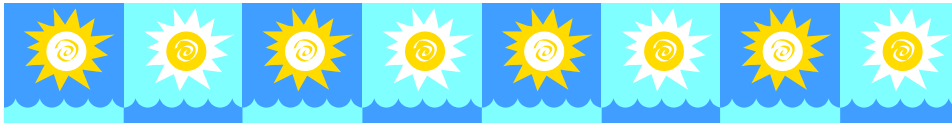


Think before you print. If you do, consider your print settings.



# EA VOICE



**BAAQMD Employees' Association Newsletter**

**Summer Issue 2015**



## Message from the President

Greetings members,

I realize it has been some time since our last issue of *The Voice*; however the EA Board has been hard at work on multiple fronts. There is a lot to talk about, so I will do my best to address everything without rambling too much...

However, before I get too far into everything the EA has been up to the past few months, I would like to take a minute to congratulate all of the retirees who took advantage of the Retirement Incentive Program. Your service to the Air District and the citizens of the Bay Area has been invaluable and it will be no easy task to fill your shoes when you are gone. Thank you for your dedication to improving the quality of life in the Bay Area and for making the Air District a wonderful place to work. Lastly, thank you for your support of the EA throughout the years, with extra thanks to those of you who sacrificed your spare time and effort serving on the EA Board and/or its committees.

Our last membership meeting involved a vote to authorize further funding of the grievance involving the Air Quality Specialist Positions (AQS) in the Strategic Incentives Division (SID). You may recall that the grievance was set to go to mediation. That mediation occurred and resulted in a mutual agreement that the Air District would develop a Staff Specialist Classification to be presented to the EA for approval through the Meet and Confer process.

Once agreed upon, the AQS positions in SID would be reclassified to the new Staff Specialist classification. The deadline for this to occur was to be June 30, however the Air District has asked for additional time in creating the new class. As a result, the EA has agreed to give the Air District until July 31 to settle the matter or the EA will move the grievance to arbitration. Having said all that, I am quite confident that we will have the matter settled before the July 31 deadline.

Another item being handled by the Meet and Confer team is the Classification Study Request that the union submitted to the Air District toward the end of last year. The EA is allowed to choose 3 classifications per year of the MOU and the three classes selected by the EA were the Air Quality Inspectors, Air Quality Engineers, and Administrative Analysts. At this point, a firm has been agreed upon by the District and the EA and the studies should commence in the near future. As these studies progress, the EA will prepare to submit 3 additional classes for evaluation before the end of the year. ...

## Inside this Issue:

<b>Front Page</b>	<b>1</b>
<b>Events</b>	<b>2-3</b>
<b>Message</b>	<b>4</b>
<b>Elections &amp; Thanks</b>	<b>5</b>
<b>Q&amp;A: Saltz</b>	<b>6-7</b>
<b>Treasury &amp; By-Laws</b>	<b>8</b>
<b>Committees</b>	<b>9</b>
<b>Contacts</b>	<b>10</b>

## **BOARD MEMBER RETIREES**

**Chris Rumm will be retiring at the end of June, please thank him for his dedicated service (10 Years!) to the EA at the General Membership Meeting.**



Chris at the end of his last EA Board Meeting in June 2015.

**CONTINUE TO PAGE 4 FOR THE CONTINUATION OF THE PRESIDENTS MESSAGE...**

# EA GENERAL MEMBERSHIP MEETING



## INSPECTORS

If you're encouraged to attend the General Meeting which will be held between the two 7th Floor meetings.

## EA GENERAL MEMBERSHIP

DATE: JUNE 22ND, MON

TIME: NOON–1:30PM

7th Floor Board Room

All EA Members are encouraged to attend. If you encounter issues with management in requesting leave, please let your steward know.

*Lavash-style sandwiches and other goodies will be provided; vegan/vegetarian options.*

**NEW MEMBERS,  
PLEASE ATTEND.**

PLEASE LOOK TO THE EA PUBLIC FOLDER FOR THE GENERAL MEETING AGENDA ANNOUNCEMENT...

