

EA VOICE



BAAQMD Employees' Association Newsletter

Fall Issue 2015



Letter from the Prez

EA Members:

It is with great privilege and honor to have been elected EA President for the 2015-2017 term. I look forward to representing our employees and serving this union.

I want to be as open, available and transparent as possible and I plan on continuing with our quarterly meetings and giving updates through the EA Voice and our new website. Members can always get ahold of me at the following email: eapresident2015@gmail.com.

I cannot do this whole thing alone, and if you do have an issue or a concern, I want to encourage members to utilize your stewards. Our stewards are there to serve you and to help you with labor related questions. If you see something or have questions, please let you Stewards know.

I wanted to give a little history about myself. I've met many of our members, but there are still some who don't know me. I am actually from the Bay Area. I grew up on a ranch out in Brentwood raising cattle, growing alfalfa, walnuts and corn. I grew up doing hard work and this has instilled in me a solid work ethic and a stubbornness to get things done. I started working at the Air District in October of 2007 and I have been an Air Quality Inspector since. In addition to my service at the District, I have spent the last 5 years volunteering with my local Search and Rescue team. It's hard to describe the experiences I have had with my SAR team. It has taught me confidence, leadership, communication, tested my physical capabilities, taught me to proficient on my own and in a team, and I have been able to work with multiple agencies all while under a high stress environment where lives are literally on the line. However, it is the humbling feeling of the duty to serve that I have cherished most and I hope to transfer that service as your new EA President.

Continued on Page 4

Inside this Issue:

Front Page	1
Events	2-3
Messages	4
Treasury	5
Agreement	6
Elections	7
Contacts	8

THANK YOU!

Special thanks to the former Board Members of 2013-2015:

John Foster (Special thanks for his help as By-Laws Committee Leader and working with the Finance Committee)

Patricia Barnes & Arnold Argao

Special Mention to retirees **Chris Rumm & Kurt Malone**

Huge Thank You to: **Paul Grazzini!**



EA SPECIAL MEMBERSHIP MEETING

Employees' Association SPECIAL MEMBERSHIP MEETING

Tues. October 27, 12:15pm
7th Floor Board Room

The EA Board asks that all members join us for an important Special Membership Meeting.

LUNCH TO BE PROVIDED



We will introduce the new EA Board Members; there will be discussion and a vote on the approval of new "Staff Specialist" Classification

Members are encouraged to attend as the vote will take place in the October 27 meeting. If you cannot attend but would like to vote, a Proxy Vote Form may be submitted to your Steward or another EA Board member in advance of the meeting. Contact tlandis@baaqmd.gov for the form.



EA SUMMER PICNIC PHOTOS 2015



More Photos can be viewed at the NEW EA WEBSITE
<http://www.ea-voice.org/summer-picnic-2015/>

From Page 1: Continuing The Prez's Message

While I am excited to be president, there is going to be a lot of work to do. The upcoming move is on everyone's mind and the EA has been working diligently with the District on anticipated impacts. There is still much more to do before and after the move. In addition, there will be a contract vote coming up in 2017. I promise we will work hard to get the best contract we can.

Most recently we will be having a vote on October 27 in regards to the creation of the Staff Specialist Classification. This new classification is the result of a grievance filed by the EA in August of 2014 and our Meet and Confer team has spent many hours working on this classification to reach a Tentative Agreement. This TA needs to be ratified by the membership and I encourage you all to attend this meeting. Come join us. Meet the new board members, meet your stewards and help support your Union.

This Union is only as strong as its members, and I am honored to be a part of it.

Thank you, Chris Coelho
EA President



WEBSITE UPDATE: NEW URL

We are pleased to announce the launching of our new EA website! As we are starting a new term, we decided to create a more user friendly website that is also mobile friendly. We wanted something that was more content focused and simple. We will be frequently updating the website and it also contains our documents and pictures from events. Check out the new website at www.ea-voice.org. If anyone is interested in helping out or has any suggestions, please send me an email at eapresident2015@gmail.com.

The new website features easy-to-find EA related documents!

