

BAAQMD Employees' Association

375 Beale Street Suite 600

San Francisco, CA 94105



"Final EA Board Meeting Minutes approved by the BAAQMD EA Board on October 13, 2022"

9/7/2022 EA Board Meeting

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

- a. Roll Call (starts at 1205 pm)
 - i. Grace Leung (Steward)
 - ii. Jack Connor (Vice President)
 - iii. Jimmy Cheng (Steward)
 - iv. Joseph Muehleck (Steward)
 - v. Richard Lam (Recording Secretary)
 - vi. Kennieth McKellar (President)
 - vii. Andrea Academia (Treasurer)
 - viii. Raseam Wroten (Steward)
 - ix. Raymond Salalila (Steward)
 - x. Chris Coehlo (Corresponding Secretary)

- b. Absent
 - i. Julius Li (Steward)
 - ii. Monte DiPalma (Steward)
 - iii. Irma Salina (Guest)

2. Adoption of previous Minutes

- a. Not enough vote for Special July and August Meeting
- b. Ballot will go out again with an additional "abstain" option

3. Finance Update

- a. Current balance
 - i. \$479,990.26
- b. Enough funding for DoorDash gift cards for all those who attend
 - i. For the general membership meeting on Sept 26, 2022

- ii. Discussion
 1. Raymond asked about past practice
 2. Kenny said in the past lunches cost about \$8,000 to \$9,000
 3. Andrea said that it was \$1,500 to \$2,000 for lunch catering
 4. Jack said bylaw limits gifts to membership is capped at \$10,000
 5. Kenny asked if anyone has issues with it. No one opposed. Now to discuss amount, and for all meetings going forward.
 6. Chris said that meals should be considered part of meeting expense
 7. Question about whether other gift cards, consensus to keep it as food service only (i.e. Doordash, UberEat)
 8. Jack: mentioned the need to keep it below \$7,500, otherwise it would require membership vote. Right now we have 265 active memberships. \$25/person should be able to keep it under \$7,500.
 9. Raymond asked about whether future meetings going to be hybrid or virtual. Kenny said virtual.
 10. Motion to approve giving \$25 DoorDash gift cards for attending General Membership meeting on 9/28: Joe. Jack seconded.
 11. Vote: All yes; no "nay". Vote approved.

4. Meet and Confer Update

a. Class study Update

- i. District has met with the planners and will meet with technician series next. The HR will have an orientation with the technicians on 9/8 and 9/13. The orientation is an overview of the process for the classification study. EA may set up a follow-up orientation with the technician, mirroring what the Air District does.
- ii. After the technician, then it will go towards single-position series and analyst positions. Similar to what the planners and technicians have gone through.
- iii. Not any big updates so far.

b. Negotiation start date

- i. Last Meet & Confer meeting, discussed about a salary benchmark study. Taking a holistic look at the salary across the Air District since salaries have been out of whack. The Air District suggested a few options for handling this, leaning towards it being a part of contract negotiations. They are discussing potential to start contract negotiation early (i.e. October 2022 rather than March 2023).
- ii. Looking to hire 3rd party consultant to look at the District fiscal situation and Area Median Income so that we can present holistic information to the Air District.
 1. Chris mentioned he can investigate the person we were working with in 2015 to see whether they can work with us in this study.
 2. Kenny mentioned we have historical salary data going back to 2002, so that is going to help us with this study.

- iii. Discussion: none

5. Grievances

- a. Potential grievance due to hiring freeze.

- i. District may have effectively deleted positions without consulting EA.
 - ii. Will reach out to HR and ask about their plans on these positions.
 - iii. Potential workload impacts. There may be benefits to talk with the District before pushing it up to grievance.
 - iv. Andrea asked about the details of the "Add-and-Delete". Kenny explained that the hiring freeze is effectively a "Delete" since those positions weren't filled, and then the District may try to contract out these positions.
- b. We are in the process of coming to an agreement with the District regarding the handling of future CEQA lead agency work, instead of filing a grievance over the current contract.
- c. Possible grievance related to disciplinary action
 - i. To be updated in the future

6. Other Business

- a. General Membership meeting
 - i. September 28, notice will go out soon
- b. APCO hiring
 - i. Brochure is out
 - ii. They mentioned EA and staff
 - iii. They moved up the deadline of application from Oct 22 to Oct 16.
 - iv. Sent out to 800 potential candidates
- c. Meeting with Sharon
 - i. 2pm on 9/7/2022
 - ii. To learn about difference between EA and Distributed Work Taskforce on remote work policy
 - iii. Sharon earlier responded was almost a non-response to EA's position on remote work
- d. Mentorship pilot program
 - i. Grace would send out information to everyone
- e. Anti-bullying policy
 - i. District is working on this policy, and should be coming our way very soon

7. Adjournment

- a. Meeting adjourned at 1251 pm

Approval:



Kennieth McKellar, President



Richard Lam, Recording Secretary