

TECHNICAL EMPLOYEES ASSOCIATION
MONTHLY MEETING – April 16, 2003 (12 noon – 1 p.m.)
Meeting Summary

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

Treasurer's Report (Eric Mandel)

Balance \$6,936 (as of 4/15/03). Expected month-end balance projected at \$17,164 (this includes a one-time payment from the County of \$8,500 for reimbursement of legal fees for the recent Wastewater grievance, which may not actually be received by month-end).

Total outstanding debt is around \$87,000 (\$25,000 Total interest bearing long term debt to Cline; \$14,000 member voluntary contributions (2003 YTD); \$41,000 member voluntary contributions (2002); and \$7,000 member voluntary contributions from prior years

Financial Plan Options (Eric Mandel)

Eric reviewed the debt owed by TEA. He stated that the guiding principles for setting dues are to:

- Be equitable among all members
- Pay off long-term debt
- Keep rates below that of other unions
- Cover anticipated expenses to maintain positive balance

Following his presentation at the March 19 meeting, he went back and made some changes based on member feedback and discussed this with the Board at yesterday's business meeting. He then presented the two options and associated charts showing the impact of these to members and to the timing of debt retirement. He stated that for discussion purposes only he was assuming contract approval and implementation of dues in October 2003. He asked for feedback on these options:

✓ Option A - .7% Dues

This option would assess a rate of .7% to all members of TEA once a contract is signed. For an employee with a \$20/hr. salary, the cost would be \$11.20 a pay check versus the current contribution of \$6.40 a pay check (based on .4%). For an employee with a \$30/hr. salary, the cost would be \$16.80 a pay check versus the current contribution of \$9.60 a pay check (based on .4%). The long-term debt to Cline would be paid off around March of 2004; the debt to members would be paid off September 2005.

✓ Option B – Maintain Current Dues Rate at .4% and Implement a One-Time Assessment

The assessment would average around \$400 but would be equitable and proportionate – a TEA member making more money would pay more; a member earning less would pay less. The dues to TEA would remain the same that members are currently voluntarily contributing. An employee with a \$20/hr. salary would pay \$6.40 a pay check. An employee with a \$30/hr. salary would pay \$9.60 a pay check. Implementing a one-time assessment along with the .4% dues results in TEA's ability to pay its entire debt off right away, including the part owed to members.

Comments and Questions by TEA membership included:

- It was not the intent of the past Board that dues stay below what other unions charge – the prior Board did not want TEA dues spent on international political causes. (It was noted that the current Board has taken a different position regarding dues rate limits.)
- What if employees that are currently voluntarily contributing want to forgive their debt – what is the impact on the member debt amount owed? (Ken noted it is minor – the individual amounts are so small and they have minor impacts on the proposed financial plan, and were not factored in.)
- On Option B and the assessment of a one-time fee, will TEA employees that are currently making voluntarily contributions be credited for what they have already paid? (Eric responded yes).
- Hope that if Option B is chosen with the one-time assessment that members would have the ability to spread that assessment over several pay checks. (Eric said this would definitely be factored in to the recommendation).
- Will new employees also be subjected to the one-time assessment? (Eric responded that was his intent, though a position has not been taken by the Board.)
- What about paying members back that have either quit or left employment prior to the contract being signed? (Ken noted that the Board had not discussed this but will take up the matter at a future business meeting. Eric clarified that any voluntary contributions were intended to be paid back regardless.)
- When will the next round of negotiations start once the contract is signed? (Dave responded that the County starts negotiations six months prior to the end date of the contract. TEA wants to start these negotiations earlier. He said that the County wants the end date of the contract to be the end of 2005 – TEA wants it to be the end of 2004.)

Eric reminded members that setting dues must be voted on by the membership. TEA can adjust them annually or have special levies. He also noted that Transit might go into arbitration, which would have an impact to the debt.

Implementation of the financial plan would occur following contract ratification by the members.

Eric asked for a straw vote on the two options – there was unanimous support for Option B, with no clear abstentions. Ken stated that members would receive advance notification in TEATimes when this would be coming to them for a vote.

Status of Contract Negotiations (Dave Crippen)

The Wastewater Mediation session scheduled for April 9th was cancelled because the mediator was unable to attend due to bereavement leave. The next session is scheduled for April 24. The Transit mediation session was held April 13 at which time TEA presented a counter “what if proposal”. The County’s basic response to this was no. The next mediation session is scheduled for April 23. TEA has been told there is a good possibility that Cathy Oglesby, in charge of developing labor policies from the Executive’s Office, may attend this session.

Meeting adjourned at 1 p.m.

Patty Overby, TEA Secretary