

BAAQMD Employees' Association

375 Beale Street Suite 600

San Francisco, CA 94105



"Final EA Board Meeting Minutes approved by the BAAQMD EA Board on December 7, 2022"

10/13/2022 EA Board Meeting

1. Meeting called to Order (6 board members constitute a quorum).
 - a. Roll Call (starts at 1206 pm)
 - i. Jimmy Cheng (Steward)
 - ii. Joseph Muehleck (Steward)
 - iii. Richard Lam (Recording Secretary)
 - iv. Kennieth McKellar (President)
 - v. Raymond Salalila (Steward)
 - vi. Chris Coehlo (Corresponding Secretary)
 - vii. Julius Li (Steward)
 - viii. Monte DiPalma (Steward)
 - ix. Will Saltz (Guest)
 - x. Irma Salina (Guest)
 - b. Absent
 - i. Grace Leung (Steward)
 - ii. Jack Connor (Vice President)
 - iii. Andrea Academia (Treasurer)
 - iv. Raseam Wroten (Steward)
2. Adoption of previous Minutes
 - a. All minutes passed with quorum. 6 Yays on July Special Meeting. 6 Yays on August Meeting. 5 Yays on September Meeting. Rest of votes counted as Abstain.
3. Finance Update
 - a. Andrea is not present so this update is tabled.
4. Meet and Confer Update
 - a. Return to work

- i. The District will give a 30 day notice for the soft opening and hard opening
 - ii. Should be hearing that very soon from the District
 - iii. Rumor has soft opening date of Nov 1
 - iv. Monte: question about the pushback on the soft opening. Kenny is more concerned about the date, testing, and logistics to protect staff.
 - v. Chris: should be called return to Beale Street
- b. COVID Hazard Pay Criteria
 - i. Staff went to an on-site training but was denied COVID-pay by the supervisor. Air District didn't know about this but would look at this on a case-by-case basis.
- c. Anti-bullying policy
 - i. First draft by the Anti-bullying team is more comprehensive
 - ii. The District draft (Sharon's copy) is much more compact
 - iii. The staff working on this has concerns about Sharon's copy
 - iv. Monte: maybe drag it out and wait until the next APCO
 - v. Will: Any policy involving terms and conditions about employment needs approval from EA. Recommend EA not accept anything unless it is comprehensive
 - vi. Richard: The first draft is better than the District draft.
 - vii. Will: Sharon is new, and she has never worked with something like the EA, so she would have to learn how to negotiate with the EA.

5. Meeting with Sharon Update

- a. Our attorney, and Will (sitting for Jack) for the EA. The nature is to discuss the nature of the Admin Code. The meeting has 3 points. Sharon backs away eventually. Right now, we are stuck in a holding pattern.
 - i. The DWP is the official policy
 - ii. Changes can't not be made to the DWP
 - iii. Whenever there is conflict between MOU and Admin Code, MOU supersedes.
- b. The meeting only lasts 30 minutes, even though it is scheduled for an hour.
- c. Kenny thinks we are in good shape, but we may have some fights coming down the pipeline in the future.
- d. Chris: Asking about the changes of the DWP. Kenny says that it may be some soft changes, and more back-and-forth.
- e. Monte: maybe getting input from staff about the remote work policies. Having EA board members on the team is useful in case something worrisome is going to take place.
- f. Chris: the taskforce is created with a wide array of staff, and most are friendly towards the EA. Chris is concerned about the changes coming down from the executive level.
- g. Will: The taskforce is not authorized to negotiate anything related to terms and conditions of work employment. If Sharon approaches the taskforce, the taskforce shouldn't accept any changes suggested by Sharon.
- h. Chris: Holding pattern for the taskforce since they don't have any clear direction.

6. New State Holidays and the EA Stance

- a. Monte brought to an attention of 2 new state holidays: Lunar New Year and Genocide Remembrance Day.
- b. These will be part of the official holidays for the Air District, according to the MOU
- c. The District may be pushing back, hopefully no fight with the Air District.

7. The EA representatives for the EO/APCO position

- a. Last week Chair Bauters wanted EA to sit on the hiring panel. Kenny selected Virginia and Simrun to develop questions for the interview in November. They will be reviewing questions in the next week or so. Select Virginia and Simrun because of the experience with the EA. They will present during the interview also.
- b. Monte: wondering number of finalists. Kenny doesn't have that information right now.

8. Grievances

- a. No grievances right now
- b. Waiting to hear back from District (engineering and planning) about contracting out work that can be clearly done by Air District employees.
 - i. Want to have face-to-face meeting to get opinions from managers and see if we can come up with any resolution.

9. Other Business

- a. People not receiving Doordash gift cards
 - i. Chris: The person working with it was sick, and now swarmed with work in a short-staffed environment. So hopefully will get this resolve soon. Only 1 person (account holder) can work on this process right now.
 - ii. Monte: Do you need help, and Doordash couldn't help us..
- b. Damien Breen put on admin leave
 - i. KQED did a newscast on this
 - ii. Several people asked EA should speak to the board about the instability on the leadership level, and lack of communication, and affect staff
 - iii. Monte: Good idea to ask District for more information, and for EA to speak on behalf of staff
 - iv. Chris: We are getting questions from the public. It may be worthwhile to ask for more information
 - v. Jimmy: Caught off guard about this also.
 - vi. Kenny: Thinks that it is weird, and we are caught off guard. Maybe need to get feedback from memberships about the next move.
 - vii. Monte: Do we need to do anything, official or back-channel, or just a friendly conversation?
 - viii. Will: He likes Monte idea. He heard from field staffs hearing allegations about certain leaders at the Air District being crooked. The narrative seems like the Air District is being leaded by crooked leaders, and this make the situation awkward.

10. Public Comment

- a. Irma: Wonder whether the 2 EA panelists will be also in the interview panel

- b. Chris: Wonder whether there will be a Holiday Party. Kenny said that it is unlikely.
- c. Irma: Looking at retirement benefits. Wondering the funding status on that? Asked HR about it, but they haven't got back to Irma.
- d. Jimmy: Got a question about whether the District allows employees to invest in individual stocks in the 457. This will be brought up when appropriate time comes, as it was already brought up previously.
- e. Monte: Is there an update on the contract negotiation? Kenny said this is still to come. The Air District doesn't want to start the contract negotiation early.
- f. Kenny: If any division has high school interns and what they do, please send that to Kenny.

11. Adjournment

- a. Meeting adjourned at 1 pm

Approval:



Kenneth McKellar, President



Richard Lam, Recording Secretary