



2021-10-1

**GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT**

**MEMORANDUM OF MINUTES**

**SPECIAL BOARD OF DIRECTORS MEETING**

**OCTOBER 1, 2021**

**Executive Order N-25-20 and N-29-20, issued by the Governor of the State of California, in which portions of the Ralph M. Brown Act are suspended and allows all Board members, staff and the public to participate by telephone.**

**These minutes are supplemented by the audio recording that is posted online at:**  
**<https://www.goldengate.org/district/board-of-directors/meeting-documents>.**

The Board of Directors (Board) of the Golden Gate Bridge, Highway and Transportation District (District) met in a special session via audio conference on Friday, October 1, 2021, at 8:30 a.m., President Pahre presiding.

- (1) CALL TO ORDER:** President Barbara L. Pahre.
- (2) ROLL CALL:** Secretary of the District Amorette M. Ko-Wong.

**Directors Present (14):** Directors Arnold, Fredericks, Garbarino, Giudice, Hernández, Hill, Mastin, Rabbitt, Rodoni, Snyder and Stefani; Second Vice President Cochran; First Vice President Theriault; President Pahre.

**Director Absent (3):** Directors Conroy, Grosboll, and Melgar.

**[Note: On this date, there were two vacancies on the Board of Directors.]**

**Staff Present:** General Manager Denis Mulligan; Auditor-Controller Joseph Wire; District Engineer Ewa Bauer-Furbush; Secretary of the District Amorette Ko-Wong; Attorney Kimon Manolius; Deputy General Manager/Administration and Development Kellee Hopper; Deputy General Manager/Bridge Division Steve Miller; Deputy General Manager/Bus Transit Division Mona Babauta; Deputy General Manager/Ferry Division James Swindler; Executive Administrator to the General Manager Justine Bock; Senior Board Analyst Elizabeth Eells.

**SPECIAL BOARD OF DIRECTORS MEETING  
OCTOBER 1, 2021/PAGE 2**

- (3) **PLEDGE OF ALLEGIANCE:** Director Gerard Giudice **[02:26 Minutes Mark on the Audio Recording]**

Copies of all reports are available on the District's web site at <https://www.goldengate.org/district/board-of-directors/meeting-documents> or upon request from the Office of the District Secretary.

**[Director Arnold arrived.]**

- (4) **PUBLIC COMMENT:** **[02:56 Minutes Mark on the Audio Recording]**

Secretary of the District Amorette Ko-Wong stated that the Board would take public comment for the item on the agenda at this time. She noted that because the meeting was a Special Board meeting, public comments would be limited to the item on the agenda.

The following individuals spoke under Public Comment:

- David Pilpel, San Francisco Resident
- Marina Secchitano, Union Coalition Chair

President Pahre expressed appreciation for the Union Coalition and their efforts for reaching today's agreement. Directors Hernández and Snyder recused themselves and left the call until after the vote for Agenda Item No. 5.A.

- (5) **SPECIAL ORDER OF BUSINESS:**

- (A) **Authorize Ratification of a Memorandum of Understanding with Union Coalition Bargaining Units and Associated Actions** **[08:18 Minutes Mark on the Audio Recording]**

General Manager Denis Mulligan presented the staff report, and outlined the recommendation. He stated the majority of bargaining units had already voted to accept the proposal and many more plan to vote today.

**[Director Arnold arrived.]**

He reviewed other terms of the tentative agreement, which include:

- (1) Increase the payment to active employees who opt out of District health insurance coverage from \$400 per month to \$500 per month.
- (2) Increase the reimbursement amount for purchasing or repairing work boots to employees who are required by the District to wear work boots from \$100 per year to \$450 over three years.
- (3) Increase the clothing allowance given to deckhands and vessel masters by \$10 and allow them to use this money to purchase safety shoes.

**SPECIAL BOARD OF DIRECTORS MEETING  
OCTOBER 1, 2021/PAGE 3**

- (4) Permit employees to punch in and out via the Kronos app on their personal devices, within an approximate 30-foot radius of a working Kronos time clock.
- (5) Pursuant to Bay Area Air Quality Management District Regulation 14, Rule 1 and federal IRS regulations, implement a commuter benefits program that allows employees to pay for transportation and parking costs on a pre-tax basis.
- (6) As a clarification to the May 2021 CalPERS Agreement, reimburse employees for expenses incurred prior to October 1, 2021 with employees' pre-existing HRA funds under the same rules used before the May 2021 CalPERS Agreement (i.e. IRS Code 213(d) expenses, and deductibles, co-pays, and co-insurance for medical, dental and vision care). Starting October 1, 2021, expenses eligible for reimbursement with HRA funds are limited to deductibles, co-insurance and co-pays (medical and prescription). Vision and dental expenses and other 213(d) expenses are not reimbursable.
- (7) Implementing revised union security language to comply with Janus v. AFSCME, 138 S. Ct. 2448 (2018).

He expressed appreciation for the Union Coalition leadership and employees for helping the involved parties to reach this agreement.

**Directors RABBITT/GARBARINO**

**Resolution No. 2021-075** authorizes ratification of a short term Memorandum of Understanding with the Union Coalition bargaining units, which provides for a 2.5% wage increase and a \$500 stipend per employee, effective the pay period in which each bargaining unit ratifies the MOU, with the understanding that for the wage increase to apply in the current pay period, Coalition bargaining units must notify the District of ratification by 5 p.m. on October 1, 2021. The MOU will expire on January 31, 2022.

**Adopted**

<b>AYES (11):</b>	Directors Arnold, Fredericks, Garbarino, Hill, Mastin, Rabbitt, Rodoni and Stefani; Second Vice President Cochran; First Vice President Theriault; President Pahre.
<b>NOES (0)</b>	None.
<b>ABSENT (6):</b>	Directors Conroy, Giudice, Grosboll, Hernández, Melgar and Snyder.

President Pahre expressed appreciation for the efforts of all involved with reaching agreement.

**SPECIAL BOARD OF DIRECTORS MEETING  
OCTOBER 1, 2021/PAGE 4**

Mr. Mulligan reported that he had received an email from Mr. Giudice that stated he had been disconnected from the call, and had he been present he would have voted Aye to ratify the MOU.

Secretary of the District Ko-Wong stated that it appeared that President Pahre had been disconnected from the call. She asked First Vice President Theriault to step in to continue the meeting.

First Vice President Theriault pointed out that the Board had 11 votes to approve the item. He expressed appreciation for all involved in reaching agreement. He noted that reaching a labor agreement is usually not a simple matter. He pointed out that there were many other terms to the tentative agreement, and it took time to reach agreement on those items.

President Pahre returned to the call and explained she had encountered a technical issue and she asked First Vice President Theriault to continue to lead the meeting.

**(6) NEW BUSINESS:**

There was no New Business to discuss.

**(7) ADJOURNMENT: [19:12 Minutes Mark on the Audio Recording]**

All business having been concluded Directors COCHRAN/HILL moved and seconded that the meeting be adjourned at 8:50 a.m.

**Carried**

Respectfully submitted,



Amorette M. Ko-Wong  
Secretary of the District

AMK:EIE:tnm