

**TECHNICAL EMPLOYEES ASSOCIATION
ANNUAL MEETING – October 20, 2004 (12 noon – 1 p.m.)
Meeting Summary**

Board Members Present: Eric Mandel, President/Acting Treasurer
Roger Browne, 1st Vice President
Patty Overby, Secretary

Treasurer's Report

1. Account Update

Eric reviewed the following:

- Projected Month End Balance: \$3,193
- Total Debt: \$177,373 (includes \$20,994 owned to Jim Cline; and the rest are pay back to be credited to the special assessment from voluntary dues; plus \$12,000 in reserve estimated for transit arbitration - have paid \$10,517 to date).
- Net Remaining Debt is \$52,793.

2. Solicitation/Election of Treasurer

Eric said that he had continued serving as Acting Treasurer until we could find a person to complete his vacated term of office (until September 2005). Eric Davison has agreed to complete this term.

- ✓ **Action: The membership unanimously passed appointing Eric Davison as Treasurer to complete the Treasurer's term of office to end September 2005.**

Council of Representatives

1. Representatives to Serve on Council of Reps.

Eric said that there are some work units in the Wastewater Division that do not have a Council of Rep. If anyone is interested in serving as a representative for their work unit, please contact either John Whitney, Chair, or Eric Mandel.

2. Council of Rep. Chair Position Open

Eric said that John Whitney, current Chair, has indicated that his term of office expires this year. We are seeking someone interested in chairing this group for a one-year term of office. Please contact either John or Eric if interested.

Transit Arbitration Update

Eric reported that at the Board meeting yesterday, it was announced that TEA's Legal Counsel would be meeting with the Arbitrator October 28. Most likely the Arbitrator's decision will be done by the end of this year.

Wastewater Contract Status

1. Dues Cards. All TEA Wastewater members must fill out and sign a dues card so that Payroll can start deducting union dues (this is required by the signed contract). Patty has sent an email notifying those members who have not sent in their cards - they must be in this week.
2. Executive Leave. There is a difference in interpretation on giving 3 days of Executive Leave to eligible exempt employees. Management has decided that those who have already received Executive Leave as part of merit this year, won't get any more. TEA is arguing that merit Executive Leave is a separate issue that what we agreed to in the contract. Eric asked that affected employees meet with him to further discuss this after today's meeting. He added that TEA would like to resolve this at the lowest level. If it cannot be resolved at the lowest level, TEA will consider additional action. Eric added that this is just an issue this year and that next year starting January, members will automatically see 3 days of Executive Leave added in.
3. Payment for Licenses & Certifications. Those eligible employees will see a retro payment in a separate check tomorrow. Eric said that if members want to know the interpretation of the rate, see either Roger Browne or Eric. If an employee wants to dispute this, they need to talk to Elizabeth Milestone in Human Resources.
4. Special Assessment/Initiation Fee. Eric said that all Wastewater employees would receive a letter/statement showing the amount they either owe or TEA owes them today. He pointed out that members could elect to forego having TEA reimburse them if they choose on the form. Members must get the form in by November 15. He reminded members that if they owe money, they have several options, which are outlined in the statement.
5. Reclassification. Roger noted that he had asked Wastewater employees to submit PDQ's if they think they should be reclassified in the last TEA Times. He said he had submitted a partial list to Jack Irby. He added that the Construction series is being amended. And needs someone in that unit to review the amended language.
6. Subcommittee on Salary Survey. Eric noted that a TEA subcommittee has been convened to begin discussing a strategy for conducting the salary survey on all classifications. Members who serve on that subcommittee include: Roger Browne, Eric Davison, Ade Franklin, Carolyn Edwards, Valerie _____, Kim Kingsbury, Greg Suko/Bryon Slatton. Roger said he would like a representative from the planning and project management group as well and to see him if interested.

He said that once completed, this must go to the King County Council for ratification.

There was discussion on the following:

- If the salary survey shows that an employee is being paid more than the market, what happens? (Response: salary would be frozen until everyone has caught up.)
- When Local 929 implemented their salary survey, King County took the midpoint - will they do so with TEA? (Response: Roger thought the comparison was the top range but it may be the average - ordinance says pay 5% within the midpoint.)
- Is there a potential to lose what King County offered by doing the salary survey? (Response: Roger said there is some risk but think we can minimize it - the salary portion was removed from the last, best and final offer.)

7. Wastewater Incentive Fund Committee. Eric reported that every year we try to rotate one-third of the members on this committee. TEA has 3 representatives. Roger Browne has agreed to step down and Brian Duncan has been appointed by the Board to serve along with Mark Lucas and Leon Maday.
8. Wastewater Assessment Project. Eric stated that in an effort to find out what was and was not working in the Wastewater Division, an outside consultant interviewed several employees. The results of those interviews can be obtained in a report available at the front desk on the 5th floor. Don Theiler has met with the Productivity Mediation group and has authorized Eric to meet with TEA Council of Rep. staff to pick a couple of big issues they want tackled. Eric added this is a collaborative effort with management.

He noted that in addition to management issues, there were also some issues relative to TEA's leadership and process that we will be considering.

The meeting adjourned at 1 p.m.

Patty Overby, TEA Secretary