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Newsletter from the EA Board

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The Voice

Employee's Association Newsletter

Message from the President

Dear Members,

The proposed contract was passed on July 17 by membership. This contract was approved by the Air District Board of Directors on August 2. The retroactive pay increase from the 2.7% COLA increase should have appeared on your August 11 pay stub. I would like to thank everyone who participated in the contract vote. There was no irregularity with the vote and the turnout was 80% which has been about average for a contract vote.

EA 2017 Contract Vote

Start: 2017-07-13 08:35:00 America/Los_Angeles

End: 2017-07-17 16:00:00 America/Los_Angeles

Turnout: 219 (79.9%) of 274 electors voted in this ballot.

Contract Vote

Option	Votes
Yes	144 (65.8%)
No	75 (34.2%)

VOTER SUMMARY

Total	219
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There has been a lot of activity centered around the EA's Business Agent Will Saltz. The Business Agent works at the pleasure of the board and quite frankly has been doing a fine job. That being said, a significant number of members have a perceived conflict of interest about having a union member as a Business Agent. The EA By Laws Committee, and, the labor law firm (McCracken, Stemerma & Holsberry) the EA uses for union issues as well as EA/Air District matters have both reviewed the supposed conflict of interest

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EA leadership has taken notice and we are taking action to address this concern. Given that the Meet and Confer Team's chief negotiator has indicated he intends to lessen his role on the team, this is the perfect time to replace him with a professional union negotiator. An EA Personnel Committee has been put together with the task of looking for a third party chief negotiator. This would put the EA in a position it was in before Will was hired as the EA's Business Agent. Namely, that it would use an outside entity with expertise and knowledge in negotiating collective bargaining agreements for public employees. This person would serve as the union's new lead negotiator for the MOU.

In addition, at the last EA Board meeting, a performance evaluation of the current Business Agent was conducted. While Will received a favorable review, the Board did not to renew his Business Agent contract. The Board also feels that it is important to have Will's experience and expertise on hand, so the Board signed a new contract with Will to serve as a Labor Consultant while the Personnel Committee looks for a third party candidate to fill the lead negotiator role.

Our next General Membership meeting is scheduled for Thursday September 7 from **1-2 pm**. Please note the time difference compared to previous meetings.

This will be in the Yurba Buena Room. In addition, on September 6, we will have a General Membership meeting for field staff at the Richmond Inspector Office and simulcast at the Hayward Field Office.

Finally I want to remind everyone that the new board elections are coming up next month. There is still time to nominate yourself or someone else.

Nominations will end September 7, and the election will take place September 8-14. See below for a current list of members running.

It is an honor and a pleasure to serve. Stay vigilant.

Thank you.

— Chris Coelho, EA President

eapresident2015@gmail.com

2017 EA Board Nominations and Election

Nominations will close September 7, 2017. The election will begin September 8 and will end September 14. The new Board will take office October 1, 2017.

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Victor Douglas

Ruby World

Vice President

Rochelle Reed

Treasure

Brittany McIntosh

Snigdha Mehta

Recording Secretary

Tina Landis

Simrun Dhoot

Corresponding Secretary

Ruby World

Mark Tang

David Fairly

Technical StewardIn-house

Robert Cave

Marc Nash

Field

Kimberly Mazza

Professional Stewards (2 positions)

Tamiko Endow

Snigdha Mehta

Inspection Stewards (2 positions)

Chris Coelho

Clerical Steward

Brittany McIntosh

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EA General Membership Meetings September 6 & 7

On **September 6** at noon, the EA will be having a General Membership meeting for field staff at the Richmond Field Inspector Office and simulcast at the Hayward Field Office. EA President will be attending the Richmond Office location. Lunch will be provided at both locations.

On **September 7** at **1 pm**, the EA will be having a General Membership meeting for office staff in the Yurba Buena Room. Lunch will be provided.

Both meetings will be the same and both meeting will center around the upcoming EA Board elections in addition to general updates from committees.

EA Board Meeting September

The September EA Board will be on Wednesday September 20 at 11:45 am. Room TBD. Meeting agendas are posted on the EA and the Public Bulletin boards one week prior to the meeting.

Summer Picnic August 19

Thanks to everyone that signed up. The RSVP is now closed but we have a 198 sign ups which is our largest number to date. We look forward to seeing everyone this Saturday.

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PRESENTS



CATERED BBQ LUNCH

CHILDREN'S ENTERTAINMENT

ADULT BEVERAGES

SOFTBALL GAME @ 1:30PM

BRING A DESSERT TO SHARE!