# MEETING



# Employee Association will be hosting a day of baseball and BBQ



Oakland A's vs Kansas City Royals



Saturday, June 27, 2015

Game time 1:05 PM

Tailgate BBQ 10:00 AM-12:30 PM



First 20,000 fans will receive a free  
"Charlie O." Throwback T-Shirt

The EA Social Committee will host the tailgate BBQ  
before the game in Oakland Coliseum parking lot "B"  
near the area of the power line towers

Please contact Frank Dickey via email at  
[fdickey@baaqmd.gov](mailto:fdickey@baaqmd.gov) or ext. 4663 to sign up.

~~RSVP before May 27, 2015~~

Non-EA members \$10 per ticket (same price as last year!)

**A LIMITED AMOUNT OF TICKETS AVAILABLE**

**(AS OF 6/10/15)**

## **CONTINUATION OF THE PRESIDENT'S MESSAGE...**

Most recently, at the most recent Personnel Committee meeting Jack Broadbent revealed his plan to restructure management. As part of this reorganization, the numerous managerial classifications would be reclassified (consolidated) into several main classifications. Additionally, the positions of Deputy Executive Officer and Assistant Manager would be created. In his explanation of the Assistant Manager position, the Executive Officer stated that the job would encompass much of what the current Supervisor classification performs. I can assure you that the EA has recognized that the Executive Officer's proposal would be taking work from the bargaining unit and we are in the process of addressing this matter. We will protect union jobs fervently and energetically. If you have any concerns, questions, or comments, please contact myself, your steward, or a member of the M/C Team.

In other EA business, the By-Laws committee is working hard on some revisions to the by-laws which will be brought to the membership for approval once they have been approved by the EA Board. Please stay tuned as we will be distributing more information regarding the proposed changes in the coming weeks.

One of the things that the By-Laws Committee work revealed was that the EA was due for a financial audit. As such, the Financial Committee was assembled and is in the process of conducting this audit as I write this message. Their findings will go a long way in supporting the work of the By-Laws Committee as well as addressing any overlooked items in our finances.

Continuing on, a side letter to the current MOU created a Joint Healthcare Benefits Committee for the EA and District to mutually explore options regarding our current Health Care Benefits Providers and options. The initial question explored was whether we could reduce costs by getting out of CalPERS. In short, getting out of CalPERS will not save us money and will probably result in health plans that provide less service. From here the committee will most likely explore various options within the CalPERS plan and compare them with our current package.

An interesting thing I would like to mention is that the EA has asked the District to invite Alliant (the District's Insurance Broker) to conduct a presentation, before open enrollment, that illustrates the different health care plans, costs, and services so that we can all make an informed decision when we choose our prospective plan. The EA will be working with the District to make this happen and I encourage all of you to attend.

I know what you're thinking... 'what about the building move?' Well I'm glad it's on your mind, because it's on mine too! I know there have been a lot of talk and a series of rumors regarding the move. All I can say is that the EA has brought your concerns to the District and we are doing our best to have them addressed efficiently and comprehensively. The District is planning on having several brown-bag meetings regarding the move; I would encourage everyone to attend and participate.

Finally, I would like to call your attention to a few important dates coming up in the near future:

The EA will have its next General Membership Meeting on Monday, June 22. There will be a lot of things to talk about including the EA Board Elections in September. The meeting will also be another opportunity to recognize some of our retiring members for their service and support.

On June 27 the EA Social Committee will be hosting an A's game and Tailgate Party. These events are really fun and great ways to socialize and connect with one another outside of the workplace. With the team the A's have this year, it should definitely be an exciting game.

*Best,* Paul Grazzini  
EA President

### **BOARD MEMBER CHANGES**

**Duc Nguyen has stepped in to fill in for retired Professional Steward, Kurt Malone.**



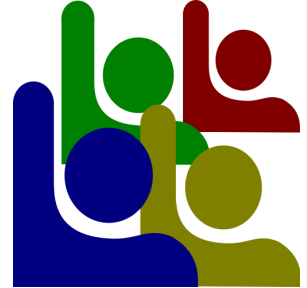
## EA BOARD ELECTIONS 2015

### 2015 EA Board Elections—Volunteers Needed

2015 will be an EA election year and all EA offices will be available. According to the EA By-Laws, the election is normally held in September, and the new board is expected to begin work in October.

