

EA Voice

Message from the Editors

Dear Members,

This is our last EA Voice for this current EA Board. We hope the new board will continue with this publication to keep members informed on a timely basis. The EA Board would like to thank all of the membership for their support over the last two years and we encourage our members to get involved by serving on the EA Board or volunteering your time to support the various committees.

This is your Union and you can help be a part of it and make it stronger. We are only able to file grievance if we become aware of it. Please notifying a Board member if you suspect an MOU violation.

Picnic Update

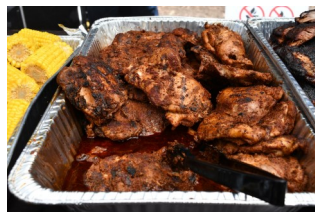
Our summer picnic is right around the corner and we wanted to clarify some of the questions we have been asked.

- **On the 5 person rule:** Children (12 years of age or under) are free, but each additional person (after the 5th person) over the age of 12 will be \$10. Please provide payment to the EA social committee.
- **Dogs** are allowed in the park. You will need to pay \$2 per dog at the park entrance to the park attendant. Do not pay the EA.
- **Parking** will be paid for by the EA. We will cover the cost of one vehicle per family, details will be emailed to you after you RSVP. Additional vehicles are \$5 paid to the park attendant.
- **Vegetarian** options will be available at the catered lunch. Bring a dessert to share!

Please RSVP to Kristina Chu (kchu@baaqmd.gov) by September 6.

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BAAQMD & EMPLOYEES' ASSOCIATION ANNUAL

SUMMER PICNIC

SEPT. 21, 2019 11-3PM

Roberts Regional Park

Manzanita Picnic Area

10570 Skyline Blvd., Oakland

www.ebparks.org/parks/roberts

Catered **LUNCH** &
ADULT beverages!
ENTERTAINMENT
for the kids!
Bring **DESSERT**
to share!



RSVP BY SEPT. 6

to kchu@baaqmd.gov

When you RSVP, note if you need parking costs covered

Limit of 5 guests per employee
\$10 fee per additional guest

Dogs are allowed @ \$2 per dog



SCHEDULE

12:30 pm - Relay races

1 pm - Sack races/three-legged race

1:30 pm - Cornhole competition

1:45 pm - Group photo and announcement of prize winners



**OUR BIGGEST SOCIAL
EVENT OF THE YEAR!**

All staff members and their families are invited!

Brown Bag Meeting September 5, 2019: EA Board Elections

If you are interested in running for a position on the board or if you have any questions about the positions, time commitments or responsibilities, then join us for a Brown Bag meeting September 5th from 12-1 in the Tamalpais Conference Room (7th floor). Nominations will be accepted up until our General Membership meeting on September 9, 2019. Below is a summarized list of responsibilities and job duties of each Board position.

President: The President shall be the presiding officer at all meetings of the Association and shall serve as the Chairperson of the Board. The President is responsible for the administration, management and coordination of all activities of the Association. Specific duties include, but are not limited to, except as otherwise provided herein, appoint all committees, subject to confirmation by the Board of Directors, scheduling of meetings of the Association; providing assistance in problem-solving and resolving conflicts concerning interpretation and/or implementation of the MOU; enforcing the provisions of the Constitution and Bylaws; and serving as the official spokesperson for the Association.

Vice President: The Vice President shall perform all duties of the President during the absence or the incapacity of the President. The Vice President shall assist the President in his/her duties and shall perform such other duties, as directed by the President and/or the Association's Board of Directors.

Recording Secretary: The Recording Secretary shall be the custodian of the records of the Association and shall transcribe, prepare and submit to the President minutes of all meetings of the Association; shall maintain an official copy of the current Constitution and By-laws, signed by the President and the Vice President, in the Association's records. The Recording Secretary shall accept applications for membership and shall announce all new memberships before the Membership at its next meeting; and shall perform such other duties, as are assigned by the President.

Corresponding Secretary: The Corresponding Secretary shall be responsible for the correspondence of the Association and such other related matters as shall be referred by the President; shall distribute proposed amendments to the Membership, as required in Article VII of the By-laws. They shall be responsible for dissemination of the Association's meeting minutes, agendas for future meetings, ballots for voting and all items requiring consideration by the general Membership. They shall maintain all records of the proceedings in the absence of the Recording Secretary, and shall perform such other duties as are assigned by the President.

Treasurer: The Treasurer shall be responsible for the financial affairs of the Association and shall maintain an accurate accounting of all finances of the Association. Receive the dues of the members; receive and deposit monies of the Association and shall disburse monies in accordance with the authorized expenditures. Present an annual financial statement at the first meeting of the general membership in the calendar year. The Treasurer shall also present a financial statement at each regular meeting of the Association's Board of Directors; and perform such other duties as are assigned by the President.

