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Newsletter from the EA Board

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The Voice

Employee's Association Newsletter

Message from the President

Happy Labor Day everyone!

This is a special EA Board election edition of the EA Voice. Candidate statements are listed below. Our next General Membership meeting is scheduled for Thursday, September 7 from **1-2 pm** in the **Yurba Buena Room**. Please note the time difference compared to previous meetings. In addition, on September 6, from noon to 1 pm, we will have an informational meeting for field staff at the Richmond Inspector Field Office and simulcast at the Hayward Field Office.

The purpose of this meeting is to give field staff more time to ask questions. When simulcasting previous General Membership Meetings to the field offices, we were never able to properly address field staff's questions or concerns and they could not hear the entire meeting. So we wanted to try a meeting in the field to see if this works better, but the General Membership Meeting is still September 7.

Finally I want to remind everyone there is still time to nominate yourself or someone else for the next EA Board. Nominations will end September 7 at **2 pm**, 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 after the general membership meeting at 2 pm. The election will begin **September 8** at 9 am and will end **September 14** at 4 pm. The new Board will take office October 1, 2017.

Currently, the following members are running for the positions below:

President

Victor Douglas

Ruby World

Vice President

Virginia Lau

Rochelle Reed

Irma Salinas

Treasurer

Areana Flores

Brittany McIntosh

Snigdha Mehta

Marc Nash

Recording Secretary

Tina Landis

Simrun Dhoot

Corresponding Secretary

David Fairly

Mark Tang

Technical Steward

In-house

Robert Cave

Marc Nash

Field

Kimberly Mazza

Professional Stewards (2 positions)

Inspection Stewards (2 positions)

Joy Chen

Chris Coelho

Clerical Steward

Brittany McIntosh

Candidate Statements

Victor Douglas: Candidate Statement for EA President

I've been working for the Air District for almost 16 years, starting in Enforcement, but primarily in Rule Development. I arrived at the tail end of what I've termed "The Troubles"; a time when the EA member had been working without a contract for over three years. Before coming to the Air District, I worked at the Air Resources Board for 13 year. So, I've had the opportunity to compare labor relations between the two agencies and there's a world of difference. The one that stands out most distinctly is that most employees at the ARB were represented by organized labor unions and we are not. I believe that difference is crucial, but not necessarily limiting. One of the skills I bring is a strong relationship to both management and the executives. Being in Rule Development, I understand how the executives manage the Board of Directors to achieve the goals of the executives. So, when they say, "I have to convince the Board," we must take that with a huge grain of salt because the Board trusts the executives to advise them accordingly.

I would like to see the EA members prosper as much as possible. I also believe that the currently management has an opposing view – to chronically and incrementally erode the gains the EA made following the resolution of "The Troubles." During the economic downturn of the last decade we were asked to "tighten our belts" and that the pain of those times would be "shared by all." Nice sentiments, but far from reality. Since the downturn, we have seen the management and executive sector balloon but in numbers and compensation while the EA members have had never income gains and decrease in benefits. This is not the fault of the EA, but of both changes in State law and a result of the "tightening of our belts" and sharing the pain attitudes of management. A similar approach was made on the State level – but since the economy has

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removal of furloughs. I'd like to see that happen here at the Air District. I would also like to see limits on the numbers of contract and temporary employees the Air District can hire. Most of the work these people are doing can be done by EA members. I'd also like the Air District to acknowledge Air District staff tenure here when they compete with outside candidates—working at the Air District provides institutional knowledge that outsider cannot possibly possess and, when all things being equal, makes an Air District employee a much better candidate for promotion.

There are many other areas I'd like see improved here and working closely with the EA Board of Directors, the Meet and Confer Team and interacting with the EA membership and maintaining and improving relationships with management and the executives, I believe we can achieve those goals and prosper.

