

**TECHNICAL EMPLOYEES ASSOCIATION**  
**MONTHLY MEETING – August 20, 2003 (12 noon – 1 p.m.)**  
**Meeting Summary**

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

**Nominations of Officers**

Election of officers occurs every year at the annual meeting in September (which this year is 9/17), and elections are staggered so that the membership votes on two board members this year, and three in 2004. Those positions up for election this year include the Second Vice-President and Treasurer positions.

Patty stated that she had received nominations for Dave Crippen for the Second Vice-President position and Eric Mandel for the Treasurer position. She reminded members that nominations close August 26, so to get additional nominations to her ASAP.

She noted that ballots for election of officers would be distributed to the Council of Reps. to distribute to members in their work group. Information will be included in the TEATimes to go out August 26.

**Treasurer's Report**

Since Eric Mandel was on vacation, Ken distributed and reviewed Eric's report as of 8/4/03 highlighted as follows:

*Balance \$15,956. Expected month-end balance projected at \$15,726  
Total outstanding debt is around \$100,529 (\$24,986 Total interest bearing  
Long-term debt to Cline; \$27,482 member voluntary contributions  
2003 YTD; \$40,990 member voluntary contributions in 2002;  
\$7,070 member voluntary contributions in prior years*

The interest rate on Cline's debt is 6%.

In response to a question about the percentage of members currently voluntarily contributing dues, Ken said the last time he checked Wastewater members were around 75% and Transit around 73%. Eric would have the current figures but he is on vacation and will be back next week.

**Financial Plan Options**

Ken stated that the Board has been working on a financial plan proposal for several months and has presented the plan for discussion at several regular TEA meetings as well as at Council of Rep. Meetings.

He distributed copies of the proposed financial plan that will be voted on by members at the September 17 Annual Meeting. Ken reviewed the two options:

- Option A: Increase Dues Rate: Upon ratification of a contract for the bargaining unit, dues will be 0.7% of employee's income, deducted each paycheck based on the number of hours worked for that pay period. An employee's prior voluntary fee contribution shall be refunded as TEA's fund balance allows, after paying off the interest-bearing debt for past legal services.
- Option B: Current Dues Rate + Initiation Fee. Upon ratification of a contract for the bargaining unit, dues shall be 0.4% of employees income, deducted each paycheck based on the number of hours worked for that pay period. Additional a one-time initial special assessment shall be charged based on the following formula: (# of months since TEA recognition (April 2001) through contract ratification) x (0.004) x (employee's hourly wage on ratification date) x (160 hours average in a month).

The Bylaws (Article X, Section A Dues) states that "member dues will be a monthly percentage of salary, predetermined by a majority vote of the Body at the first TEA Annual Meeting, and at the Annual Meeting immediately before each subsequent contract agreement with King County. The percentage shall be set according to financial needs presented by the Board and is based upon the annual audit and project budget needs of TEA. This dues percentage will remain in effect for the duration of the forthcoming contract, and may be adjusted only by a subsequent majority vote by the Full Membership Body."

Discussion was focused on the following:

- Would initial assessment be required for new employees'? (Response: yes)
- This proposal is presented as a 2004 Financial Plan – the goal is for it to extend until the entire debt is paid off. (Dave referred members to the Bylaws noting as to duration.)
- Council of Reps. overwhelming supported Option B.
- Share information with other members of TEA.

Patty stated that this proposal will be placed on the ballot along with election of officers, and will be included in the TEATimes to go out August 26.

### **Proposed Bylaw Amendment on Contract Ratification**

When the bylaws were originally developed, it was thought that TEA would have one contract. We now will have four contracts (one each for Wastewater employees and supervisors; and one each for Transit employees and supervisors). The bylaws need to be amended to include language for ratification of multiple contracts.

Dave stated that the Board needs to have further discussion on precise modifications to Article IX. The text of the proposed Amendment will be included in the next TEA Times on August 26<sup>th</sup>. Dave further stated that he will present the amendment for a vote at the September 17 meeting.

Current bylaws state that amendment or revisions to the bylaws may be made by a majority vote of those full members present at any annual, regular or special meeting.

Discussion focused on the following:

- Only allowing those present at the meeting to vote (it was noted that when members are asked to ratify the contract, there would be a number of meetings prior to such vote to allow discussion. Also, members can elect to wait to turn in their ballot at the end of the regular, annual or special meeting at which the vote occurs in order to hear pros/cons. Current ByLaws call for ballots to be turned in one (1) hour prior to the meeting)
- Seems probable that Transit and Wastewater units will be voting on contracts at different times. If a vote is taken on the Wastewater staff contract first and it passes, and then find out the Wastewater supervisor's contract did not pass – staff members may want option to reconsider vote. Another member felt that once you cast your vote, that's final – the outcome is the outcome. (Dave noted the Board will consider this but may choose not to present it for a vote on September 17. The matter can be debated and voted on at the September 17 meeting.)
- Is there anything preventing either Transit or Wastewater from waiting to vote on their contracts so that all members vote at the same time? (Dave replied that he was not aware of any time limits unless there is language included in the contract. Elizabeth added that if you hold up voting on a contract, you lose the protection and benefits offered by the contract.)
- Why separate contracts? (Dave explained that the County in recognizing TEA conditioned such recognition on separate contracts – one for Wastewater supervisors and one for Transit supervisors. Further along, since Transit has arbitration rights by federal statute and Wastewater does not, the Board agreed to also split the staff contracts between Wastewater and Transit.)

### **Status of Contract Negotiations (Dave)**

Wastewater: On August 6<sup>th</sup>, a special (second) presentation on TEA's wage proposal was provided to the new County negotiator and analysts from the Class/Comp project. The next mediation session is scheduled for August 29.

Transit: Transit is going to arbitration – there will be no further negotiating/mediation sessions with King County. Dave received a letter from the County's lead negotiator on medical benefits for Transit TEA employees. The County states that HMO's have notified the County that they will not offer their plans because the TEA group is too small. The County further states they are unable to find any other HMO substantially similar to these three plans, especially with the specific benefits coverage levels included. Therefore, the

County said that the only plans available to Transit TEA members in 2004 are KingCare Basic and KingCare Preferred.

Dave stated that he has shared this letter with legal counsel and will be meeting with Jim Cline this Friday to discuss TEA's options.

Meeting adjourned at 1 p.m.

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Patty Overby, TEA Secretary