

**TECHNICAL EMPLOYEES ASSOCIATION  
MONTHLY MEETING – January 22, 2003 (12 noon – 1 p.m.)  
Meeting Summary**

*Board Members Present:* Ken Madden, President  
Elizabeth Morgan, First Vice-President  
Dave Crippen, Second Vice-President  
Patty Overby, Secretary

**Update on Contract Negotiations**

Dave Crippen gave a status report on contract negotiations for both the Transit and Wastewater Treatment Division employees.

Transit: Negotiating Team met yesterday (1/21) and received an updated offer from King County that included all Tentatively Approved items to date along with a fairly comprehensive wage offer. The next Mediation session is scheduled for February 6 and 7; the Negotiating Team will review the offer in detail prior to February 6th. The County has indicated their willingness to continue negotiations. TEA had proposed Benefit Time, but the County does not support this and their offer does not include this. Any proposal will be run by members prior to further action.

Wastewater: At the December 5, 2002 negotiations meeting, the County gave what they said was their last, best and final offer. The Negotiating Team is reviewing this proposal and identifying what is and is not acceptable. TEA has filed a request for mediation with PERC and a mediator has been assigned. The first Mediation session will be scheduled late February or early March. Reference was made to the letter sent to Cline dated January 9, 2003 informing TEA that the County will start imposing the County's current health care benefits on wastewater employees starting March 1 (this letter was quoted verbatim in the Jan. 10 TEATimes).

Jim Cline outlined various options available to TEA, such as:

- Filing an Unfair Labor Practice complaint (ULP) with PERC
- Filing for an injunction with KC Superior Court

WTD staff are encouraged to express to management and elected officials the impact of changing medical benefits mid-year, such as: Deductibles have already been paid; Flexible Spending Accounts decisions were made last fall based on the decision by King County to extend existing Health Plan benefits;

Questions/discussion centered on:

- ✓ Difference between interest arbitration, binding arbitration and mediation.
- ✓ Why Transit TEA employees are entitled to interest arbitration and Wastewater employees are not.
- ✓ What the County is proposing in terms of wages, and implementation of COLA.
- ✓ Impacts to Wastewater employees by having health benefits changed March 1.
- ✓ Biggest issues to be resolved.
- ✓ Timing for approval of a contract.

Both Transit and Wastewater TEA members will continue to be kept updated on the status of negotiations and other issues.

The meeting was adjourned at 1 p.m.

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Patty Overby, TEA Secretary