

BAAQMD Employees' Association

375 Beale Street Suite 600

San Francisco, CA 94105



“Final EA Board Meeting Minutes approved by the BAAQMD EA Board on April 5, 2023”

03/08/2023 EA Board Meeting

1. Meeting called to Order (6 board members constitute a quorum).

- a. Roll Call (starts at 1205 pm)
 - i. Chris Coehlo (Corresponding Secretary)
 - ii. Richard Lam (Recording Secretary)
 - iii. Kennieth McKellar (President)
 - iv. Jack Connor (Vice President)
 - v. Andrea Academia (Treasurer)
 - vi. Grace Leung (Steward)
 - vii. Julius Li (Steward)
 - viii. Raseam Wroten (Steward)
 - ix. Jimmy Cheng (Steward)
 - x. Raymond Salalila (Steward)
 - xi. Jeff Stanley (Guest)
 - xii. Jay Patel (Guest)
 - xiii. Irma Salinas (Guest)
 - xiv. Daniel Oliver (Guest)
 - xv. Alfonso Borja (Guest)
 - xvi. Robert Cave (Guest)
 - xvii. Tamiko Endow (Guest)
 - xviii. Jessica DePrimo (Guest)

- b. Absent
 - i. Monte DiPalma (Steward)
 - ii. Joseph Muehleck (Steward)

2. Adoption of previous Minutes

- a. February meeting minutes approved

3. Tabling Items

- a. Financial Update, Grievances, Meet & Confer.
- b. Table these items until April Meeting.

4. Reinstating Dues

- a. Brought up in the last meeting.
- b. Have enough for quorum for a vote.
- c. We switched an account to a different credit union for higher interest rate.
- d. We do expect negotiation to be very complex this year.
- e. We will have an attorney representing us in the contract negotiation, thus expect attorney cost to be much higher.
- f. Potentially we have to pay for 2 attorneys as we are having our main attorney transitioning into a new attorney, as the current attorney is retiring.
- g. Expected to have multiple grievances in the future.
- h. Propose to reinstate dues to make sure we are not running a deficit.
- i. Chris makes the motion to reinstate dues.
- j. Jack seconds the motion.
- k. Unanimous vote yay (10), with none vote against.
- l. Reinstate dues 4/1/23.
- m. Send out email so membership can prepare for this change.
- n. Questions about dues collection
 - i. More expenses as we are doing more activities.

5. Contract Negotiations

- a. We asked the District when they want to start the contract negotiation.
- b. District said that they are still working to find a consultant.
- c. We will have a tentative meeting on March 28/29, since we have to start contract negotiation first meeting before April 1.
- d. Reach out to membership to seek out members in the negotiation committee.
- e. Surveys will be sent out after the meeting seeking input from members.
- f. Phil Fine said that his family members work for public agency.
- g. EA would want to go hardline on contract negotiation, and then go from there.
- h. No comments from Board and general membership.

6. Sending out Surveys

- a. Plan to send out email before next Thursday March 15.
- b. Chris: we should send it out sooner than later next week so that we have more time to plan.
- c. Kenny: maybe sending out survey asking membership seeing whether they are planning to leave the agency in the near future due to pay.
 - i. Maybe useful for leverage.

- d. Open ended questions.
- e. Chris: Since Board priority is to redo Admin Code, that may impact MOU, thus may delay the timeline of discussing MOU. But right now, don't know. Will discuss with attorney this afternoon.
- f. Sharon views Admin Code as law (though not above MOU for represented staff). EA thinks Admin Code is just a guideline.

7. DWP (District latest version)

- a. District sent updated version of the DWP (their version) last Tuesday
- b. EA and Remote Work Taskforce evaluated the current version of DWP, and commented on it.
- c. Spent 3 hours with internal Meet and Confer committee to put together our feedback and position on the new version.
- d. Will discuss this with attorney today.
- e. We will do everything we can to state that remote work is a right, not a privilege.
- f. Shouldn't be a steep hill to climb to come into agreement with District.
- g. Will send the latest suggestion version of DWP to the Board, not to membership.
- h. Raymond: Timeline with respect to Covid emergency ending.
- i. District gave us a deadline of March 13 to discuss these changes.
- j. EA wants to keep everything as is while we negotiate these changes to DWP.
- k. EA is not going to stonewall, but we are not going to go by some arbitrary deadline in April set by the District.

8. Picnic (early discussions/forming committee)

- a. Met with Philip Fine and he mentioned it would be a good idea to have a picnic.
- b. Chris: trying to get social committee together.
- c. Email will be sent seeking interests.
- d. Ideas getting some traction.
 - i. Do it at 6 Flags.
 - ii. Make it easier for us.
 - iii. Will cover food and admission.
 - iv. More expensive.
 - v. Will need to get this figured out soon as things getting booked up.
 - vi. Executive office and HR office are also interested.

9. Standby Pay

- a. Standby Pay is behind the time.
- b. Want to separate this from contract negotiation.
- c. Inspection staff prefers thus to be done by a side letter.
- d. Comparable to other agency, we are well behind. Staffs are being burnt out as field specialists in enforcement are being put on mandatory OT.
- e. Julius Lee: supported raising it at least to minimum wage.

- f. Chris: It is not District wide, so doesn't want to tie it with contract negotiation.
- g. Raymond: \$2.50 per hour currently is way too low. Maybe tie in with hazard pay also (usually requires climbing in incident response). Hazard pay is 2.5%.
- h. Retro Pay from January 1, 2023 when standby became mandatory.
- i. When will it get be implemented: will have to be negotiated between EA and District, probably at the start of a new pay period.

10.Other Business

- a. Jimmy: Staff are advised by District to bring excess vacation hours to below 460 hours before June 30 as a safety precaution. What is the EA's stance on this? EA would consult with attorney before addressing this.

11.Adjournment

- a. Meeting adjourned at 1 pm.

Approval:



Kennieth McKellar, President



Richard Lam, Recording Secretary