

TECHNICAL EMPLOYEES ASSOCIATION
ANNUAL MEETING – November 17, 2004 (12 noon – 1 p.m.)
Meeting Summary

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

TEA Reminders

TEA Board will begin meeting on Thursdays in room 4H KSC starting in December instead of Tuesdays. These meetings are open to all members. The December Regular TEA meeting is cancelled.

Jim Cline teaches his next session on Civil Rights of Employees on Monday, 11/29 at noon in 2A-2B. HR will give Wastewater employees training credit for attending these sessions. Once Transit has a contract, TEA will check and see if transit employees will also be afforded the same recognition.

Treasurer's Report

1. Account Update

Eric reviewed the following:

- The deadline for submitting the special assessment for those Wastewater members who owe TEA was 11/15. We will see how many employees submit what they owe by the end of this week. Eric will send reminders out if he has not gotten anything by the end of this week.
- Should have around \$13,700 by the end of this month.
- TEA has paid \$10,000 to Jim Cline and has \$11,000 left to cover interest-bearing debt.
- All Wastewater employee debt owed by TEA will be eliminated by the end of this year.
- Still owe money to pay off Transit Arbitrator and any debt TEA owes Transit members once the contract is signed.

Wastewater Salary Survey Status

Roger reported that he put a call to Wastewater Council of Reps. as well as a notice in TEA Times for people interested in participating on the Committee to do the salary survey. The only group that needs representation is the Right-of-Way and Environmental Planning group. Anyone interested in participating should contact Roger.

Roger has proposed a process to do the salary survey and has sent it out the members on the Committee and has received no comments. The Committee will be gathering data, will sit down with the County and negotiate implementation of the survey. Generally the County should be paying within 5% of the market average, but he did not think the County is doing this.

Roger anticipates the Committee meeting every other week with outside work to be done by individual work group representatives on specific job classifications. TEA will have 3

or 4 representatives from the Committee sit at the table with the County to do the negotiations.

Roger will be setting up a meeting with the County in early December. The goal is to complete the survey before the Wastewater contract expires June 2005.

Transit Arbitration Update

Eric reported that several weeks ago, TEA's legal counsel met with the Arbitrator at his request. The Arbitrator had some questions about inconsistencies in the County supplied data and has asked TEA to provide additional information. As much as we had hoped to wrap up this process by the end of the year, it is likely not to occur. Members will be kept updated as we get information.

Grievance Committee Report

Roger reported that the Grievance Committee (David Kingsbury, Susan McDonald-Wright, Lisa Taylor and Garrett Stronks) has been meeting. The Committee met with the Board recently to discuss some improvements the group feels should be made to the process and potential changes to the Bylaws. The Committee is developing a grievance form and process along with a flow chart that will be distributed to all members. The Committee is looking at changing the membership from 4 to 8 members plus the 2nd Vice President in order to better cover member representation at meetings and investigations that may be required.

There have been two grievances filed by TEA and one grievance filed separately by a wastewater individual. One of the grievances that was filed for six wastewater members was around their not getting 3 days of Executive Leave as outlined in the contract. TEA was able to talk with individual supervisors who granted the requisite Executive Leave; therefore, the grievance was withdrawn.

The second grievance filed by TEA revolves around a member who should have gotten a day of sick leave based on a doctor's note, but it was not granted. TEA is insisting that the employee be granted sick leave because all County procedures were followed.

The grievance filed by the individual resulted in an adverse ruling by the County. Since the grievance did not involve any wastewater contract issues, TEA could not represent the individual on this specific grievance issue.

There was discussion about the process and how it differs from an employee filing a grievance individually. Roger said that an individual can file directly with King County, but it is not TEA's preference. It puts TEA in a difficult position because TEA has not had a chance to investigate the issue etc. Eric noted that the Grievance Committee is putting together a flowchart on both processes that will be given to all members.

There was also discussion about letting work group representatives know about resolution of grievances or ULP's.

Another point was made about having a representative from the grieved employee's work unit represent him for TEA. Ken Madden pointed out that this could present a conflict especially if a grievance was filed one employee in the work unit against another employee in the same work group. He felt it would be better to have an unbiased person from another work group be the representative, if necessary.

Greater Good of the Order

- Draft TEA Information Pamphlet. Eric referred to the draft information pamphlet and thanked Ken Madden for leading the effort to produce this. Copies of the final version will be distributed to all members and any new members.
- Bulletin Boards/Other Communication Methods. Eric said the Wastewater contract allows TEA to use space on current bulletin boards provided by the County. He asked about outlying field offices. The East Satellite has a federal and safety bulletin board and there probably is room on the safety bulletin board. North has minimal space on the walls - there are no bulletin boards. Eric said he would check the Brightwater site the next time he is out there.

Other comments included the feeling that emails and TEA Times were very effective in keeping members up to date.

A suggestion was made to consider a monthly flyer listing new employees, those retired, number of grievances, promotions, notices of meetings, arbitration etc.

There was a question raised about employees being allowed to use work computers to access TEA web site. Eric responded that yes, there is language in the Wastewater contract, and the agreed to language in the yet to be arbitrated Transit contract talked about limited use. Eric said that if management gives any TEA employee problems about this to contact one of the Board members or Grievance Committee.

The meeting adjourned at 1 p.m.

Patty Overby, TEA Secretary