

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 4, 2022”

4/6/2022 EA Board Meeting

1. Meeting called to Order (6 board members constitute a quorum).
 - a. Roll Call (starts at 1204 pm)
 - 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. Raseam Wroten (Steward)
 - xiii. Robert Cave (Guest)
 - xiv. Jeff Stanley (Guest)
 - xv. William Saltz (Consultant)
2. Motion to approve minute from last meeting
 - i. 5 vote, 1 nay
 - ii. Jack: Going through the fixes to the minute as he got to the edits late, so he voted Nay earlier for minutes approval.
 - iii. William Saltz: Further explain some of the edits.
 - iv. Chris motioned to pass; Jack seconded.
 - v. Minutes approved by all.
3. Financial Update
 - a. Suspension of dues

- i. April 1, 2022: Up to \$464,781.41.
 - ii. Pausing dues starting next month for 8 months and leaving the pause open-ended so we can be flexible.
 - iii. Trying to keep the fund above \$350K.
 - iv. Ken: 2 benchmarks
 - 1. When we get to \$400K, have discussion about continuation of due suspension.
 - 2. Hard limit: \$380K to reactivate dues.
 - 3. Potential grievance coming up may lower the balance.
 - 4. Contract negotiation for next year may also lower the balance
 - v. Jack: change the scheduling of dues need to get membership vote, so we need to recommend it as a board, and we need to have language to define this, and we need to have discussion.
 - vi. Monte: 400K for a vote, 350K another vote.
 - vii. Chris: maybe don't need membership vote.
 - viii. Will: this is a modification to the MOU, then we need to have a vote.
 - ix. Julius: wondering what's the total of the dues coming in. \$8400 per month of dues. Suggest 375K instead of 350K due to next year being contract negotiation year.
 - x. Kenny: We should do the vote.
 - xi. Richard: Asked about whether due is automatically collected once it hit the hard limit
 - xii. Raymond: trying to find out the estimated timeline of when it hit 400K or 375K.
 - xiii. Andrea: It is tough to estimate the timeline with unexpected expense.
 - xiv. Kenny: Look at the average spending for the last 4 years and then trying to figure out the timeline when we hit the \$400K and \$375K.
 - xv. Chris: make a motion: "Suspend dues to a threshold limit of \$400K. Once that is hit, we will have another vote to continue to suspend or restart collecting dues, and we will recollect dues at the hard limit of \$380K."
 - xvi. Chris motions, Andrea seconds.
 - xvii. All yays, unanimously passed.
 - xviii. Schedule a meeting 3 weeks from now for membership to vote on (April 27, 2022)
- b. Tax filing update
 - i. Try to get it done by this Friday.
 - ii. We spent more money on non-Covid years.

4. Meet and Confer Update

- a. Class Study
 - i. The district hasn't given EA the oks on the classes to be studied.
 - ii. District: Environmental Planner, System Analyst, Programmer Analyst
 - iii. EA: Engineer, single position series, AQ Tech
 - iv. The district will be acting as the 3rd party consultant.
 - v. Haven't have a timeline yet.
 - vi. Will be meeting with the District today (4/6/2022), then we will have a better idea of the timeline. If not, hopefully next week.

- vii. Accounting Series
 - 1. General Notes
 - a. Following the equity adjustment since the last contract.
 - b. There used to be principal accountant. The principal accountant classification is now being replaced by senior accountant and fiscal services supervisor.
 - c. The accountant team reviewed it, and they are fine with it.
 - d. Add the language to define education, duties.
 - 2. Accounting Assistant:
 - a. Deleted "invoices and purchase order" to be consistent with other series.
 - b. Expanded the education to have more focus on what they do.
 - 3. Accountant I/II:
 - a. Add the software JDE accounting software and spreadsheets.
 - b. Education: Bachelor instead of 4-year degree.
 - c. Expand on the experience requirement for Accountant I and II.
 - 4. Senior Accountant:
 - a. Some of the principal duties reallocated here
 - b. Consolidating description
- viii. Due to time constraint, Kenny suggested sending the documents to everyone and for everyone to review.
- ix. Chris said that if the party involved is ok with the documents, then we can go ahead of it.
- x. Kenny reported that involved party was ok with the documents.
- xi. Jack motion us to approve the Accountant Series and send it to general membership for the vote.
- xii. Chris seconds.
- xiii. Vote results: All Yays (except for RJ) and No Nays; RJ: Abstain
- xiv. Motion passed
- xv. Other series: we will table it for this meeting due to time constraint.
- xvi. Principal Staff Specialist: a promotion opportunity for non-managerial positions
- xvii. Ray Salalila: Question about Staff Specialist distinction between divisions
- xviii. Kenny: motion to move forward with the Principal Staff Specialist
- xix. Jack seconds
- xx. Yays: All except the following; Nays: Ray and Monte; Abstain: RJ.
- xxi. This vote has passed.
- b. COLA
 - i. 0.75% of difference between inflation and what we agreed with.
 - ii. Chris: recommendation to open-up discussion to negotiate to match this is with COLA.
 - iii. Monte: Manager is also concerned with COLA match with inflation. Wondering if there is any downside with opening up MOU discussion.
 - iv. Kenny: the district may ask something back if we open MOU discussion.
 - v. Ray: ask about current COLA: 3.4%. Floor is 1.5%.
 - vi. Will: point out management can outright not discuss COLA.

- vii. Grace: Question about no ceiling.
- viii. Chris: district will never go with no ceiling.
- ix. Julius: capped at 5%.
- x. Monte: Current contract only covers increase in July 2022.
- xi. Kenny: contact district about COLA discussion.

5. New Business

- a. Gifts to membership (hats/etc.)
 - i. Chris: 2 ideas. Membership hat or beanie. No size, pretty easy to procure.
 - ii. Cost: \$4000 to \$8000
 - iii. Ray: question about design
 - iv. Chris: 4 designs, will send them out
 - v. 6 votes on hats; 3 votes on beanies.

6. Grievance Update

- a. Tabled due to time

7. Public Comment

- a. Tabled due to time

8. Adjournment

- a. Meeting adjourned at 113 pm

Approval:



Kennieth McKellar, President



Richard Lam, Recording Secretary