Major activities for the new board will be:

- Overseeing the negotiation of a new Memorandum of Understanding (MOU) prior to the expiration of the current MOU in June 2017.
- Working with the District to address any member concerns related to the move to the new District office.
- Undertaking new classification studies to update the class descriptions for represented employees.



The EA By-laws (available at <P:\GENERAL\EA\BYLAWS>) describe the duties of each EA officer in Article V. All members may also see the current board in action by attending the regularly-scheduled board meetings which occur the second Wednesday of the month and which are announced on the EA public bulletin board on the Air District email system.

If you are interested in running for an EA office, or wish to nominate an EA member for an office, please contact Julian Elliot, chair of the Nominating Committee ([jelliot@baaqmd.gov](mailto:jelliot@baaqmd.gov)). Interested EA members may also participate by volunteering to serve on the Nominating Committee to solicit candidates for office.

## **A BIG THANKS TO 2014 SOCIAL COMMITTEE!**

**A belated thank you for last year's hard work making the EA Fun:  
Terri Levels, Sheryl Wallace, Paul Grazzini, Victor Douglas, Will Saltz, Franklin Dickey, & Abby Young.**



## Q & A: Will Saltz, Fellow Member & Business Agent for the EA

### **1. When did you begin working at the Air District and what motivated you to become involved in the EA's activities?**

I started working for the District in 1990 and I became involved in approximately 1991 when the then EA President Luna Salaver asked me to help her write a couple of articles for the EA Voice. From that point on, I became fascinated with some of the employer/employee issues that came about. More specifically, I was curious with the process that the union went through to deal with situations in which it was obvious there was a lack of balance of power. The EA had a few volunteers to handle contract negotiations and grievances who were not well versed in labor law and the District on the other hand had seasoned managers to represent their interests.

### **2. What roles have you assumed - or were elected to -within the EA before becoming the Business Agent?**

I was an EA Steward for one term and I also served as EA President for one and one-half terms (total 3.5 years). My second term was cut short when our Business Agent at the time, the great Bob Adams, was taken ill. I assumed the role of temporary Business Agent until the EA recruited a permanent Business Agent. I could not be both Business Agent and EA President simultaneously so I resigned my presidency. The EA Board conducted a recruitment for a permanent Business Agent and I was selected for the role. I have been employed as the EA Business Agent since 2008.

### **3. Have you received mentorship from anyone in the EA or from other union organizations? Did you pursue any special training or education on union law?**

My training in dealing with union matters has come in a variety of ways. I have been involved (both directly and indirectly) with many different types of employer-employee issues dating back to 1992. I have attended several labor law conferences and have interfaced with several different attorneys over the years from the EA's current law firm, Davis Cowell & Bowe (DBE) while having participated in the negotiation of virtually every EA collective bargaining agreement – with the exception of one – since 1993. I have also negotiated grievance resolutions and participated in several arbitrations and mediations. Throughout the grievance processes, I have worked closely with union attorneys and have learned directly from working with some of the best attorneys in the business. And as they say, the proof is in the pudding. Of the numerous grievances that the EA has filed in my 10 years of direct, personal involvement, we have only lost one case. What does that mean? That means the union tends to file cases that have merit. Don't think for a minute that the administrators at the State Mediation and Conciliation Services aren't aware of this standard.

