

BAAQMD Employees' Association

375 Beale Street Suite 600

San Francisco, CA 94105



"Final EA Board Meeting Minutes approved by the BAAQMD EA Board on March 2, 2022"

2/2/2022 EA Board Meeting

1. Meeting called to Order (6 board members constitute a quorum).
 - a. Roll Call
 - i. Grace Leung (Steward)
 - ii. Jack Connor (Vice President)
 - iii. Jimmy Cheng (Steward)
 - iv. Joseph Muehleck (Steward)
 - v. Julius Li (Steward)
 - vi. Richard Lam (Recording Secretary)
 - vii. Monte DiPalma (Steward)
 - viii. Kennieth McKellar (President)
 - ix. Raymond Salalila (Steward)
 - x. Andrea Academia (Treasurer)
 - xi. Chris Coehlo (Corresponding Secretary)
 - xii. Absent Board Members
 1. Raseam Wroten (Steward)
2. Motion to approve minute from last meeting
 - i. Will work on the new process (doodle poll)
 - ii. Ken will try to figure out the legality of doing that
3. Financial Update
 - i. No changes from previous meeting
 - ii. Process of putting together an audit team
 - iii. Arbitrator passed away, so have to figure out what to do with that
4. Meet and Confer Update
 - a. Class Study
 - i. 5 different series (will be put up for a vote by membership)

- ii. Stewards will try to explain it to general membership about the process, the membership will select the top 5 classes to study
- iii. Internal process (focus group)
 - 1. Accounting (ask all individuals since that's a small group of 7)
- iv. Email will be sent out about the series to be studied
- v. District wants to create an entry level for some classes
- vi. Salary survey may be done
- vii. Board will make decision on tie-breakers if there are ties in the votes
- viii. Jack and Kenny will go through a training on class so that they have better understanding when going into negotiation with management
- ix. District will send out an email listing what's their expectation will be for the process
- x. Monte: provide more information about the vote before the vote. Hybrid approach: board identify ones, and get vote input from members
- xi. Chris: If District wants to do more, we should do more to give more rights and protections to employees. Good to try to get members engaged
- xii. Kenny: job duties and salary are linked
- xiii. Monte: volunteers to help draft the letter to membership about the hybrid approach
- xiv. Julius: maybe look at the list from the district
- xv. Jack: also send the district list to the membership
- xvi. The district list will be sent to board
- xvii. Discussion on whether it is good for internal or external parties to get involved. Right now leaning towards internal. Will check with attorneys to make sure it is ok with the MOU
- xviii. Summary: hybrid process (board selection and membership vote); Monte, Jack, and Kenny will help working on the communication with membership. The vote will happen in a timely manner. We may have to schedule an emergency board meeting

5. By Laws Update

- a. Adding more stewards and reallocation of stewards
 - i. No more inspectors or AQIS, so change the dynamics of the stewards and the board
 - ii. By law committee will try to reorganize stewards, add 2 stewards to maintain the employees to stewards ratio
 - iii. May need a supervisor steward
 - iv. Allocation of stewards (bylaw)
 - v. Total number of stewards (MOU)
 - vi. Get it done asap, may be via Meet & Confer
 - vii. By-law committee can look into that, and pass recommendations for the Board to look at

6. Grievance Update

- i. Potential grievance
 - 1. 2 weeks ago
 - 2. SID

3. Contracting out bargaining work
 4. Carl Moyer program/CEQA
 5. Need to look at more details
- ii. Another grievance
 1. Safety
 2. Shelving Height
 3. Ray Salalila is in charge of it
 - iii. Right now most things are in exploratory phases

7. New Business

- i. Joe: One inspector asked about renegotiation about COLA readjustment before 2023. Will talk with Jack and attorney to figure out how to approach it.
- ii. Chris: remote work stipend status, may discuss in Meet & Conference. Monte mentioned management will still be paying remote work stipend

8. Public Comment

- i. None

9. Adjournment

- i. Meeting adjourned at 1254 pm

Approval:



Kennieth McKellar, President



Richard Lam, Recording Secretary