

**BAAQMD Employees' Association**

**375 Beale Street Suite 600**

**San Francisco, CA 94105**



*"Final EA Board Meeting Minutes approved by the BAAQMD EA Board on February 1, 2023"*

## 01/04/2023 EA Board Meeting

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

- a. Roll Call (starts at 1206 pm)
  - i. Jimmy Cheng (Steward)
  - ii. Jack Connor (Vice President)
  - iii. Joseph Muehleck (Steward)
  - iv. Richard Lam (Recording Secretary)
  - v. Kennieth McKellar (President)
  - vi. Raymond Salalila (Steward)
  - vii. Chris Coehlo (Corresponding Secretary)
  - viii. Julius Li (Steward)
  - ix. Andrea Academia (Treasurer)
  - x. Will Saltz (Guest)
  - xi. Dave Holsberry (Attorney)

- b. Absent
  - i. Monte DiPalma (Steward)
  - ii. Grace Leung (Steward)
  - iii. Raseam Wroten (Steward)

### 2. Adoption of previous Minutes

- a. Both regular and special December meeting minutes approved

### 3. Meet and Confer Update

- a. Not much to update given the holidays
- b. Next Meet & Confer is on 1/22/23

### 4. Finance Update

- a. Account balance is: \$453,560.08

- b. Chris: Holiday party expense is cheap. Typically, it is around \$5000 to \$6000.

## 5. Grievances

- a. M&M Grievances:
  - i. Vacant supervisor position
  - ii. The supervisor was promoted to manager, but doing supervisor work currently
  - iii. Filed Grievance against the District
  - iv. Good likelihood that we can work something out. The District will do a "Add/Delete", where they can add a "Principal" and remove the "Supervisor" position, as long as EA agrees to it.
  - v. Will take 2 to 3 months to get it resolved.
- b. 3 added holidays
  - i. Signed into law by Governor Newsom
  - ii. Genocide Remembrance Day, Native American Day, Lunar New Year Day
  - iii. Asked District for their response, and the District hasn't responded yet
  - iv. Filed Grievance against the District

## 6. Closed Session: DWP

## 7. Other Business

- a. Benefits: Retirement plan
  - i. One of the Stewards received an email from Dan Oliver to bring it to negotiation table.
  - ii. Jack: if board member has knowledge about it, talk to Kenny about it
  - iii. Raymond: Sharon denied some employees from cashing out the annual leave before retirement.
    - 1. Dave: The person being denied leave may be able to file a grievance against the District. But have to find a way to define "Discretion"
- b. Standby Time
  - i. Chris: Mandatory standby time in enforcement. We will have a meeting soon to discuss increases to standby pay, as this mandatory work is posing financial hardship.
  - ii. It has been voluntary for over 15 years, and now it is becoming mandatory for enforcement.
  - iii. Dave: MOU states that you try volunteer first. If you have no volunteers, then it turns into mandatory. We have a bargaining issue, so we can change the MOU, but this is not possible to file grievance on this.
  - iv. Chris: Meet with impacted folks and learn about the background, before working with the Air District on this issue.

## 8. Adjournment

- a. Meeting adjourned at 103 pm.

Approval:



Kenneth McKellar, President



Richard Lam, Recording Secretary