Ruby World: Candidate Statement for EA President

Let me get straight to the point:

It is my opinion that the governing body of our union has devolved into an adversary of the membership instead of a contender toward management. This is the outcome of a few long-term members consolidating into an *elite* decision-making group, often treating membership participation and disclosure as a formality. This is a predictable situation within organizations; often it is the result of well-meaning but overwhelmed volunteers. It is not enough to change the faces of the Board of Directors, as novices need mentorship and guidance. It is not enough to "fire/hire" someone; we cannot expect to find a labor expert *Mary Poppins* to fix our shortcomings. A labor union of our size needs to move forward toward functioning as a formal entity to serve the needs of the entire membership, absent of personal opinions, preferences and prejudices. It's time for the Employees' Association to be accountable to the membership. It's time for the membership to expect more from its union.

Should I become the next President, there are several core changes to union operations that the membership should expect. First, no more informal meetings with management by union officers. Second, the membership can expect routine updates about all union activities, including informative agendas and detailed minutes. Members will be provided with the opportunity to communicate with the Board with anonymity allowed. Third, all labor-related consultants will undergo review and approval by the membership. Fourth, restrictions toward entering into confidentiality agreements and similar activities.

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members. As a three-term Board member and Meet & Confer representative - as well as the former EA Voice editor and the union Archivist - I have the experience to benefit the membership with continuity. However, it is my education and prior work experience in team leadership and managerial positions that will qualify me to bring forth the needed organization changes to make our union strong and successful for the next contract negotiation.

Virginia Lau: Candidate Statement for EA Vice President

I currently work in the Emission Inventory and Exposure Assessment Section of the Planning and Climate Change Division as an Advanced Projects Advisor. I previously served on the EA Board as a Professional Steward and also volunteered on the Grievance Committee.

Irma Salinas: Candidate Statement for EA Vice President

My name is Irma Salinas and I am interested in running for Vice President. I am from southern California. One of my hobbies and passions is real estate and watching the shows on home improvements and remodeling. Family is important to me and making sure that my family has the best possible care at a reasonable out of pocket expense is a concern of mine. I am interested in making sure that the health benefits package is improved. I have worked at the District for over 25 years and believe in the District's mission to "create a healthy breathing environment for every Bay Area resident while protecting and improving public health, air quality and the global climate", and look forward to where the District will be in the future. I am a principal engineer and I work in the Engineering Division. During this period, I have been active with the EA in various capacities including Meet and Confer Committee, and I was the Recording Secretary. I hope to bring new ideas and concepts along with the dedication to make our workplace a more cohesive and enjoyable experience and ensure that the employee's needs are addressed by collaboration, dedication and providing leadership and excellence. Thank you for your consideration.

Areana Flores: Candidate Statement for Treasurer

In my 13+ years of work experience in various fields, 7 of which were in retail banking, I have learned to communicate, adapt, coordinate, and work with others of diverse backgrounds, providing me an insight to people's needs and

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want to continue learning and being part of the EA board aligns well with my passion for growth and interest in creating impact long term. Thanks!

Robert Cave: Candidate Statement for In-House Technical Steward

I have worked for the District for over 25 years. 2 ½ years as a Limited Term Employee, 15 years in Engineering, and 10 in Rule Development. I have been served the EA as a professional steward, technical steward, and member of the meet and confer team for over 10 years, and served as the chair of the negotiating team for the last 5 years.

I believe that change is good in respect to the EA leadership. Serving on the board or on a committee can be exhausting, so it is good to spread the work around. Furthermore, it is good to have a variety of voices, so that the EA leadership represents and serves the needs of the entire membership. I also believe in the value of continuity, so I look forward to serving in a reduced capacity to ensure that the EA continues to serve the needs of its members. Whether this be as a Technical Steward (should I be elected), or as a member of the meet and confer or another committee (should I be chosen by EA leadership).

Marc Nash: Candidate Statement for Treasurer/Technical Steward.

