

**TECHNICAL EMPLOYEES ASSOCIATION
ANNUAL MEETING – October 15, 2003 (12 noon – 1 p.m.)
Meeting Summary**

Board Members Present: Ken Madden, President
Elizabeth Morgan, 1st Vice President
Dave Crippen, 2nd Vice President
Eric Mandel, Treasurer

Legal Counsel: Jim Cline

Agenda: Approved as submitted

Treasurer's Report (Eric Mandel)

Eric stated TEA now has two accounts: an operating checking account and a money market account that earns interest. The present balance at month end was \$14,716. He noted that there is a goal to begin setting aside some funds to finance the upcoming transit arbitration fees that are estimated at \$12k-16K for TEA's share. We continue to have a debt to Cline and Associates of approximately \$25K and the remainder of debt to ourselves for a total of about \$110,000.

Eric also said that he wanted to follow-up on comments and concerns raised about the dues and special assessment. To date he has heard the following:

- Concern about the calculation of months in the one-time special assessment formula for staff hired after the recognition date. It could be construed that one was paying for time they were not in the bargaining unit. Eric expressed the Board's opinion that the special assessment reimburses the development costs of the initial contract, which benefits all members. Another member noted that TEA represents the position not the person so that the formula makes sense.
- Concern for reduced assessment (to half) for TLT's who may not be here that long after the contract is ratified. There was some discussion and an option of basing the "half amount" on a three year tenure and if there was a projection of less time there could be some pro-rating of the amount.

Concern was expressed that one member was unable to attend today's meeting to discuss the assessment because the facility does not meet ADA requirements. Ken responded that the Board has been looking into finding alternative accommodations for the meetings.

Eric concluded by stating that the Board will be reviewing these and other comments and getting back to the membership during the coming months.

Contract Negotiations Update (Dave Crippen)

WTD

There are 2 mediation sessions scheduled for next week (Oct 20 & 24) and it is expected that the County will have a response to TEA's wage proposal. It was noted that the

original mediator, Katrina Boedecker, was scheduled to return to work with the group. It was noted that staff should be alert to the TEA Times for information in the coming weeks.

Dave also noted that he is stepping back from being in the negotiating sessions and Roger Browne is taking over as lead of the WTD negotiating team. Dave said this was due to time commitments. He noted that our legal counsel, Jim Cline, still remains in the role of lead negotiator. Eric noted that a solicitation has gone out to all WTD supervisors looking for a supervisor to join the team to replace Roger who has moved into this lead role.

Transit

- ✓ Transit Arbitration: Two weeks of arbitration dates have been secured. One week in March (March 2-5 & 8) and one in April (April 19-23). It takes several months for a decision to be reached following arbitration. Dave explained we have a subset of the Transit negotiating team working as the group to help develop the information for arbitration.
- ✓ Medical Benefits: TEA has received a letter stating that the County can no longer offer the Group Health Alliant plan, the PacificCare HMO and the PacificCare PPO plans. While this is under discussion, Transit TEA members are not holding an open enrollment period. Jim Cline stepped in and discussed that we plan to hire an insurance consultant to gain additional information to enable us to better negotiate with the County.

Grievance Process Update (Elizabeth Morgan)

Elizabeth met with Jim Cline to discuss the items that had been discussed last fall. The current recommendation is to follow the current bylaws and have a committee of five that is headed by the 1st Vice President and has four additional members. These members would be nominated and approved by the board much like the negotiating team. They would serve 2 year overlapping terms so of the initial members some would have 1-year terms and others would have 2-year terms. The committee will need to be familiar with all of the contracts but will represent the association not any particular bargaining unit.

The roles of the committee will be to assist members in understanding their rights under the contract and preparing any grievance materials. The committee will then investigate and provide a recommendation to the board. The board will determine what action will be taken. This is suggested because the board is your elected body. It would also be a decision of the board if the issue was purely grievance, an unfair labor practice (ULP) or both and how they would like to proceed. Elizabeth then asked for any additional comments or questions to come to her. She noted she would be crafting these items into bylaw language for approval at a future meeting.

TEA Social Get Together

This item was tabled to a future meeting due to the lateness of time.

Issues for the Good of the Order

- ✓ Brightwater Project Office: Ken noted that TEA is in discussions with WTD management about which staff would relocate to a Brightwater project office. TEA

has responded to Jack Irby and the County that this is a change in working conditions and that TEA is interested in working with them before they implement any changes.

- ✓ Classification Settlements: Ken then went on to explain that TEA, Teamsters 117 and King County had recently signed a settlement agreement regarding Cathie Scott, Martha Tuttle, Jo Sullivan and the vacant position recently held by Denise Chanez. TEA conceded one position to Tech Pubs (Teamsters) and gained three positions. .

Meeting was adjourned at 1:00.

Elizabeth Morgan, First Vice President