

TEA Monthly Meeting

November 19, 2014

DRAFT Minutes

Board Attendees: Jane, Hillary, Jerry, Alton, Don, Elizabeth. John excused.

Agenda

1. Council of Representatives Update
2. Treasurer's Report
3. Bargaining Unit Updates
4. Good of the Order

Jane called the meeting to order at 12:05.

Council of Representatives

Master contact list is out of date. Don is working on creating a current list of representatives. Council is interested in bringing Jim Cline staff in for training session for representatives, or anyone else who is interested.

There is no Council of Representatives meeting next month, December. The meetings are typically held the 3rd Tuesday of every month.

Alton reported he wants to actively recruit representatives, and members discussed generally options for getting the membership as a whole more involved in the union.

- Onboarding Plan: It was noted there have been a lot of new hires in WTD, and currently there isn't a specific onboarding plan in place for new hires.
- Training: A (brown bag?) training session by Jim Cline was mentioned as a way to involve members and provide information on employee rights and the grievance process.
- Utilize Outlook: Send Outlook meeting reminders to members prior to meetings.
- Member Survey: The union would like to have a member survey completed in 2015 to get member feedback (questions to be discussed as the survey is developed).

The appropriate use of KC IT resources was briefly discussed in the context of developing an online survey, and as a potential method for voting. Roger Browne stated use of County equipment is specifically in the IT Acceptable Use Policy. The board should follow up to determine if an online member survey is appropriate.

Members discussed voting and review/count of ballot process, discussing the need for the "guiding principal" to be accurately reflected in the bylaws. It was agreed the bylaws should be updated.

Treasurer Report

Jerry reported a current balance of \$110,621 in checking and \$56,584 in the money market account. Monthly bills are paid in full.

WW Bargaining Update

Alton reported meetings with Jim Cline are scheduled for 12/16 and 12/18 and will include a discussion of a joint salary schedule.

The next bargaining meeting will be at noon on 12/2 in KSC 8I. In response to a question, Alton reported the planner subcommittee has not developed a plan regarding WQPPM series salary comparison. Liz asked if WQPPM series follows CPMWG. Ade recommended looking at CMP series to compare.

Transit Bargaining Update

Liz reported there was an October bargaining session, and Jim Cline filed for mediation last week. Transit expects a response soon. PERC is expected to assign a mediator. No COLA in January until contract is negotiated (COLA should be based on Seattle CPI). Main issues are wages and medical benefits.

Good of the Order

The Transit ULP has been assigned a Hearing Examiner.

Alton asked if the Grievance Committee is fully staffed. Members discussed asking for volunteers in the Tea Times. Jane reported there have been three potential grievance issues since October.

Motion to adjourn by Jane, seconded by Don. Meeting adjourned at 12:50.