### **4. What were the most important things you learned from working with Bob Adams, the first EA Business Agent?**

Bob taught EA leadership several things. First and foremost, he would repeatedly drive into us the notion that — at the bargaining table —when you deal with anyone from management, it is always a "level playing field". Prior to Bob's arrival, it was sometimes a bit intimidating to speak directly with executive level staff especially with regard to antagonistic issues. One of the primary reasons for this was because, at the time, the EA was not informed about labor laws that empowered us. Until Bob's arrival, we had never heard of the Meyers-Milius-Brown Act. Nor were we knowledgeable of the California Public Relations Board. By exposing the EA to this subject matter, Bob provided the union with the tools necessary to operate as a true union. The best analogy that I can think of is that for years we went head-to-head with the Air District in a football game without a playbook and without a rulebook. We were totally at the mercy of our agency's executive management, and to a certain degree, our Board of Directors. Everything changed when we hired Bob Adams. He also taught us about the art of negotiating. Bob was exceptional. He was always several steps ahead of the other side when formulating strategies. He could play hardball or he could play softball. He had no preference. Neither do I. We let the other side determine the pace and tenor and we negotiate accordingly. As long as at the end of the day, we get the best deal possible for our bargaining unit members that is all that matters.

### **5. In 2009, when you resigned as EA President, you were half-way into your second term; why did you choose to pursue the Business Agent position?**

Our Business Agent at the time, Mr. Bob Adams fell ill, so I was appointed as interim Business Agent until the position was filled permanently. It was a natural step in evolution of my role with the union as I had been working very closely with Bob,

as my predecessors did before me. By 2009, I had quite a few years of experience performing various tasks for the union so I decided to step it up to the next level. It has been a very rewarding experience. I was the interim Business Agent until the EA Board recruited for a fulltime Business Agent and was not involved with the board's recruitment process.

**6. How does the role and responsibilities of the Business Agent differ from other EA positions?**

There are several differences. For one thing, the collective bargaining agreement does not grant the Business Agent release time. When there is a need for me to perform a Business Agent duty during Air District working hours, I have to use my paid leave as a BAAQMD employee. On the other hand, union members who participate as EA Board Members or who participate on a committee such as the Meet and Confer Team or Finance Committee are granted a certain amount of release time on a monthly basis. I should mention that I am a member of the Meet and Confer Team but I'm just one of the guys" on that committee. I do not perform Business Agent duties at the bargaining table during contract negotiations. Any issues that I deal with as the Business Agent are done on my personal time.

As the Business Agent I have a unique role in the union because I have institutional knowledge that employees in other EA positions don't typically have. Board members and committee members come and go every couple of years. I have been involved with union matters to one degree or another stretching back to the mid-1990's. There have been several occasions when I was the only person at the bargaining table who had intimate knowledge when a particular side letter (or some other agreement) was previously negotiated. That knowledge can be quite beneficial during negotiations or during an arbitration hearing.

The Business Agent works closely with the EA President and Vice President on an ongoing basis. We constantly formulate strategies to cope with ongoing as well as anticipated situations. A lot of planning is required to run the union. The Business Agent is often the primary liaison between the union and the law firm that represents the EA. My years of experience interfacing with the attorneys who represent the union has enabled me to learn exactly how they think in given situations. I understand their philosophies and this helps me when I and union leadership formulate strategies whether it the negotiation of a new collective bargaining agreement, dealing with a violation of the MOU or the bargaining of a new side letter. Similarly, during the past ten years, my dealings with our agency's leadership, as well as their negotiators has given me insight into their tendencies. This information helps me to interface with them effectively whether our interactions occur on friendly terms or hostile terms.

**7. What are the challenges you face when balancing your role as an employee, EA member and Business Agent? What motivates you to be as active as you are in the EA?**

The most obvious challenge is balancing my workload as a Rule Developer with my personal life and my responsibilities as the Business Agent. For many years I was a caregiver for several family members in addition to working full-time and tending to my responsibilities as the Business Agent. My family-related responsibilities have lessened over the past three years so my work load as the union's Business Agent is more manageable. Also, the number of active grievances as well as the number of potential grievances have diminished in recent years, thus, my workload as the Business Agent has lessened accordingly. However, as the Air District prepares to move to the new office location, there will be challenges that employees will have to deal with that may develop into issues requiring my services. We'll see how that plays out.

