

TECHNICAL EMPLOYEES ASSOCIATION
MONTHLY MEETING – February 25, 2004 (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

- (1) Account Update: Eric reported the following
Total outstanding debt is around \$138,000
196 members are making monthly voluntary contributions

Proposed Bylaw Amendments – Grievance Committee (Vote)

Elizabeth Morgan reviewed the proposed Bylaw amendment to Article VII (Committees), Section B (Grievance Committee); and to Section C (Special Meetings). She stated that these proposed changes were outlined in both the 2/4/04 TEA Times and in the handouts at today's meeting.

- ✓ **Action: Proposed Bylaw amendments were passed by a hand vote of those present.**

Proposed Changes to Initial Assessment for TLT's (Vote)

Eric Mandel noted that when members approved the dues and Initial Special Assessment policy in September 2003, concern was raised by several members on the impact and effect of the calculation for the special assessment on TLTs. The Board reassessed this issue and is proposing the changes to the Initial Special Assessment policy as outlined in both the 2/4/04 TEA Times and in the handouts at today's meeting.

Discussion occurred as follows:

- Why should new employees be punished to pay the assessment for something that happened before that member came on board? New members should not have to pay the same amount as other TEA members that have been employed longer. (Eric stated this is another issue the Board can take up and review. Eric reviewed the guiding principles behind the dues and initial special assessment. There is a cost of getting to a contract regardless of when someone comes into TEA and that cost needs to be split among the membership. Ensuring equity of bearing those costs is difficult but the adopted dues structure was intended to do so and approved by members. Still, the Board will continue to explore this question and report back to the members, possibly with an additional amendment.)

- Members had an opportunity in September 2003 to either vote for higher dues rate of .07 or .08 or to keep dues rate at current level of .04 and implement an initial special assessment. Members voted for the latter.
 - If you are hired after 2001 is the Initial Special Assessment calculated from your hire date? (Eric: no, not at this time based on what was approved by the members in September. The assessment is calculated from when TEA was recognized as a union - April 2001.)
 - Suggestion that the Board look at recalculating the balance that will occur as of some fixed date - this may give the Board an opportunity to revisit the formula. (Eric agreed to attempt this.)
 - A part-time transit driver pays \$400 as an initiation fee to join Local 587 - they are only guaranteed 2 hours of work a day.
 - WTD Administrative position salary was frozen a year before TEA was recognized, and position was put into the County's class comp classifications. The Initial Special Assessment will have a bigger impact. (Roger Browne, WTD lead negotiator for TEA, stated that current language TEA is proposing and the County has agreed to addresses this.)
- ✓ **Action: Proposed changes to the Initial Assessment were adopted by a hand vote of those present.**

Contract Status

1. Transit (Elizabeth Morgan): Arbitration begins March 2 through the 5th with the focus on salaries/classifications. The next session is scheduled for April 19-23 and will focus on all other issues. TEA members are encouraged to attend and listen if so interested. Once these sessions are done, the attorneys have 60-90 days to do briefs. The arbitrator reviews the briefs and makes his decision.
2. Wastewater (Roger Browne): Negotiating Team met last Wednesday with the mediator and County staff (including Kathi Oglesby from the Executive's office). Expected some decisions to be made at this session - there was some moving off initial positions. The majority of issues TEA wanted, the County said no to. The County has proposed a last and best final offer - TEA would not recommend approval of this proposal the way it now stands.

WTD is moving ahead with two processes: County Ordinance 11480 (County not bargaining in good faith) - letter was sent the HR and have not received a response from them yet. If TEA is not happy with HR's response, TEA will send a letter to Ron Sims - the Executive has 15 days to respond and then if TEA is not happy with Ron's response, a letter will then be sent to the County Council. The second process involves Carl Mack, Pres. of NAACP, who has

set up various meetings with HR staff, to discuss discrimination issues where we feel the County Exec's HR representatives are discriminating against TEA in bargaining practices.

Roger said to talk to any member of the Negotiating Team if WTD employees want to see what proposals and salary ranges have been proposed by King County. He noted there are several inequities in the County's proposal. He reviewed some of those inequities and said he would be happy to review those with interested members outside the meeting.

There was discussion on why wait to send a letter to the Ron Sims - several members thought TEA should send this letter now. There were also questions about what members could do individually. Roger said he and John Whitney, new Council of Reps. chair, would send information out to WTD Council of Reps members who will get information out to WTD members.

A request was made to put notification in the next TEA Times that a letter has been sent to Ron Sims.

Meeting adjourned at 1 p.m.

Patty Overby, TEA Secretary