

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 16, 2023"

EA Board of Directors' Meeting
Thursday, November 8, 2023, 12:00 - 1:00 pm
Golden Gate Conference Room 8102 and webcast via Zoom

1. Meeting Called To Order (6 board members constitute a quorum).

Board members present: Chris Coehlo, Kennieth McKellar, Julius Li, Grace Leung, Andrea Academia, Joseph Muehleck, and Jack Connor in person; Richard Lam, Jimmy Cheng, and Monte DiPalma via webcam. Business Agent Will Saltz attended via webcam.

Called to order at 12:08 pm.

2. Welcome Incoming 2023-2025 Board Of Directors

Incoming EA Board of Directors present:

- Virginia Lau (President)
- Areana Flores (Vice President)
- Erin Kelly (Treasurer)
- Laura Cackette (Corresponding Secretary)
- Betty Kwan (Recording Secretary)
- Daniel Oliver (Professional Steward)
- Romelle Guittap (Inspection Steward)
- Haley Downing (Inspection Steward)
- Monte DiPalma (Professional Steward)
- Richard Lam (In-house Technical Steward)

Present remotely (webcam):

- Hernan Segura (Field Technical Steward)

3. New Business

- The District Holiday Party is scheduled for December 7, 2023. The EA Social Committee has \$7,000 remaining in their budget. The District is requesting approximately \$3,500 for alcoholic beverages. Recommendations were made to increase the future annual budget for social events to \$15,000.
 - ✓ Motion to allocate \$3,500 for the District Holiday Party and \$3,500 for the children's holiday party (Chris), second by Joseph. Motion was unanimously approved.

4. Special Order of the Day

Recognition and celebration of Andrea's birthday

5. Financial Update

Current balance from all EA accounts is about \$378,000. Recommend performing a membership audit to ensure roster is current.

6. Grievance Update

- a. Removal of bargaining unit work to management – M&M assistant manager is still performing supervisory duties. Arbitration originally scheduled for November 30, 2023 will be rescheduled.
- b. Holiday observance grievance – The EA is seeking additional holidays recognized by the Governor of California and the State Courts including Lunar Holiday, Genocide Remembrance Day, and Native American Day. Arbitration is scheduled for February 2024.
 - ✓ Motion was made to authorize grievance expenditure of up to \$5,000 each for holiday observance and for removal of bargaining unit work grievances (Jack), second by Joseph. Motion was unanimously approved.
- c. Personal Grievance – Member was reprimanded unjustly and was bullied by management. EA appealed the reprimand as the APCO did not meet with the member before making the final decision on the case. The procedural violation will likely be resolved through arbitration.
- d. Personal Grievance – Member was reprimanded unjustly and was bullied by management. EA appealed the reprimand as the APCO did not meet with the member before making the final decision on the case. The grievance is at Step 3 where it is submitted to the APCO. The procedural violation will likely be resolved through arbitration.
- e. Two unfair labor practice charges – Distributed Workforce Policy was unilaterally executed during negotiations without EA's final approval and District is withholding information that is being requested by the EA. Both charges have been filed with the Public Employees Relations Board (PERB) as violations of Meyers-Milias-Brown Act (MMBA).

7. Meet and Confer Update

No update. The incoming Board should be aware of potential District actions including creation of Manager I and II positions, class and compensation study, and District's Administrative Code updates through Board resolutions. Recommendation to propose policy for sliding scale for sequential promotions with each class.

8. Transition of Power to New EA Board

Kennieth provided an overview of job duties assigned to each of the Board positions.


9. Public Comments - none

10. Adjournment – Meeting adjourned at 1:12 pm

Approval:


Virginia Lau (Nov 21, 2023 11:21 PST)

Virginia Lau, President



Betty Kwan, Recording Secretary