

**BAAQMD Employees' Association**

**375 Beale Street Suite 600**

**San Francisco, CA 94105**



*“Final EA Board Meeting Minutes approved by the BAAQMD EA Board on May 8, 2023”*

## 04/05/2023 EA Board Meeting

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

- a. Roll Call (starts at 1206 pm)
  - i. Chris Coehlo (Corresponding Secretary)
  - ii. Richard Lam (Recording Secretary)
  - iii. Kennieth McKellar (President)
  - iv. Jack Connor (Vice President)
  - v. Andrea Academia (Treasurer)
  - vi. Grace Leung (Steward)
  - vii. Julius Li (Steward)
  - viii. Jimmy Cheng (Steward)
  - ix. Monte DiPalma (Steward)
  - x. Irma Salinas (Guest)
  - xi. Tamiko Endow (Guest)
  - xii. Jay Patel (Guest)
  - xiii. Perry Ng (Guest)
  - xiv. Derek Pastorino (Guest)

- b. Absent
  - i. Joseph Muehleck (Steward)
  - ii. Raseam Wroten (Steward)
  - iii. Raymond Salalila (Steward)

### 2. Adoption of previous Minutes

- a. March meeting minutes approved with 7 yays.

### 3. Contract Negotiations

- a. Started super late on March 27 and 28.

- b. District hired a new attorney, and the attorney just got approved in today's Board Meeting.
  - c. Ground rule was discussed, and confidentiality of not posting anything on social media.
  - d. Consolidated and posted the survey results on the EA website.
  - e. Next week, hope to finalize ground rules with District, then officially kick off contract negotiations after next week.
  - f. Chris: wondered about Standby Pay. Will get rolled into contract negotiations.
4. Research on recent executive directions to change implementation of MOU provisions
- a. Acting assignments
    - i. District was dancing around with languages in the MOU.
    - ii. EA would look at past practice before moving forward.
  - b. Leave over 160 hours
    - i. Currently there is a directive from management to deny any leave over 160 hours.
    - ii. EA would look at past practice before moving forward.
5. Discussion on one-time shortening of MOU vote window
- a. Came up in the general membership meeting about contract negotiations.
  - b. The District would want to vote for the contract on June 24 and/or 27.
  - c. Given the tight timeline, we may need to shorten the MOU voting window so that we can accommodate brown bag meetings and membership voting.
  - d. Chris: It will be a one-time authorization to go from 15 days down to 7 days for the notification window.
  - e. The EA Board has to move it forward, then bring it to membership for a vote.
  - f. Jack: personally, doesn't like it, as it is rushing us to make a decision.
  - g. Discussion on whether we can be covered by the new MOU retroactively if EA and District votes are passed after the current MOU ends on June 30.
  - h. 3 Options on whether to shorten the notification time window.
    - i. More research and decide it down the line. The negotiation team will draft a plan of attack with a time window.
    - ii. Something we should consider.
    - iii. Something we shouldn't consider.
    - iv. Lean towards option 1, and hope to get more information before making decisions.
6. Grievances
- a. Holidays
    - i. Lunar New Year and Genocide Remembrance Day.
    - ii. Maybe also add Native American Day.
    - iii. Will go through the arbitration process.
    - iv. Next step is to select a date.

- v. Chris: May need to find other agencies facing similar issue.
- b. Closed Session: Removal of bargaining unit work—vote on direction
  - i. Moved to the end of the meeting due to closed session.

## 7. Other business

- a. Social committee
  - i. First meeting last week.
  - ii. 13 people in the social committee.
  - iii. 6 -flag idea is not popular. 60% against it.
  - iv. Normal picnic at a park is the current option.
  - v. Need to decide on 6-flag, as we are on a soft hold.
  - vi. Food will be the biggest cost.
  - vii. Kick this back to the social committee.

## 8. Public comment

- a. None

## 9. Closed Session: Removal of bargaining unit work—vote on direction

## 10. Adjournment

- a. Meeting adjourned at 1:17 pm.

Approval:



\_\_\_\_\_ Kenneth McKellar, President

\_\_\_\_\_ Richard Lam, Recording Secretary