

**TECHNICAL EMPLOYEES ASSOCIATION  
MONTHLY MEETING – December 18, 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

**Treasurer's Report – Eric Mandel**

*Balance \$6544 (as of 12/18/02)  
\$24,508 Total interest bearing long term debt  
\$39,281 Total member voluntary contributions (YTD)*

TEA receives approximately \$1,800 twice a month from member voluntary contributions; although since we intend to credit this back, it adds to TEA's long term debt. Approximately 75% of all TEA members are making such contributions. Legal services accounts for approximately \$3,900 a month (amount is based on the number of members not the attorney's actual time spent). The Board has been discussing what the financial goals of TEA are, how to pay off debt and where TEA wants to go in the future. The Board plans to present recommendations to the membership the first quarter of 2003.

**Productivity Checks for WTD – Ken Madden**

The Wastewater Negotiating Team signed an agreement with King County agreeing to Articles 22 and 23 relating to productivity and establishing capital productivity initiative. The checks have been issued – in order to receive a check, you had to be an employee a minimum of 500 hours in 2001. If an employee worked overtime in 2001, it results in a higher check for those individuals.

**Productivity Incentive Fund Committee in WTD – Ken Madden**

Membership consisting of representatives from all unions and TEA has been granted 3 seats currently being filled by Roger Brown, Laura Wharton and Joe Burnett. Each representative starts with a commitment of one year and allows each union to propose changes in representatives every year. TEA has been asked to determine if the current representatives want to continue or if there should be a replacement made. Serving on this committee requires two afternoons a month and some outside assignments. You will need approval of your supervisor.

Roger Brown noted that the Committee discussed turning over one-third of the membership every year.

Mark Lucas' name has been submitted as a potential candidate. Interested TEA Wastewater members should submit their name to Ken or Eric as soon as possible.

- ✓ Action: the Board will determine the TEA Representatives on the Productivity Incentive Fund Committee.

### **TEA Decision to Appeal Employee Termination – Ken Madden**

Ken noted that TEA has decided to support Larry Adeyami's appeal termination decision to the County's Personnel Board. The Board asked for legal counsel assessment and based on that assessment is supporting the appeal process. The Board's position is to protect the rights of employees, and is not to judge the facts or merits of the case. The Board wants to ensure due process is followed. A letter has been sent to the Personnel Board supporting this appeal. There will be a pre-appeal hearing and then the formal hearing. No dates have been set yet. Any further legal action desired by the employee following the Personnel Board's decision would be at that employee's own cost.

TEA attorney's cost is covered under our current contract – we have a retainer contract and pay a flat fee for Cline's services.

It was noted that the TEA Board is currently serving as the Grievance Committee until a formal process is presented and approved by the membership, and following signing of a contract. Ken stated that issues/grievances are now being handled on a case-by-case basis.

Elizabeth noted that she is working on Bylaw Amendments relative to the grievance process, and would be bringing something back for TEA discussion the first part of 2003.

### **Bylaw Amendments**

The two amendments relate to Article VIII, Section B., #3 and #4 (Meetings and Procedures). There was a mistake in the TEATimes, which noted the amendments were to Article XII (Amendments and Revisions). The proposed amendments clean up the language to reflect what is actually occurring.

- ✓ Action: The proposed bylaw amendments were approved as amended (see action listed below):
  - #3 new language to read: "Regular meetings will be attended by the Board and the Council, but attendance is open to any Full Member. Voting will be cast by all Full members present, except in the case of a special election as described in Article IX, Section B."

- ✓ #4 new language to read: "The Regular Meetings will be held the third Wednesday of the month."

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

#### **Update on Contract Negotiations – Dave Crippen**

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

Wastewater: The County submitted what they claim is their best and final offer at the 12/5/02 negotiating session. Future negotiating sessions have not been determined – Wastewater negotiating team assessing the County's proposal. Cline has filed for mediation.

Transit: Have TAed 40-50% of the issues in the contract. Are continuing to research agencies that have similar job classifications and job responsibilities. The next negotiating sessions are scheduled for January 9 and 21.

The meeting was adjourned at 1:05 p.m.

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Patty Overby, TEA Secretary