

## Regular Meeting Summary June 20, 2018

Conference Room 4-3  
4<sup>th</sup> Floor, KSC

1. Open the meeting – Michael Sands opened the meeting at 12:04
2. WTD Bargaining Update

TEA WW Bargaining Team met with the County team on June 19 to mediate on the WW Collective Bargaining Agreement (CBA). The County clarified its position on medical coverage, saying the amount it would provide for medical coverage was capped, but that the County, not TEA, would be the agency to acquire health care insurance. TEA's response was to decline that offer, and to ask for the County's offer for TEA to stay on JLMIC total compensation benefits. TEA also asked for COLA for all four years of being out of contract and commensurate range adjustments. A July 10 meeting was cancelled. On July 25, the County has said it will come back with a proposal. A subsequent meeting has been scheduled for August 8. Having a mediator in this process was very helpful to get the County to bargain on the health care issue.

3. Transit Bargaining Update

There was nothing new to report on the outstanding ULP. The Bargaining Committee will be working on establishing the Bargaining Team for the next contract negotiations.

4. VEBA Update

TEA needs an underlying agreement with the County before it can ask eligible retiring members to vote on VEBA. The IRS allows a tax shield for ½ of vacation and sick leave upon retirement. WW has lost the opportunity to have a vote by the deadline of a week Friday. Roger Browne motioned to withdraw from VEBA until we have an agreement. Ken seconded. Vote: all in favor (Jerry Williams absent).

5. Treasurer's Report:

The current account has \$237,765 and the money market has \$56,761.

6. Other Business

Transit reorganization: Don Marable asked whether the union will negotiate about this. Sally Turner reported that at the Town Hall on the D2D, Rob Gannon said the next step will be opening a discussion with unions. Ken Madden said there was a motion to allow the Transit Bargaining Unit to approach management at the last meeting. Roger responded that they are still trying to figure it out. Sally said that the organizational chart sections show division levels but not exactly clear how TEA units fit the new structure. The question was asked: what should the union be looking to protect? Can members count on the union to be plugged in? A member asked if informational sessions could be held outside the Regular TEA meetings. Ken and Gillian will let the Transit Bargaining Team know that additional meetings have been requested.

Janus Supreme Court decision: Don Marable asked what impact this would have on TEA. Roger said that Teamsters have started looking at ways to frame union benefits for members to want to continue to support it with dues. Associated lawsuits have been filed by unions to have negative impacts on businesses. Don asked if TEA will be soliciting for a new Bargain Team. The answer was that the President, Alton Gaskill, will be leading this over the next few months.

New members/onboarding. Kevin Kibbet commented that the union seems to be a bit of a black box to new people. It would be helpful to have an idea of typical questions and answers for new people to be better informed about the union and its role, and membership benefits.

7. Meeting adjourned at 1:01.

Board Member Attendees

- Michael Sands, Vice President
- Gillian Zacharias, Secretary (SIGNED)
- Sally Turner, Treasurer
- Ken Madden, Council of Representatives Chair
- Roger Browne, WTD Bargaining Chair