

**TECHNICAL EMPLOYEES ASSOCIATION**  
**MONTHLY MEETING – July 21, 2004 (12 noon – 1 p.m.)**  
**Meeting Summary -**

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

**Proposed Changes to Dues Policy - Vote**

Eric referred members to the handout outlining the proposed two amendments to the dues policy adopted in September 2003.

Proposed Amendment #1

Eric said that the proposed amendment replaced current adopted language noting "New employees hired after contract ratification will pay the Initial Special Assessment applicable to their hiring status, using their gross wage rate when hired."

He reiterated that the first amendment addresses concerns expressed by some members that the current adopted dues structure places an inequitable burden on, and penalizes, newer members, to the extent that they would be paying the same special assessment as senior members who have had more time to pay off their future special assessment obligation through voluntary dues.

The perception was that newer members who weren't hired until later were still being obligated for an assessment that goes up every month, and they had no opportunity to (or in some views, obligation to) make contributions for that earlier time; nor did they benefit from that earlier pre-employment period. The first amendment addresses this by calculating a pro-rated obligation against a minimum assessment and requiring the greater of the two. The Board supports approval of this proposed amendment.

The counter argument is that all members, regardless of when they were hired, ultimately benefit from the contract that will be adopted, and hence should equally bear the cost of developing it.

Following is the proposed Amendment #1:

"Any regular permanent position or Term Limited Temporary (TLT) employee hired into a TEA Bargaining Unit after May 1, 2001, will pay the Initial Special Assessment applicable to their hiring status, using their

base wage rate applicable at contract ratification or on hiring thereafter, with the following modification:

Application employees shall pay the greater of either:

- 1) A one-time Initial Special Assessment based on the following formula:

[# of months since month of hire] x [0.004] x [employee's base hourly wage on ratification date] x [160 hours].

Term-limited employees shall pay one half the Initial Special Assessment as calculated above.

OR

- 2) A one-time Initial Special Assessment of twelve (12) times employee's base regular hourly wage at hiring.

New hires shall have the same rights to credit voluntary dues paid and be offered alternative payment options as exist for other regular employees."

#### Proposed Amendment #2

Eric said that this amendment places a cap on the amount of Initial Special Assessment that can be collected for existing and new TEA members. The Board has made no recommendation on this proposed Amendment.

Following is the proposed Amendment #2:

"In no case shall any new or existing member pay more than the lesser of:

- A) the special assessment applicable to their status in the bargaining unit

OR

- B) 20 times their base hourly wage.

Members spend time discussing both proposed amendments. Final ballots were collected at the end of the meeting and the Secretary along with volunteers counted the votes.

**Action (Results of Vote):**

Proposed Amendment #1: The membership approved this amendment by a vote of 151 for to 21 against.

Proposed Amendment #2: The membership approved this amendment by a vote of 128 for to 45 against.

Meeting adjourned at 1 p.m.

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Elizabeth Morgan, TEA 1<sup>st</sup> Vice President