

# TEA Regular Monthly Meeting

## October 19, 2016

Harappa & Cloaca Maxima Conf. Rms.  
5<sup>th</sup> Floor, KSC

1. Opening the meeting: Alton opened and Ken seconded.
2. 2. WTD Bargaining Update
  - a. Nomination for the Wastewater Bargaining Chair. Roger Brown was the only name offered at the last meeting. The nomination was closed. A majority show of hands elected Roger Brown.
  - b. A demand to bargain letter was sent to King County in May. Deborah Bellam is the County's negotiator. The first session of bargaining will be Friday, October 28, 1-4pm. It will start with a discussion of how the Total compensation coalition Tentative Agreement will affect WTD and TEA.
  - c. Roger had compiled notes about what the other unions are up to. The County was supposed to officially offer a package by October 17<sup>th</sup> but did not. The deadline for offering the package can be changed by mutual agreement. He discussed the Master Labor Agreement (MA). The MA is patterned after the UPS **company?** MA structure. Paragraph 3 (of handout) would change the baseline from 4% to 0% for healthcare contributions. At JLMIC, the Teamsters would back TEA in the event of filing an Unfair Labor Practices complaint. Honoring the **TA?** would kill the terms of Exhibit 2 so that is a good bargaining chip.
3. Transit Bargaining Update. There are eleven articles for negotiation. These included Art. 17, compensation, Arts. 15, medical and dental / life insurance, Art. 10.10, executive leave, and Art. 10.08. Also, the County wants a 2-year contract but TEA wants 3 or 4 year, (we asked for 6). The next step is for Jim Cline and Deborah Bellam to discuss a choice of arbiter. Then the time for arbitration will be set for several consecutive days, probably in late May.
4. Treasurer's Report.
  - a. Previous month's transactions and ending balances: payables were approximately \$8,059. There was discussion about whether the dues over the next years will be sufficient to sustain the union. We could look at trends of income and expenses. There will likely be a new contract with Jim Cline. Sally Turner agreed to work on future trend analysis—setting up a spreadsheet.
5. Council of Representatives Chair. No report. The updated representative list is on the website.
6. Communication Committee.
  - a. Membership list. The County provides a list of paid members every 2 weeks (goes to Elizabeth Wright and Jerry Williams). This should be cross-checked with Hillary's list. Gillian Zacharias will follow up.

- b. Gillian Zacharias asked for members to join the Communication Committee to help generate ideas about encouraging more engagement with members. Please contact Gillian if interested.
- c. There was discussion about the current TEA website and migration of it to Wordpress, which could make updating simpler. Roger Scrafford has to convert Word documents to HTML for the current website, for which he is paid a nominal monthly sum.