DOGS ON LEASH WELCOMED

www.ebparks.org/parks/miller_knox

ANNUAL BAAQMD SUMMER PICNIC

**SATURDAY, AUGUST 19
10:30 AM - 3:00 PM**

OUR BIGGEST SOCIAL EVENT OF THE YEAR!
ALL STAFF MEMBERS AND FAMILIES ARE INVITED TO JOIN US THIS YEAR AT OUR ANNUAL SUMMER PICNIC AT MILLER/KNOX REGIONAL SHORELINE PARK IN RICHMOND.

SEAGULL PICNIC SITE | 800 DORAN DR. RICHMOND, CA | **RSVP BY 8/7 WITH # OF ADULTS & CHILDREN ATTENDING** FDICKEY@BAAQMD.GOV

Negotiation Team Lunch

On August 7, the EA's Negotiation Team and the Air District's negotiations enjoyed lunch together to recognize the hard work that both sides put into in the

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Labor History, August 28, 1963



August 28, 1963: 250,000 people participate in the March on Washington for Jobs and Freedom in Washington, D.C. The march—initiated by A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters—was organized by a coalition of civil rights, labor, and religious organizations. It was here that Martin Luther King, Jr., delivered his “I Have a Dream” speech.

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Rumor: "The Air District is hiring temps to replace engineering positions"

Truth: The Air District is allowed to hiring temporary employees under certain conditions of the MOU under 16.02. Currently the Air District is recruiting for a temporary employee in the Engineering Division. We are keeping an eye on this as it may lead to potential grievance; however, the Air District maybe in compliance with the MOU. One difference of opinion between the EA and the Air District is when does a recruitment actually begins. The MOU does not specifically stated and the EA is holding to the opinion that a recruitment begins when it has been posted. The Air District views this differently. The EA checked with the Air District on this temporary position and they stated that there is going to be a recruitment for an Engineering I/II in the Engineering Division soon. Since no one has been hired for this temporary position, then there has been no violation of the MOU. The EA will be following this as it unfolds.

Better know your MOU

SECTION 11.13 TRANSIT SUBSIDY

1. Consistent with the District's efforts to promote the use of public transportation and to reduce the number of single-occupant automobiles during commute hours, fulltime District employees are eligible for a transit subsidy. Use of the transit subsidy is confined to the employee during commute hours.
2. Effective July 1, 2017, the District will provide a transit subsidy, up to a maximum amount of \$255.00 per month to subsidize eligible transit expenses as detailed in this provision. Eligible transit expenses include passes for public mass transit system, carpool participation, electric vehicle participation, walking and bicycling participation, and parking associated with mass transit systems.
3. Procurement of transit passes is the obligation of the individual employee.

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beginning of each month. The District reserves the right to use other methods deemed more efficient for the District.

4. There will be no banking of the unused allocation of transit subsidy. Transit subsidy allowance is for each individual month and will not be cumulative. The purpose of transit subsidy is to provide an allowance to employees who use an alternative method of transportation for the sole purpose of coming to and from work (portal to portal).

5. Verification: Transit subsidies may be audited on a District-wide basis at any time. For stated reasons provided in writing to the employee, the District may audit an individual employee and require the employee to provide a written explanation of his or her use of transit subsidy. This provision is intended to be invoked on an individual basis in situations where abuse of transit subsidy is reasonably suspected. Persons in violation of this section may be subject to disciplinary action.

6. If an employee chooses to change her or his subsidy, he or she must complete the necessary forms in a timely manner in order to receive her or his subsidy for the subsequent month.

7. Carpool: An employee who participates in carpool to commute to and from a District facility shall be reimbursed up to the maximum monthly transit subsidy. Reimbursement to the vehicle owner for commute carpooling expenses will be \$6.00 per day (or \$3.00 per one-way trip) up to the maximum monthly transit subsidy. Reimbursement to riders in a carpool will be \$3.00 per day (or \$1.50 per one-way trip) up to the maximum monthly transit subsidy. A carpool is defined as three or more persons, at least two of which must work in the same building as the District employee. Carpool reimbursement will be made on a monthly basis. No funding will be advanced by the District. In order to receive the carpool subsidy, the employee must certify to the Human Resources Office, no later than the 10th day of each month, the number of days carpooled during the previous month and the names of the persons who participated in the carpool. An employee that drives a vehicle as a carpool to commute to and from a District facility shall be provided with parking at no cost, subject to availability.

8. Electric Vehicle: Effective July 1, 2002, an employee that uses an electrical

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9. Walking or Biking: District employees who walk or bicycle to work and live more than 1.0 mile from their work locations will be reimbursed up to \$3.00 per day (or \$1.50 per one-way trip). In order to receive the walking or biking subsidy, the employee must certify to the Human Resources Office, no later than the 10th day of each month, the number of days walking or biking during the previous month.

10. Parking passes associated with transit systems are subject to subsidy.

11. The amount of transit subsidy shall be increased by any increase(s) in the Internal Revenue Service limit for the duration of the contract.

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