My name is Marc Nash and I am interested in running for Treasurer/Technical Steward. I am from the Great Lakes area (Chicago), and I am First Nation, Native American, and an enrolled tribal member. As far back as I can remember, I have always been actively involved in making the environment a better place to live. Like you, I am fortunate to be part of our organization and truly believe in our mission to protect the Public. I came out to California from the Midwest to go to school at UC Berkeley, where I majored in Electrical Engineering and Computer Science. These days, I work in the Toxics Evaluation Group of the Permitting /Title V/Toxics Section of the Engineering Division. I have worked on a variety of engineering projects, but my current assignment deals primarily with permitting engines. I have been employed by the District for 27 years, and I look forward to taking a more active part in our organization. I am asking for your vote, and your support so that I can address the needs of our association and further support you and our work environment. I am currently on the EA bylaws committee, and following the advice given to us by all previous EA board members, to get involved and make a positive difference, I would like to be more involved. Likewise, I always advise everyone to exercise their right to vote, to have a voice and to make a

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forward together!

Tina Landis: Candidate Statement for Recording Secretary

I have extensive experience serving on elected leadership bodies for social advocacy organizations over the past 15 years. During that time, I played a support role working with many local unions on various union campaigns. I have served two terms as Corresponding Secretary for the EA and would like to continue to serve the membership as Recording Secretary. One of the high points of getting a job at the District a little over 5 years ago was to find out there was a union! I am a strong advocate for unions and understand that we are all stronger and all benefit when we work together to stand up for each other's rights within our workplace and society in general.

Simrun Dhoot: Candidate Statement for Recording Secretary

I am an Air Quality Engineer in the Engineering Division and have been an employee at the Air District since 2009. I am running to bring new ideas and a fresh perspective to the EA Board. I am committed to ensuring that the voices and concerns of the EA membership are heard and addressed. I believe in the ideals of a union and vow to use this position to ensure that every member is properly represented. If elected, I will bring professionalism and transparency to this role. Thank you for your consideration. I hope to have your support!

Mark Tang: Candidate Statement for Corresponding Secretary

I've been with the Air District since 2007, working in the Engineering Division and now the Strategic Incentives Division. I've also previously held a board position at a non-profit organization as Member-at-Large and will bring this expertise to my role as the EA's Corresponding Secretary. I value and understand the importance of transparency and communication and will ensure the EA Board continues to do so. Over the years, I've witnessed the various concerns expressed by membership. Whether it's health and retirement benefits, COLA, or promotional opportunities and hiring, I will work towards maintaining and improving our work life. Please feel free to stop by my desk or contact me via email if you have any questions. I hope I can count on your support!

Snigdha Mehta: Candidate Statement for Professional Steward/Treasure

I joined the Air District's Engineering Division as Air Quality Engineer over two years ago after working for over seven years in a highly competitive and

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support, I understand the importance of and value a strong, undivided union. As a bridge between the EA members and the Board, I will try to foster a more open, communicative, and collaborative environment to properly represent the interests and address the concerns of the members and to bring accountability and transparency to the Board. I hope you will give me an opportunity to serve you and further strengthen this union. Thank you for your consideration.

Tamiko Endow: Candidate Statement for Professional Steward

I have worked in the Engineering Division at the District for almost 25 years and am running for professional steward. During my time at the District, I have seen the EA weather and overcome challenging circumstances by standing together. I believe the EA can best support the interests of its members by fostering open communication and by considering all perspectives. I would like to focus EA leadership on providing clear and timely information to members and on making decisions which are responsive, collaborative, and transparent. By representing all members, I believe the union can create a better work environment, and that this can improve the effectiveness of the District in meeting its mission to serve the Bay Area community.