SOCIAL COMMITTEE

The Social Committee would like to thank all of the EA members and guests that showed up to this years picnic. This year's picnic was a resounding success and was one of the most largely attendant picnics we have had. Thank you all. Pictures from the event can be seen at the following link: <http://www.ea-voice.org/summer-picnic-2015/> In addition the Social Committee is always looking for help. Our next event will be helping with the Children's Holiday Party. Last year was a great success and we hope to make this year just as memorable. The next Social Committee meeting will be Monday November 16 at Noon. Location TBD. Please contact Paul Grazzini if you are interested in helping.



THE EA TREASURE CHEST

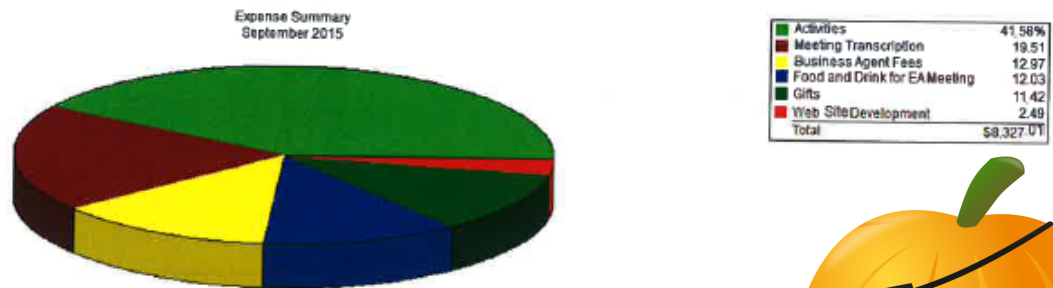
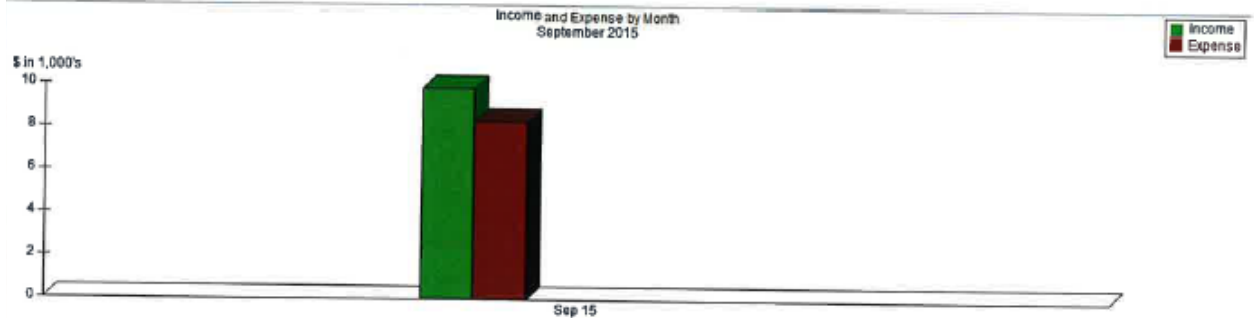


Treasurer's Report October 2015



BAAQMD Employees Association Balance Sheet As of September 30, 2015

		Sep 30, 15
ASSETS		
▼ Current Assets		
▼ Checking/Savings		
EastWestBank CD 180days	▶	101,426.95 4
EastWestBank Money Market 6 Che		32,971.69
EastWestBank Standard Business		50,129.91
SFFCU 12 MO TERM CD I24		102,621.08
SFFCU 12 MO TERM CD I24.1		102,179.09
SFFCU Regular Shares		5.02
Total Checking/Savings		389,333.74
Total Current Assets		389,333.74
TOTAL ASSETS		389,333.74



By Account



SETTLEMENT AGREEMENT: REQUIRES VOTE



Grievance Settlement Agreement

Between

Bay Area Air Quality Management District (Air District) and
Bay Area Air Quality Management District Employees' Association, Inc. (EA)
September 15, 2015

The following terms and conditions of this Grievance Settlement Agreement (Agreement) shall constitute a full and final resolution of Re-Classification of Represented Positions Grievance dated August 29, 2014 (Grievance). This Grievance is currently in settlement efforts following mediation. This settlement agreement shall not be considered precedential, and is limited only to the settlement of the instant grievance.

