 7 vote, 7 yays
 - ii. Minutes approved
3. Financial Update
 - a. No update since last meeting

- b. Dues suspended
- c. Keep an eye out due to agenda #6 (grievances)

4. Meet and Confer Update

- a. DWP
 - i. Hot topic as Sharon coming in
 - ii. Sharon mentioned she sees several issues in DWP (Ken: we can't speak more on it now)
 - iii. Remote work policy: several managers not liking the way it is written
 - iv. EA against anything involving childcare, as that will put EA in a disadvantage
 - v. Sharon is trying to figure out her leverage on EA
 - vi. Talked with Jack and attorney as this may turn into a battle
 - vii. EA opens to suggestion from District via Meet and Confer
 - viii. Chris: Sharon's biggest concern is that the admin code with remote work. Sharon hasn't been too specific with her concerns though. Hopefully a smooth transition for DWP, and not just a pilot
 - ix. Monte: Admin code shouldn't be the issue. Sharon may be forcing people back into the office
 - x. Jack: The admin code says that telecommuting is a privilege. Meanwhile, DWP states that remote work is offered to workers. Thus, there are some inconsistencies with the admin code. Sharon is opposed to remote work and trying to use admin code to support her personal position. "She wants to have lunch with her work friend."
 - xi. EA will work to get DWP to be a policy.
 - xii. Attorney says that DWP has a high chance of success, working for EA.
- b. COLA
 - i. CPI is 4.1% for the past year, 0.7% greater than the 3.4% COLA cap in the MOU.
 - ii. We attempted to have this conversation with The District before the budget was put to the board. The conversation was delayed until a labor negotiations meeting that occurred after the board approved the budget.
 - iii. Now The District wants to push it to 2023 contract negotiation
 - iv. Nothing has come out of it so far
 - v. We are looking at tools such as leveraging a potential grievance
 - vi. No questions from EA Board

5. Salary Standardization/benchmark

- a. Proposal from EA president to standardize salaries at the Air District. Salaries will be set based on class (Professional/Technical/Clerical) with levels I/II, senior, and supervisor/principal in each class.
- b. 10% salary separation between different levels
- c. Benchmark position is used to adjust salaries of other levels
- d. Make it more equitable for everybody
- e. Cleaner way where salary level is shown across all positions
- f. District wants to separate this from contract negotiation
- g. EA will try to form a committee to work on this
- h. Everyone's salary level should be increased

- i. Monte: what's the next step?
- j. Next step is to meet with the district and gets the ball rolling, and don't need to be perfect, and implemented in 3 years. Also wants to have a committee to look at this, will send the request to join the committee on Friday.

6. Grievances

- a. 8.04 Reopener
 - i. Renegotiating contract. Sliding scale in promotion. District wants to ask consultant to look at it, but they haven't done any actual work on it. EA asks for documentation on how much work District has done. If District doesn't send out documentation, then EA will file a grievance.
 - ii. We may be able to get both sliding scale and COLA.
 - iii. If EA hasn't received anything, will consult with attorney before pursuing next steps.

7. Other Business

- a. Kenny met up with Chair Bauters. Chair Bauters wants EA for input for the new APCO. Kenny wants stewards to talk to members to see what they want for the next APCO.
- b. Want the stewards to have the list in 2 weeks.
- c. 3 panels to select candidates
- d. EA will have some say at some point of the process
- e. Chris: future meeting about the by-law committee
- f. Jack: setting up a nominating committee for next term, since Jack and Kenny won't be in leadership next term

8. Public Comment

- a. None

9. Adjournment

- a. Meeting adjourned at 1258 pm

Approval:



Kenneth McKellar, President



Richard Lam, Recording Secretary