Stewards: Stewards shall provide liaison for members in job-related areas, as described in Article V, Section A. Stewards shall be elected for a two-year term by a simple majority of the voting members in good standing. Stewards shall bring matters before the Board as a representative of that class of member; shall accept members' proxy votes; may assist members in processing of grievances and discrimination suits; shall make sure that all new employees in their respective classification are provided with copies of the current Constitution & By-laws and Memorandum of Understanding (either electronic or hard-copy); and shall perform such other duties as assigned by the President.

Members interested in running for office should contact Chris Coelho (ea.steward.chris@gmail.com) or Robert Cave (rcave@baaqmd.gov).



Meet the New Business Agent:

Jim Philliou was hired as our new business agent in February 2019. He has negotiated over 100 contracts in the public and private sectors. Jim has a Bachelor's of Arts from Georgetown University and Juris Doctor from UC Berkeley Law. From 1997 to 2009, he worked for the Service Employees International Union (SEIU) under various positions, ultimately becoming the Western Regional Organizing Director for 6 years. He has represented various Kaiser Unions and Service Employees Locals since starting his own firm in 2009. Recently, Jim was instrumental in our latest contract negotiations and is the our lead negotiator for contract meet and confer team. Will Saltz continues as our lead negotiator for regular meet and confer meetings with the District.

THANK YOU to our 2019 EA Contract Meet and Confer Negotiation Team:

Robert Cave	Chris Coelho
David Joe	Virginia Lau
Carol Lee	Brittany McIntosh
Patrick Wenzinger	

Grievances Update:

Limited Term Employees (LTE) Grievance:

Arbitrator found in our favor that we can grieve impacts associated with the hire of LTE.
Status: Scheduled arbitration for the end of the year 2019

Section 16.02 Contracting Out "Clean Cars" Grant Grievance:

The District is charged with contracting out bargaining unit work to administer Clean Cars grant
Status: Arbitration scheduled for October 15, 2019

Section 17.04 Modification of Job Duties Associated with the Staff Specialists

The District created a situation where two different job classifications are performing the same duties yet receive different compensation and modified job duties in the recruit announcement
Status: Arbitration completed and waiting for arbitrator's decision

Section 7.13 Acting Assignments in vacant position without any recruitment

The District allows bargaining unit members to act in positions where no public recruitment has occurred
Status: In process of negotiating a settlement agreement

Public Employee Review Board (PERB) for loss of acting assignment due to union activity

The President was relieved of acting assignment as manager due to her union position
Status: Settlement conference was not successful; we will move forward with the court case

Section 16.01 Bonus Hiring Interview, Section 17.04 Modification of Job Duties for Supervising Staff Specialist during recruitment, and Managers taking away bargaining unit work that were assigned to Supervisors

Status: In process of selecting arbitrator

EA Member filed a PERB Charge against the EA for lack of fair representation

Status: The EA provided response to PERB and waiting for PERB findings

Email:
voice@employeesassociation.org

EA Board Members

President: Virginia Lau
Vice-President: David Joe
Treasurer: Mark Tang
Corresponding Secretary: Areana Flores
Recording Secretary: Tina Landis
Professional Stewards: Tamiko Endow & Snigdha Mehta
Technical Stewards: Kimberly Mazza & Robert Cave
Inspection Stewards: Linda Duca & Chris Coelho
Clerical Steward: Brittany McIntosh

**We're on the
web!
www.eavoice.org**

The Rumor Mill

Rumor #1: Multi-billion dollar anti-union foundations are flooding the west coast with propaganda in order to capitalize on the Janus decision and to weaken labor unions.

Answer #1: TRUE! Organizations like the Freedom Foundation, Americans for Prosperity, and others are using right to work propaganda to encourage members to drop out of their Unions. Most of these efforts have targeted the pacific northwest, but some of these organizations are in California. The good news is that the effects of the Janus decision have had little impact to a majority of the California unions. Strength in numbers!



Rumor #2: Classic CALPERS members will be required to contribute 8% of their salary to fund their pension.

Answer #2: Classic members may, through contract negotiations, be required to pay 50% of the normal cost of benefits, not to exceed 8% (Govt. Code 20516.5). Classic members at the District currently pay 7%. New members hired after January 1, 2013 pay 50% of the normal cost (Govt. Code 7522.30).

The BAAQMD Employees Association (EA) was formed in 1973 by a group of concerned employees who believed that the Air District needed a viable employees organization

Upcoming Events

EA General Membership Meeting

Our next General Membership Meeting will take place
Monday, September 9, 2019 from noon to 1pm.
Yerba Buena. Lunch provided.

We will give membership a general update and members running for office will get a chance to speak.

All EA meetings will be webcast at:

<https://zoom.us/j/4157494979>