

**TECHNICAL EMPLOYEES ASSOCIATION
MONTHLY MEETING – November 20, 2002
Meeting Summary**

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

Agenda – approved as submitted

Bylaw Amendments

The first six bylaw amendments relate to Council of Representatives; the last five to the Board. The proposed bylaw amendments were approved as amended (see action listed below):

- #1 modifying Article VI (Privileges/Obligation), Section B (Council): there was a motion to deleting this as it is already addressed in #3, but it died for lack of a second.
- #3 modifying Article VI, Section B, 2a (Obligations – Attendance) for the Council of Reps. Original premise of the attendance language was due to the fact that TEA didn't have a regular place to meet, and not everyone could make the meetings. The concept of the Council of Reps. was established so each work group would have an equal vote. There was discussion on the meaning of "shall" attend every Annual and Regular TEA meeting. Ken noted that this refers to an obligation to attend these meetings to have immediate access to information in order to disseminate it to the work units. If unable to attend the meetings, the representatives need to ensure that someone from their work unit attends in their place. Discussed amending the proposed language, first sentence to read "At least one" instead of "Each".
 - ✓ Action: *unanimously approved revision to proposed language to read as follows:*
"Attendance – At least one member of the Council of each work group shall attend every Annual and Regular TEA Meeting, in addition to the Regular or Special Meetings held by the Council. If unable to attend a meeting, that Representative will appoint a substitute from its work group to attend the meeting in his/her place. The designated substitute shall have all full privileges and obligations given the Representative."
- #8 modifying Article VI, Section G (Secretary): There was a suggestion to combine this with #9 relative to meeting summaries. It was decided

they could stand on their own as they were individual responsibilities for the Secretary.

- #9 modifying Article VI, Section G (Secretary).
 - ✓ *Action: unanimously approved friendly amendment to change “meeting minutes” to “meeting summaries”.*

The TEA Bylaws will be updated per above approved amendments on the TEA web site.

Treasurer’s Report – Eric Mandel
10/30 Balance: \$7,041)

Eric noted that he would be preparing a financial plan to bring back to the members at a future meeting. This will be discussed with Board members

Update on Contract Negotiations – Dave Crippen

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

Wastewater: Agreement was reached on disbursement of the Productivity Initiative checks to wastewater employees, which will be sent to employees as soon as practical. State law requires receipt within 30 days – TEA will be in contact with Payroll to work towards distribution to employees by the end of December. The next negotiating sessions are scheduled for December 5 and 19.

Transit: Discussions are still continuing on job classifications, and trying to come to tentative agreement on issues/articles. The next negotiating sessions are scheduled for December 10 and 18.

Discussion centered on:

- ✓ COLA’s for employees: TEA employees will not receive any COLA until a contract is signed.
- ✓ Merit Increases: TEA employees who are eligible will receive merit increases January 1, 2003, for 2002 performance.
- ✓ Information on TEA positions: the negotiation topic list shown on TEA web site was put together a year and a half ago as a starting point for negotiations. This list was solicited from TEA membership on certain issues TEA should take a position on. A lot of things have changed since that starting point. Detailed information on what has been TAed, as well as TEA’s positions will not be placed in writing but can be obtained by talking to staff on the negotiating teams.

Good of the Order

Congratulations were given to Dave Crippen and the negotiating teams for their hard work; to Victoria Beach elected new Chair of the Council of Reps. and to Patty Overby for her work as past chair of the Council of Reps.

TEA Regular Meeting – November 20, 2002

Members discussed the conflict of the December 18 Monthly TEA meeting with Transit Negotiating Team session. Talk was on whether to reschedule the monthly meeting, not meet in December or schedule a Special Meeting. It was decided to go ahead and hold the Regular Monthly Meeting in order to share information from the negotiating sessions.

The meeting was adjourned at 1 p.m.

Patty Overby, TEA Secretary