Chris Coelho: Candidate Statement for Inspection Steward

I have been involved with the EA most of my career at the Air District. I served one term as Inspection Steward, Vice-President and currently serving as president. During this time, I helped revive the social committee, helped create the grievance committee, archive committed (which had the monumental task of electronically scanning and organizing all of the archived hard copy documents before the move), and created and maintain the current EA website. As president, I've made sure that the EA voice has gone out monthly. I've helped with resolving 4 grievances and currently working on resolving on two more as well as resolve numerous issues before they became grievances. I have done a lot for this union and I am very proud of all the work we have accomplished. However, there is one thing left unfinished and it is a big reason why I want to continue on the EA Board. I extremely motivated to work with the Air District to bring back the inspector classification study. While there is no guarantee this will happen, there is a chance. This study was part of a long term goal that could have resulted in a salary increase for inspection staff. As your inspection steward, I would have more time to focus on this goal while fulfilling all the other duties as steward. I am proud of serving this union and I ask for your vote to help me finish what we started. Thank you.

EA Board Meeting September 20

The September EA Board will be on Wednesday September 20 at 11:45 am in the Santa Clara Room Meeting agendas are posted on the EA and the Public Bulletin boards one week prior to the meeting. This is the last board meeting of the current EA Board.

Labor History; Labor Day

Through the years the nation gave increasing emphasis to Labor Day. The first governmental recognition came through municipal ordinances passed during 1885 and 1886. From these, a movement developed to secure state legislation. The first state bill was introduced into the New York legislature, but the first to become law was passed by Oregon on February 21, 1887. During the year four more states — Colorado, Massachusetts, New Jersey, and New York — created the Labor Day holiday by legislative enactment. By the end of the decade Connecticut, Nebraska, and Pennsylvania had followed suit. By 1894, 23 other states had adopted the holiday in honor of workers, and on June 28 of that year, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories.

Founder of Labor Day

More than 100 years after the first Labor Day observance, there is still some doubt as to who first proposed the holiday for workers.

Some records show that Peter J. McGuire, general secretary of the Brotherhood of Carpenters and Joiners and a cofounder of the American Federation of Labor, was first in suggesting a day to honor those "who from rude nature have delved and carved all the grandeur we behold."

But Peter McGuire's place in Labor Day history has not gone unchallenged. Many believe that Matthew Maguire, a machinist, not Peter McGuire, founded the holiday. Recent research seems to support the contention that Matthew Maguire, later the secretary of Local 344 of the International Association of Machinists in Paterson, N.J., proposed the holiday in 1882 while serving as secretary of the Central Labor Union in New York. What is clear is that the Central Labor Union adopted a Labor Day proposal and appointed a committee to plan a demonstration and picnic.

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The first Labor Day holiday was celebrated on Tuesday, September 5, 1882, in New York City, in accordance with the plans of the Central Labor Union. The Central Labor Union held its second Labor Day holiday just a year later, on September 5, 1883.

In 1884 the first Monday in September was selected as the holiday, as originally proposed, and the Central Labor Union urged similar organizations in other cities to follow the example of New York and celebrate a "workingmen's holiday" on that date. The idea spread with the growth of labor organizations, and in 1885 Labor Day was celebrated in many industrial centers of the country.

A Nationwide Holiday

The form that the observance and celebration of Labor Day should take was outlined in the first proposal of the holiday — a street parade to exhibit to the public "the strength and esprit de corps of the trade and labor organizations" of the community, followed by a festival for the



recreation and amusement of the workers and their families. This became the pattern for the celebrations of Labor Day. Speeches by prominent men and women were introduced later, as more emphasis was placed upon the economic and civic significance of the holiday. Still later, by a resolution of the American Federation of Labor convention of 1909, the Sunday preceding Labor Day was adopted as Labor Sunday and dedicated to the spiritual and educational aspects of the labor movement.

The character of the Labor Day celebration has undergone a change in recent years, especially in large industrial centers where mass displays and huge parades have proved a problem. This change, however, is more a shift in emphasis and medium of expression. Labor Day addresses by leading union officials, industrialists, educators, clerics and government officials are given wide coverage in newspapers, radio, and television.

The vital force of labor added materially to the highest standard of living and the greatest production the world has ever known and has brought us closer to the realization of our traditional ideals of economic and political democracy. It is

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worker.

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