My motivation for remaining active in the union is simple. I care for the employees and I care for the agency. I firmly believe that a healthy union translates into a healthy agency so I do everything possible to make sure that the union maintains its goals and objectives as a labor organization. We had the opportunity, and a very compelling reason, to affiliate with a larger union in 1999 when the union was under attack by the executive leadership at the time. But after performing our due diligence, researching all of our options and interviewing several of the local, powerful unions, we decided that we could a better job of protecting our interests better than they could. In retrospect, that turned out to be a pretty good decision. That situation forced the EA to grow up and truly learn about what being a bonafide bargaining unit was all about. The union must forever remain vigilant about protecting our employees, our jobs and our collective bargaining agreement.





# Treasurer's Report

April 2015

## **REMINDER**

**July 1st = 2.6% COLA!**

## BAAQMD Employees Association Balance Sheet As of May 1, 2015

	<u>May 1, 15</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
EastWestBank CD 180days	101,352.38
EastWestBank Money Market 6 Che	32,947.60
EastWestBank Standard Business	41,402.79
SFFCU 12 MO TERM CD I24	102,431.45
SFFCU 12 MO TERM CD I24.1	101,990.27
SFFCU Regular Shares	5.02
Total Checking/Savings	<u>380,129.51</u>
Total Current Assets	<u>380,129.51</u>
<b>TOTAL ASSETS</b>	<b><u>380,129.51</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
Equity	
Opening Balance Equity	103,541.84
Retained Earnings	258,335.83
Net Income	18,251.84
Total Equity	<u>380,129.51</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>380,129.51</u></b>

### **FINANCE COMMITTEE:**

The Finance Committee (Joseph Driste, Treasurer; Franklin Dickey, Professional Steward; John Foster, Technical Steward) have completed an audit of the EA's financial records and will provide a presentation at the General Membership meeting of any findings.

### **BY-LAWS COMMITTEE:**

The By-Laws Committee, led by John Foster, Technical Steward; Franklin Dickey, Professional Steward; and Tina Landis, Corresponding Secretary, have completed their assessment of the union's by-laws and will provide a suggestions to the Board. The Board may ask the committee to provide a presentation at the upcoming General Membership Meeting.

**The Finance and By-Laws Committee have been working together to ensure that all Financial responsibilities granted to the Board meet the goals, needs and expectations of the EA membership.**



## Mission Statement

To **ASSIST** in the maintenance of the higher standards of public service.

To **IMPROVE** the wages, hours and working conditions of its members.

To **REPRESENT** its members as a bargaining unit on all matters affecting the welfare of the members, including but not limited to wages, hours and other terms and conditions of employment.

To **UNITE** all employees who are members of the Association for the purpose of maintaining, protecting and advancing their interest, both individually and as a group; and to foster and advocate professional competency and proficiency of its members.

To **FOSTER** a better understanding and cooperation between the Association and the District.

[www.eavoice.org](http://www.eavoice.org)

## EA Active Committees

There are several ways members can become involved with the EA. One of the best ways is to join one of the many various committees. Below is a summary of some of the more active committees.

**Please refer to Page 8 in this issue for Committee Leaders.**

### Archive Committee:

The Archive Committee was formed to digitize all of the Employee's Association historic documents. We are in the process of scanning these documents into a searchable electronic archive. The primary goal of this committee is to make sure we have electronic documents created prior to the move. Our history is important to us and we do not want to lose all the hard work conducted by past members. In addition, the archive committee is tasked with keeping track of EA supplies such as items for the picnic and general membership meetings.

### Social Committee:

The Social Committee plans social events and activities for District employees. Over the last year, the Social Committee has hosted a movie night, an A's Game, and organized the summer picnic. The Social Committee last project of the year is the Children's Holiday Party. **We will be looking for new members for this Committee and will be having a kick off meeting in January 2015.**

### By-Laws Committee:

The EA is governed by our Constitution and By-laws. The By-laws describe the Board and its duties; determine the types and duties of our committees; and provide guidance on the conduct of General Membership Meetings, voting procedures, etc. The Association was founded in 1973 and have only amended the by-laws twice, in 1995 & 2007. The By-laws themselves require a standing committee to review the Constitution and By-laws and recommend changes and updates to the Membership for adoption. Our current goal is an entire review with a focus on the financial sections and voting procedures to ensure they are up to date, and meet the needs of the EA Board and general membership. Any feedback is welcome. (The Finance Committee is currently working alongside the By-Laws Committee.)

