

BAAQMD Employees' Association
375 Beale Street Suite 600
San Francisco, CA 94105



"Final EA Board Meeting Minutes approved by the BAAQMD EA Board on July 6, 2022"

5/18/2022 EA Board Meeting

1. Meeting called to Order (6 board members constitute a quorum).
 - a. Roll Call (starts at 1203 pm)
 - i. Grace Leung (Steward)
 - ii. Jack Connor (Vice President)
 - iii. Jimmy Cheng (Steward)
 - iv. Joseph Muehleck (Steward)
 - v. Julius Li (Steward)
 - vi. Richard Lam (Recording Secretary)
 - vii. Monte DiPalma (Steward)
 - viii. Kennieth McKellar (President)
 - ix. Andrea Academia (Treasurer)
 - x. Chris Coehlo (Corresponding Secretary)
 - xi. Raseam Wroten (Steward)
 - xii. Dan Oliver (Guest)
 - xiii. Jeff Stanley (Guest)
 - xiv. Irma Salinas (Guest)
 - b. Absent
 - i. Raymond Salalila (Steward)
2. Motion to approve minute from last meeting (April)
 - i. 7 vote, 7 yays
 - ii. Minutes approved
 - iii. Kenny explained the procedure once again
3. Financial Update
 - a. Suspension of dues: having issues with first set of votes
 - i. Deadline of new vote on Friday, May 20
 - b. Update from Andrea

- i. Tax Return
 1. 2021 tax return apparently not yet received by IRS; Andrea looking into it
 2. Looking more into Federal Tax Return into future years. Andrea is going to investigate some options:
 - a. Maybe e-filing it
 - b. Maybe non-profit accountant to do our taxes
- ii. Current balance: \$475,928

4. Meet and Confer Update

- a. Class Study
 - i. District sent us the proposal
 - ii. Covered at the general membership meeting 2 weeks ago
 - iii. Engineers, AQ Tech, Planner, Program and System Analyst, Statistician, Toxicologist, Single Position series
 - iv. Will have another meeting with the district in the next few weeks before this officially kicks off
- b. Vaccine Policy
 - i. Loose vaccine policy
 - ii. Brief discussion between Kenny, Jack, and the District
 - iii. To include this in IIPP (Injury Illness Prevention Plan)
 - iv. Vaccinated: 2 doses with exemption (religious, medical)
 - v. Exemption: ability to go on site pending on testing
 - vi. Disciplinary action if people do not comply (district says they will attempt to make accommodations before disciplining people)
 - vii. We have requested guidelines for cases of noncompliance so that we have a clear expectation on both sides
 - viii. The District still needs to have their policy reviewed by counsel
 - ix. Discussion from Board
 1. Monte: reasonable to have a policy. Frequency of testing: once a week too infrequent.
 2. Chris: brought up at the board meeting
 3. Richard: work from home if sick
 4. Kenny: district is concern about exemption
 5. Monte: Return to office timeline.
 6. Kenny: July 1 (soft opening); should be based on Remote Work Policy that staff worked hard on it
 - x. Discussion from Public
 1. Irma: do not want to give out personal information to district. Don't want the district requirement
 2. Jack: state guidance takes precedence over district policy. Admin meeting states the return to office timeline
 3. RJ Wroten: don't trust the state mandate. The District needs to set our own standard, not the state. Number is going up; people have religious belief. Don't feel protected by the state policy
 4. Jack: If state comes up with some guidance, but the district can be stricter

5. Richard: need to reach out to immunocompromised people
 6. Chris: All the dates HR discussed has not passed to the EA.
 7. Irma: privacy issue, don't want to provide medical info to HR.
 8. Jack: as of now, you are not required to provide this info to HR. This new policy will require provide info.
 9. Monte: People going into the office should be tested regularly, since all it matters is if one gets COVID or not. Since you can still get COVID while being vaccinated.
 10. Jack: Monte's point is interesting and important. Don't want to single people out.
 11. Kenny: Will be talking with District at Meet and Confer tomorrow.
- c. Opening up contracts for COLA differential
- i. District is ok to open up contracts in closed session
 - ii. Trying to figure out what to do
 - iii. Trying to figure out the right COLA
 - iv. Keep in mind of the new APCO

5. Grievance Update

- a. There is a CEQA contract that we are monitoring to try to determine which part of CEQA works fall in membership duties. Will have meeting with planning division to discuss further how the contract is fully flushed out. Potentially filing a grievance on this issue.

6. Other Business

- a. Voting Method
 - i. Internal vote on meeting minutes
 - ii. Use of MS forms
 1. Previous vote on MS forms
 2. Memberships concerned about the confidentiality of the vote
 3. Confidentially
 - a. Survey Monkey
 - i. Issue with login
 - ii. Now it is working
 - iii. Probably the way to go
 - b. Simply Voting
 - i. Issues with our email addresses being as SPAM
 - c. Discussion
 - i. Monte: maybe reaching out to IT
 - ii. Chris: more complicated than that, since the SPAM blocking is reset with every update.
- b. Picnic
 - i. HR approaches Kenny about picnic
 - ii. Late Sept/Early October
 - iii. Kenny says it is a good idea. Get people to mingle and meet and greet each other. Oakland Zoo as one of the location.
 - iv. Discussion
 1. Chris: Oakland Zoo not taking up reservation

2. Richard: reachable by public transportation
3. Monte: New interim APCO starts on Monday
4. Andrea: need to consider the cost and deposit. Location and vendor
5. Chris: even have the picnic if APCO says no

7. Public Comment

- a. Chris: do a small batch of hat for the board members before the large order for every member. The whole order (for all of membership) could be up to \$15000.

8. Adjournment

- a. Meeting adjourned at 1258 pm

Approval:



Kenneth McKellar, President



Richard Lam, Recording Secretary