

BAAQMD Employees' Association
375 Beale Street Suite 600
San Francisco, CA 94105



"Final EA Board Meeting Minutes approved by the BAAQMD EA Board on December 7, 2022"

11/09/2022 EA Board Meeting

1. Meeting called to Order (6 board members constitute a quorum).
 - a. Roll Call (starts at 1208 pm)
 - i. Jimmy Cheng (Steward)
 - ii. Jack Connor (Vice President)
 - iii. Joseph Muehleck (Steward)
 - iv. Richard Lam (Recording Secretary)
 - v. Kennieth McKellar (President)
 - vi. Raymond Salalila (Steward)
 - vii. Chris Coehlo (Corresponding Secretary)
 - viii. Julius Li (Steward)
 - ix. Monte DiPalma (Steward)
 - x. Andrea Academia (Treasurer)
 - xi. Grace Leung (Steward)
 - xii. Marco Hernandez (Guest)
 - xiii. Irma Salina (Guest)
 - b. Absent
 - i. Raseam Wroten (Steward)
2. Adoption of previous Minutes
 - a. There was an error in the minutes. We will fix the error and resend out the meeting minutes again.
3. Management and HR Audit
 - a. Kenny went through 80% of the audit report. Jack and our attorney also went over the audit report.

- b. The main question the EA has is what makes an employee “confidential” or not. This has to be negotiated, as there would be new duties assigned to these “confidential” positions.
- c. The EA is interested in the methodology of the salary assessment.
 - i. There is some data manipulation potentially (the audit agency may have picked lower end of salary range in Oakland)
- d. FLSA and overtime for different job classes (technical, clerical, professional). MOU trumps everything, so there shouldn't be any issue with FLSA and overtime.
 - i. Federal guideline states how employees qualify for FLSA
 - ii. Overtime is expensive, but is handled properly with respect to MOU
- e. Question about background check on promotional positions
- f. Performance evaluation is based on MOU, not Admin Code
- g. Emailed Judy Yu and John Chiladakis to talk about any of these changes. Will work out the details via Meet and Confer
- h. District plan of action
 - i. District will have to meet with EA before they can move forward with any changes
- i. Chris: Wondering whether we should do a salary survey from the EA perspective. Kenny said right now we are looking at cost on doing a salary survey.
- j. Members wondering whether EA is going to hold any listening sessions on this audit report (i.e. emergency meeting or brown bag meeting). It will be good for EA to get feedback, comments, and concerns from members.
 - i. Chris: Prefer brown bag (smaller breakout room/JAM board)
 - ii. Richard: Do it before the holiday
 - iii. Monte: Brainstorm some ideas, then prioritize them via JAM board
 - iv. Jack: Need volunteers to organize the brownbag meetings
 - v. Kenny: 3 meetings, with 2 on JAM board, and then 1 to synthesize all ideas
 - vi. Chris: Stewards leading JAM board discussion
 - vii. Kenny: 1 meeting where all stewards to come up with questions before the JAM board. Then we can have the brown bag meetings utilizing JAM board.
 - viii. Monte: May not need to separate members out into different groups. This will give members will be more flexibility
 - ix. Jack: Kenny and Jack want to give stewards more experience by hosting these JAM board discussion sessions
 - x. Raymond: May need to have 2 stewards for in-house technical, so that the workload is more manageable (50 instead of 120 members).
 - xi. Monte: Wondering when's the next election. Next election will be September 2023. Maybe restart newsletter with general memberships (Ariana used to do that).
 - xii. Have the stewards work on the logistics of the brown bag meetings
- k. There may be new cultural change with the Air District, with top level personnel getting replaced.

4. Discussions with Attorney

- a. Reaching out to District. Refer to section 3 above.

5. Meet and Confer Update

- a. Double verification on personal devices
 - i. Want to discuss this issue with the District
- b. Changes in District negotiating team
 - i. Terri and Jack no longer on the negotiation team
 - ii. No idea who will be in the negotiation team
 - iii. John Chiladakis will be the lead for negotiation for the District
 - iv. No idea who the board wants to be the lead of negotiation for the District
 - v. The Board seems to be very adamant on using the Admin Code in the contract negotiation
 - vi. Monte: may need to talk with our attorney about the procedure of negotiation.
 - vii. Kenny: planning to start contract negotiation by February 15 (90 days before existing contract expires)
- c. District Response to audit
 - i. Send the letter to John Chiladakis and Judy Yu that this issue will be discussed via Meet and Confer
- d. MFA request
- e. DWP
 - i. Sharon is confused about the process
 - ii. Sharon thinks that remote work task force and EA will rubber stamp her edits, without going through Meet and Confer
 - iii. Monte: Maybe the EA can slow the whole process until Sharon is gone
- f. Anti-Bullying Policy
 - i. Sharon scraped the detailed policy developed by the Anti-Bullying Policy Team
 - ii. Sharon responded with a 1-pager policy on anti-bullying
 - iii. No movement right now
- g. Class Study
 - i. Temporary change to Planner I/II on job posting
 1. Don't know what will happen as Terri and Rex are gone
 2. EA didn't agree to the changes. EA wants to include "experience" instead of "education" to widen the applicant pool. The language already existed in other equivalent positions.
 3. Will reach out to Judy Yu to find out more about it
 4. EA is not in a rush to complete the class study
- h. Begin contract negotiations early?
 - i. Tabled until next meeting

6. Finance Update

- a. Tabled until next meeting
- b. All the gift cards have been handed out
- c. Will offer gift cards to the brown bag meetings, will be decided by the logistics team

7. Grievances

- a. Placeworks uncertain with Terri gone
 - i. Tabled until next meeting
- b. Supervisor vacancies due to promotions to Assistant Manager
 - i. Tabled until next meeting

8. Other Business

- a. Expanding EA
 - i. With the chaos, maybe time to bring in confidential employees into EA in a different umbrella, due to findings from the audit report
 - ii. Richard: If it is legal, then maybe it is ok to expand memberships
 - iii. Julius: No, as they are closer to management
 - iv. Chris: No
 - v. Monte: Interesting to explore. May or may not help, as we are on different MOUs. They may lead to division.
 - vi. Jack: Can work on both sides.
 - vii. Andrea: Have we talked with managers about this? Kenny said he hasn't talked with managers yet.
 - viii. Kenny: Manager is in this weird position.
- b. Holiday Party
 - i. District approached us about Holiday Party and asked EA to pay for the alcohol. Kenny is torn about it, not sure whether everyone would want to come to the party. But it is a great way for staffs to see each other.
 - ii. Monte: Like the idea of having Holiday Party and support the EA paying for alcohol.
 - iii. Julius: We should have a Holiday Party
 - iv. Kenny: Will look more into the legality of having EA paying for alcohol.
 - v. Irma: asking about whether donating alcohol funding to nonprofit. Kenny said that due to long periods of separation, alcohol is appropriate for this year's gathering.
 - vi. Kenny will go ahead and let the District know that EA supports having a holiday party.

9. Public Comment

- a. Tabled until next meeting

10. Adjournment

- a. Meeting adjourned at 108pm

Approval:



Kenneth McKellar, President



Richard Lam, Recording Secretary