

BAAQMD Employees' Association

375 Beale Street Suite 600

San Francisco, CA 94105



"Final EA Board Meeting Minutes approved by the BAAQMD EA Board on January 4, 2023"

12/07/2022 EA Board Meeting

1. Meeting called to Order (6 board members constitute a quorum).

- a. Roll Call (starts at 1205 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. Raseam Wroten (Steward)
 - xiii. Tamiko Endow (Guest)
 - xiv. Irma Salina (Guest)
 - xv. Almira Van (Guest)
 - xvi. Daniel Oliver (Guest)
 - xvii. Robert Cave (Guest)

2. Adoption of previous Minutes

- a. Both October and November meeting minutes approved

3. Meet and Confer Update

- a. MFA update
 - i. Multifactor Authentication process sent out to some employees
 - ii. District put a pause on the rollout for individuals without district devices

- iii. Alternative: District offers USB device for logging in
- iv. Employees shouldn't be asked to do MFA using their personal devices

b. DWP

- i. Sharon wants the remote work taskforce to look at some changes and see if there is a way to go through without Meet and Confer, which she believes would then require the policy to go to the Board.
- ii. The process shouldn't be bypassing EA
- iii. Attorney for EA is notified since Sharon is trying to circumvent the process
- iv. Jack: The taskforce knows EA stance on DWP
- v. Kenny: Doesn't want the Remote Work Taskforce to be the shield. EA should be the shield for this issue.

c. Contract LTE

- i. District Board doesn't want to appoint FTE for grants-related positions, since grants are one-time funding. District want to have contract LTE for grants related positions.
- ii. District presented EA with a side letter.
- iii. EA will go through the side letter to look deeper at the pros and cons with contract LTE. Trying to figure out if EA can have a "kill-switch" on this if things doesn't go right.

d. Class Study

- i. Running behind as the HR is having some issues right now delaying the class study process.

4. Finance Update

- a. \$458,143.57 as of 12/7/2022
- b. Expenses mostly for attorney and Doordash gift cards
- c. Potentially filing grievances that may lead to more expenses down the road
- d. Continue to suspend dues for now
- e. Julius: Can we put our money into high yield saving accounts for the dues suspension to last longer. Will bring back this topic to discussion in January meeting
- f. We approved the EA Holiday Party and provided \$2500 for alcohol beverage purchases.

5. Grievances

- a. Supervisor vacancies due to promotions to Assistant Manager
 - i. Manager being hired 1.5 years ago from a supervisor
 - ii. After that, we had a hiring freeze
 - iii. EA was made aware that the manager doing supervisor work
 - iv. EA will talk with the District to inquire about this issue.
- b. The 2 State Holidays being signed into law
 - i. Lunar New Year and Genocide Remembrance Day
 - ii. EA interpreted these 2 days as paid holidays
 - iii. EA brought the attention to the District
 - iv. District tried to play around with languages, and define that these 2 days are not paid holidays

- v. EA would reach out to the District again to further press the issue
- vi. If District has no or poor response, then EA will file grievance
- vii. Monte: Trying to work with what's in the MOU
- viii. Daniel: If this isn't resolved by Lunar New Year, would we seek to secure float time for staff?
- ix. Kenny: If we don't get these 2 holidays in time, we would try to get retro holiday
- x. Grace: There are 4 extra state holidays instead of 2, according to the State bill passed.
- xi. Andrea: Should we start the grievance soon?
- xii. Kenny: Attorney is still waiting for an actual legal opinion.

6. Other Business

a. Expanding EA Salary Survey

- i. Manager HR Audit: they said salary audit was done wrong. EA reached out to Cathleen Grace to have 3 separate projects on Salary Survey.
 - 1. Salary survey at the Air District (comparing public and private sector)
 - 2. Create a salary structure (manager versus bargaining positions)
 - 3. Incorporate market changes for the future
- ii. Chris: In favor of doing this salary study. If the salary study shows difference in salary, what impact will this have on contract negotiation.
- iii. Kenny: Will use this study to counter the District's salary study. If Air District is a lead agency, then they would have to pay private sector wages.
- iv. Monte: In favor of doing this salary study. How do we land on this contractor for this study? Also make sure we get the names of the actual person doing the study, so that we can be assured of the qualification of the personnel involved.
- v. Kenny: Want to have someone looking at the salary study with an equity lens. The EA has a history with Cathleen Grace.
- vi. Chris: We got 3 candidates for the salary study, and Cathleen Grace is the best.
- vii. John Chiladakis will be the lead for District Negotiation team.
- viii. Tamiko: Salary structure for manager salary since it is out of whack right now. Also concerned about the span of control (top heavy)
- ix. Kenny: Will send out a vote via email later so we have more time to review and respond.

7. Public Comment

- a. Grace: Supervisors told Field Staff to volunteer for incident responses in 2023. Due to lack of responses, enforcement staffs are required to be standby for \$5 per hour.
- b. Chris: Standby pay is too low. It should be a percentage (i.e. 25%).
- c. Julius: Standby pay: maybe minimum wage or 25%.
- d. Tamiko: suggesting potential tactic for negotiating COLA

8. Adjournment

- a. Meeting adjourned at 105 pm.

Approval:



Kenneth McKellar, President



Richard Lam, Recording Secretary