The parties agree to the following:

1. Upon approval of the adoption by the Air District Board and EA membership of a new class series of Staff Specialists (Staff Specialist I/II, Senior Staff Specialist, Supervising Staff Specialist), along with salaries as provided on the attachments, the EA agrees to withdraw Grievance, and the matter shall be considered finally resolved.
2. The EA and the Air District staff agree to recommend to the Air District Board and the EA membership of the adoption of a new class series of Staff Specialists (Staff Specialist I/II, Senior Staff Specialist, Supervising Staff Specialist), along with salaries as provided on the attachments. (Class descriptions Attachment A; Salaries Attachment B). The Staff Specialist classifications should be included along with the existing classifications as part of the class plan during the classification study now being conducted by Koff and Associates.
3. It is understood that the Staff Specialist series is distinct and separate from the Air Quality Specialist series with regard to general purpose, work orientation, typical duties, minimum qualifications, and job requirements.
4. The Air District agrees to reclassify two Air Quality Specialist I positions assigned to the Strategic Incentives Division to the Staff Specialist I, and to reclassify one Supervising Air Quality Specialist position assigned to the Strategic Incentives Division to Supervising Staff Specialist.
5. The Air District and the EA agree that no promises, representation, or warranties have been made by any party other than those that are expressly contained herein. The parties further agree that this Agreement sets forth the entire agreement between the parties and fully supersedes any and all prior agreements between the parties, oral, or written, pertaining in this matter.

**Please join us on Tuesday, October 27th at 12:15pm
in the 7th Floor Board Room to discuss and vote on
approving the new class series: Staff Specialist.**

VISIT EA-VOICE.ORG FOR INFO



GENERAL ELECTIONS BALLOT RESULTS

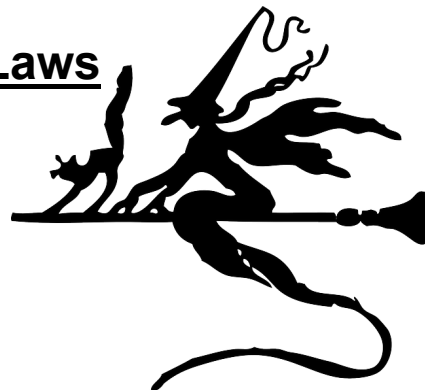
Voter Turnout: 146 (57.3%) of 255 members

Amendment of the EA By-Laws

Accept Changes: 95.2%

Reject Changes: 4.8%

Abstain: 14.4%



EA Board Members:

President: 99.3% (Chris Coelho)

Vice-President: 97.7% (Derek Klein)

Treasurer: 99.3% (Joseph Driste)

Corresponding Secretary: 99.3% (Tina Landis)

Recording Secretary: 98.6% (Alona Davis)

Clerical Steward: 11 Write-Ins

House Technical Steward: 100% (Robert Cave)

Field Technical Steward: 100% (Kim Mazza)

Professional Steward 1: 100% (Duc Nguyen)

Professional Steward 2: 6 Write-Ins

Inspection Steward 1: 99.1% (Richard Murray)

Inspection Steward 2: 99.2% (Raymond Salalila)



**Special Thanks to Julian Elliot, a former EA President,
for his work as General Election Committee Leader.**



MEET YOUR EA BOARD & TEAM MEMBERS

EA Board Members

President:

Christopher Coelho

Air Quality Inspector II, In the Field

Vice-President:

Derek Klein

Supervising System Analyst, 6th Floor

Treasurer:

Joseph Driste

Administrative Analyst, 4th Floor

Corresponding Secretary:

Tina Landis

Administrative Analyst, 4th Floor

Recording Secretary:

Alona Davis

Air Quality Inspector, In the Field

Professional Stewards:

Duc Nguyen

Senior AQ Meteorologist, 6th Floor,

Franklin Dickey

AQ Case Settlement Specialist 7th Floor

Technical Stewards:

In-Field:

Kim Mazza

AQ Technical Assistant, In the Field

In House:

Robert Cave

Senior Air Quality Specialist, 2nd Floor

Inspection Stewards:

Richard Murray

Air Quality Inspector, In the Field

Raymond Salalila

Air Quality Inspector, In the Field

Clerical Steward:

Ruby World

Accounting Assistant II, 4th Floor,

BAAQMD

Employees Association

P.O. Box 420434

San Francisco, CA 94142

epresident2015@gmail.com

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

Supervising System Analyst

Tina McRee

Supervising Air Quality Specialist

Michael Neward

Administrative Analyst

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:

Paul Grazzini

Grievance Committee Leader:

Derek Klein

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.ea-voice.org