



ENGINEERS AND ARCHITECTS ASSOCIATION

UNIT 1894 IBEW 11 AFL-CIO, CLC
Board of Governors Meeting Agenda
June 9, 2021 6:00 PM



In accordance with the Governor's Executive Order N-29-20 (March 17, 2020) and the ongoing concerns related to the Coronavirus Pandemic, the EAA Board of Governors meeting will be conducted electronically until further notice. The meetings will not be conducted at 2911 West Temple Street, Los Angeles, CA 90026. This meeting will be recorded in accordance with EAA policy. All other recordings are prohibited. This meeting is closed to the public and limited to EAA members.

- 1) **CALL MEETING TO ORDER**
- 2) **ROLL CALL OF THE GOVERNORS**
- 3) **SECRETARY'S REPORT INCLUDING MINUTES**

MOTION #1

Motion to approve the Regular Minutes of the May 12, 2021, BoG Meeting.

MOTION #2

Motion to approve the Closed Session Minutes of the May 12, 2021, BoG Meeting.

- 4) **GENERAL ANNOUNCEMENTS**
 - a) Next EAA Regular Board of Governors Meeting is July 14, 2021 at 6:00 PM
 - b) Next Stewards Meeting is scheduled for [June 24, 2021 at 6:00PM](#)
 - c) June is National Pride Month in remembrance of the Stonewall Uprising
- 5) **CONSENT CALENDAR** - No Items
- 6) **MEMBER COMMENTS** (15 minutes; members limited to 3 minutes each)
- 7) **EXECUTIVE DIRECTOR'S REPORT**
 - a) EAA Staffing & Assignments
 - b) Policy Updates
 - c) Labor Representative Caseload Report
 - d) City Council / City Budget Developments
 - e) EAA Building
 - f) IBEW Local 11



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8) IBEW LOCAL 11 BUSINESS MANAGER'S REPORT

- a) The LA Fed
- b) Other Updates

9) COMMITTEE REPORTS

Committees marked with an asterisk* are created by EAA's Constitution and By-Laws

a) **Executive Committee***

The Executive Committee met on June 1, 2021 at 5:30PM and moved as follows:

MOTION #3

Motion to adopt the Employee Policies & Benefits Manual as revised.
Moved by the Executive Committee. No second required.

MOTION #4

Governor Dierking failed to comply with the recommendation adopted by the Board of Governors on May 12, 2021:

Motion to adopt the [RECOMMENDATION FOR DISCIPLINARY ACTION RE: APRIL 11, 2021 EMAIL FROM EAA BOARD GOVERNOR JOHN DIERKING'S PERSONAL ATTACK ON EAA BOARD GOVERNOR PRESIDENT LISA BARR](#) as presented by the Racial & Gender Equity Committee dated April 30, 2021.

Per the recommendation, the next step in the progressive recommendation is a six-month suspension or removal. Per the Policies of EAA, Violations of the Code of Conduct "may result in the imposition of disciplinary action by the Board. Such disciplinary action may include exclusion from Board Executive Sessions and / or suspension from the Board or Unit Council, as appropriate."

Suspension results in an absent MOU 1 Unit Governor, which is untenable in light of upcoming negotiations (with a potential contract reopener in January 2022) and that MOU 1 represents our largest pool of members. The Unit Council will need to be fully functional to meet its representation obligations.



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As such, By-Law I.8.a shall be utilized to appoint a temporary replacement for MOU 1 Governor for the duration of the six-month suspension and By-Law VI.4 shall be utilized to appoint a temporary replacement for MOU 1 Unit Councilmember for the duration of the six-month suspension.

Motion to implement the next step of the Racial & Gender Equity Committee Recommendation and suspend Governor John Dierking for six months and invoke the ByLaw provisions to appoint temporary replacements to the Board of Governors and Unit Council for the duration of the suspension.
Moved by the Executive Committee. No second required.

b) Finance Committee* and Treasurer's Report (Verbal)

The Finance Committee met on June 5, 2021 at 8:30AM at EAA and moved as follows:

MOTION #5

Motion to adopt the [FY 2021-2022 Proposed Budget as amended](#) to:

1. Change the Board of Governors title to Member Leader Engagement to accurately reflect that it covers expenses (e.g. stipends, training) for all active members who contribute to the Union,
2. Increase the Scholarship Program line item by \$15K by reducing the Contingencies line item, and
3. Due to the unique surplus (as a result of the pandemic) allocate \$500,000 of unspent funds from the FY 2020-2021 EAA Budget into the Membership Services line item for the FY 2021-2022 EAA Budget.

Moved by the Finance Committee. No second required.

c) Constitution and By-Laws Committee* - No Verbal Report

The Constitution & ByLaws Committee is scheduled to meet on June 18, 2021.

d) Election Committee* - No Verbal Report

The Election Committee met on June 1, 2021.

e) Political Action Committee (PAC) Report

The PAC met for May 19, 2021.



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- f) **Membership Committee Report**
The Membership Committee is scheduled to meet on June 16, 2021.

 - g) **Racial & Gender Equity Committee Report**
The Racial & Gender Equity Committee met on May 19, 2021.

 - h) **Bargaining Committee - No Verbal Report**

 - i) **Young Workers Committee - No Verbal Report**
The Young Workers Committee is scheduled to meet on June 15, 2021.

 - j) **Outreach & Events Committee - No Verbal Report**
The [Scholarship Program 2021](#) application period is now open and closes at midnight on June 30, 2021.
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- 10) **MOTIONS**
None submitted by Governors

 - 11) **NEW BUSINESS**

 - 12) **OLD BUSINESS**

 - 13) **GOOD AND WELFARE**
- *****CLOSED SESSION*****
CONFIDENTIAL
- 14) **EXECUTIVE SESSION**
 - a) **Arbitration Appeal**
- *****
- 15) **ADJOURNMENT**