

**TECHNICAL EMPLOYEES ASSOCIATION  
MONTHLY MEETING – October 16, 2002  
Meeting Summary**

*Board Members Present:* Ken Madden, President  
Elizabeth Morgan, First Vice-President  
Dave Crippen, Second Vice-President  
Patty Overby, Secretary

**Treasurer's Report**

9/1 Balance	\$6,744.51
Deposits:	\$1,784.44 (9/6 payroll) \$1,800.74 (9/24 payroll)
Expenses:	\$3,500.00 (9/9)
<u>9/30 Balance:</u>	<u>\$6,829.69</u>

**Election of TEA Treasurer**

Nominations closed September 30<sup>th</sup> resulting in one nomination for Treasurer – Eric Mandel who is a Program Analyst in the Project Control Unit (Wastewater Treatment Division).

A vote was conducted in accordance with the Bylaws, Article IX, Section B – Special Elections. It was noted that the Board decided that since there was only one candidate, it was a waste of time and money to distribute ballots; therefore, vote would be by a raise of hands.

Action: Eric was elected as Treasurer.

**Update on Contract Negotiations**

Dave Crippen gave a status report on contract negotiations for both the Transit and Wastewater Treatment employees.

Wastewater: Discussions continue relative to issuing productivity checks and what the distribution process should be. Next negotiating session scheduled for Nov. 7.

Transit: The Transit negotiating session scheduled for this Thursday was cancelled, with the next one scheduled for Oct. 29. Discussions are still continuing on job classifications.

Discussion centered on:

- ✓ Job classifications for employees
- ✓ The County's Class/Comp Project and why TEA elected to go with a separate classification. (Note: the County's Class Comp is supposed to be

updated every three years; it has not been updated since its inception in 1997).

### **Open Enrollment for 2003 Benefits for TEA**

Elizabeth summarized the process as follows:

- Benefit packets to be mailed today to TEA employees at their home.
- Forms must be completed and sent in by November 1.
- Package is the same as you have now or you can elect to switch.
- Co-pays and deductions are the same as they are currently.
- Prescription process has changed but the co-pay remains the same.
- If employees participate in the flexible-spending program, you must fill in the appropriate forms each year.
- TEA employees will retain this benefit until something different is negotiated.

### **Miscellaneous**

- November TEA Monthly Meeting: Ken noted that there would be a number of proposed Bylaw amendments at the November monthly meeting. One of the changes is in regards to grievances. The Bylaws do not provide the process
- TEA Support of Current Grievances: Ken said that TEA has participated in a number of employee grievances to date, even though we have no signed contract. He then reviewed a recent event relative to Larry Adeyami in wastewater, and Larry's request for legal services from TEA. TEA's attorney has informed the TEA Board that he will need to review all management documentation, in addition to Larry's personnel file. He then will make a recommendation to the Board and the Board will decide whether or not to offer TEA Attorney's legal assistance. The Board has been informed that to do so will cost TEA more money, because such service is included only when a TEA contract has been signed.

Ken noted that the TEA Board will serve as the grievance committee until a contract is signed.

- Status of ULP's: TEA has yet to decide whether or not to file Unfair Labor Practices on two issues: language on the agency shop clause which was offered then withdrawn; Management's decision to withhold disbursement of TEA wastewater employees' productivity checks.

A suggestion was made to also consider filing a ULP regarding the County's rejection of BT time with respect to TEA even though BT is included in other Union contracts.

The meeting was adjourned at 12:55 p.m.

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Patty Overby, TEA Secretary