

**TEA Regular Meeting**  
July 18, 2018

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

1. Alton Gaskill, President, opened the meeting at 12:06.
2. Transit Bargaining Report
  - a. There have been initial meetings on the transition of the Transit Division to a department and what that means for labor. Colin Asquith reported that details so far had been vague. For that reason, the Bargaining Team is trying to make the next meeting's topic a bargaining meeting because there are still the issues on health care premiums and retroactive stamping pay to be resolved.
3. Wastewater Bargaining Report
  - a. There has not been much activity since the last meeting. July 25 is the next mediation meeting wherein TEA is expecting a proposal from the County. TEA made it known it is expecting a path forward to maintain health insurance through JLMIC plan.
4. Janus v. AFSCME Supreme Court decision

Alton provided a link to the Janus decision and summarized the case: [www.supremecourt.gov/opinions/17pdf/16-1466\\_263j.pdf](http://www.supremecourt.gov/opinions/17pdf/16-1466_263j.pdf). He noted that the Board will publish a Question and Answer document to address common questions. [This is included in the subsequent issue of the TEA Times.]

The main point in the immediate future is that the bylaws have been made inconsistent with the findings of the Janus decision. The TEA bylaws require TEA membership as a condition of employment and this is no longer the case. Consequently, the bylaws must be amended to reflect the change.

The Board proposes to hold a vote at the next Regular Meeting, August 15, to vote on the proposed changes. [Secretary's Note: this not connected to the bylaws amendments that are proposed for a member vote at the Annual meeting.]

There some member questions about how members withholding fees would or could affect seniority. Another question was how the Evergreen Foundation obtained member addresses so they could send the card with information on Janus and withdrawing from union representation. Alton reported that the

information was released by Washington State as part of a freedom of information request from that foundation.

Another member asked how opting out might affect a position that requires promotional     ?

## 5. Sunset Initial Assessment

Alton presented a proposal by the Board to end the initial assessment that members have been required to pay when they join the union. It was part of the initial establishment of the union and need for funds. It currently constitutes approximately 10% of annual revenue for TEA. However, given the Janus decision's reversal of the ability of unions to compel payment of dues, the Board sees the decision as an opportunity to eliminate the assessment, and an acknowledgement that the most important thing for the union is adding to membership. TEA Board does not want the assessment to discourage new members. Also, the Dues Review Committee has found that dues revenues alone will be sufficient to cover growth and legal fees for the foreseeable future.

Over the years TEA has looked for ways to end the assessment since it no longer serves its original function, but no matter how it is structured, ending the assessment will benefit some members over others. To try to find some methodology for distributing the burden (e.g., such as credits for those who have paid more recently) is likely too complex. Therefore, the Board is proposing to vote to end the special assessment as of the date of the Janus decision. The Board intends to hold a vote at the next Board meeting.

## 6. Close Meeting

### Board Member Attendees

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