### Grievance Committee:

A Grievance Committee is a committee formed by a labor union or by employer and employees jointly to discuss and where possible eliminate grievances. The grievance committee along with the EA's Business Agent and Attorney are also responsible for moving grievances forward if discussions fail to lead to resolution. The Grievance Committee is also tasked with documenting the grievance steps and keeping track of the grievance process deadlines. **Please refer to Page 4 in this issue.**

### EA Voice:

The Voice is our newsletter that help the Board and its Committees communicate with the membership through a causal, informative and convenient method. **The Voice content is written by a variety of members and everyone is encouraged to submit articles and topics to be shared with membership.**

## Meet your EA Board Members & M&C Team

### EA Board Members

#### President:

**Paul Grazzini**

Air Quality Inspector II, In the Field

#### Vice-President:

**Christopher Coelho**

Air Quality Inspector II, In the Field

#### Treasurer:

**Joseph Driste**

Administrative Analyst, 4th Floor, Main Office

#### Corresponding Secretary:

**Tina Landis**

Administrative Analyst, 4th Floor, Main Office

#### Recording Secretary:

**Christopher Rumm**

AQ Instrument Specialist II, In the Field

#### Professional Stewards:

**Duc Nguyen**

Senior AQ Meteorologist, 6th Floor, Main Office

#### **Franklin Dickey**

AQ Case Settlement Specialist

7th Floor, Main Office

#### Technical Stewards:

#### In-Field:

**OPEN— Temp Fill by Chris Rumm**

#### In House:

**John Foster**

Air Quality Specialist II, 4th Floor, Main Office

#### Inspection Stewards:

**Arnold Argao**

Air Quality Inspector II, In the Field

**Patricia Barnes**

Air Quality Inspector II, In the Field

#### Clerical Steward:

**Ruby World**

Accounting Assistant II, 4th Floor, Main Office

### Meet & Confer Team:

**Robert Cave (Captain)**

Senior Air Quality Specialist

**Paul Grazzini**

Air Quality Inspector II

**Christopher Coelho**

Air Quality Inspector II

**Will Saltz**

Air Quality Specialist II

**Michael Wall**

Supervising Air Quality Specialist

**Derek Klein**

Programmer Analyst II

**Tina McRee**

Supervising Air Quality Specialist

**Ruby World**

Accounting Assistant II

### Business Agent:

**Will Saltz**

Air Quality Specialist II

### Current Committees:

#### **Safety Committee EA's Reps:**

Joseph Driste & Ron Pilkington

#### **Social Committee Leader:**

Chris Coelho

#### **By-Laws Committee Leader:**

John Foster

#### **Finance Committee Leader:**

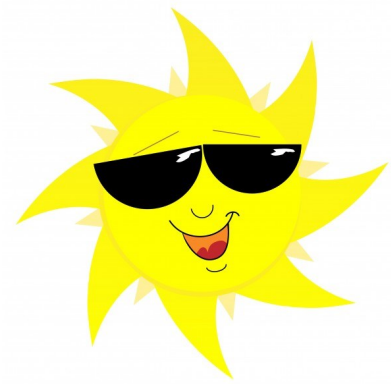
Joseph Driste

#### **EA Voice Editor:**

Ruby World

#### **Archive Committee Leader:**

Chris Coelho



#### Ask

for EA Representation  
if You Suspect Disciplinary  
Action During a Meeting  
with Your Manager...  
It's Your Right!

Your EA Steward can  
accompany you into any  
meeting with the District  
that could led to discipli-  
nary action but you must  
speak-up before or during  
the meeting:

**ASK FOR YOUR  
STEWARD!**

To learn more, please refer  
to the MOU, EAVoice.org  
and/or Google the  
Weingarten Act.

When in doubt, contact  
your Steward or the EA  
President/Vice President  
ASAP.

**www.eavoice.org**

**BAAQMD**  
Employees Association  
P.O. Box 420434  
San Francisco, CA 94142  
Email: [info@eavoice.org](mailto:info@eavoice.org)