

TECHNICAL EMPLOYEES ASSOCIATION
MONTHLY MEETING –May 18, 2005 (12 noon – 1 p.m.)
Meeting Summary

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

Treasurer's Report

Eric Davison gave the following update:

- Final payment to Arbitrator \$18,000 which has been paid
- \$5,000 in the bank
- \$33,000 owe Jim Cline
- Transit assessments are out. A couple of errors were discovered and have been taken care of.
- At the September annual meeting, Eric will be asked to come up with a financial plan. The goal is to see if we can continue operating with the same dues rate.
- TEA has a new 2-year contract with Jim Cline, which has an increase in fixed member rate. The Board interviewed another legal firm but decided to renew Jim's contract for another two years.

Wastewater Wage Negotiations

Eric Mandel stated that the core of the Negotiating Team (Roger Browne, Eric Davison, Eric Mandel and Chris Cassillas from Cline's office) have been meeting weekly to develop matches and to come to agreement. Both parties have agreed that there will be a separate project manager category. There are other series that have not been matched including Administrative Specs., Project Control, Construction Management and Management Analyst.

The County cancelled today's meeting. The County has said that TEA has to meet an Ordinance matching salaries with nine agencies outlined in the Ordinance. Only if there is no match within the nine agencies, can you go outside. TEA is arguing that we need to look at true comparables. The TEA team will meet to discuss strategy if there is an impasse. Nick McCudden (County's negotiator for Wastewater) is leaving and Alex Golin has been assigned in Nick's place. Alex comes from the Prosecuting Attorney's office.

Discussion occurred on the following:

- What deal did Local 925 use to go outside the King County area and why can't TEA leverage this? (Roger responded that it was easier for 925 to claim there were not a lot of treatment plant workers locally and got approval to go outside.)

- How long will negotiations take before salary rates will be agreed to? (Response: hoped to have resolved by June 30, but is not looking like this will happen. Agreed to rates, however, would apply from the beginning of the Wastewater contract.)
- See staff did not meet productivity this year and memo from management mentioned the reason was due to wages settlement from Local 925. Beginning to question reason for having the productivity initiative.
- When will negotiations begin on the next contract? (Response: TEA has informed the County we are interested in moving forward on discussing the next contract on non-wage issues. Have not heard anything back from the County yet.)

Negotiations Update and Suggestions for Negotiation Topics for Next Contracts

The Transit Negotiating Team will be meeting in the next two weeks with the County to begin negotiations for the next contract. Members of TEA's Negotiating team include Dave Crippen, Elizabeth Morgan, Nancy Gordon, Eric Mandel and Jim Cline.

Recent changes to the Bylaws calls for setting up two teams (the core team and a larger advisory group). Contact either Dave Crippen or Eric Mandel if you are interested in being a member of the larger Advisory Committee or if you are interested in nominating someone. Patty added that the Board would like representatives from all work groups to be on the larger committee, including a representative from the Administrative group.

Eric said that Nancy Gordon had asked the Council of Reps. to check with their work groups on items they wanted to see considered by the Negotiation Teams. Nancy has developed a list of those items, which are not prioritized. Eric then read the list and asked if there were other items that members wanted to add.

Members suggested added the following:

- Retirement bus passes for all employees, including Wastewater
- Caps on vacation leave being removed in light of recent UW lawsuit.
- Allowing employees, prior to retirement, to contribute money out of each pay period to pay for supplemental health insurance until full Medicare is kicked in at 65. The City of Kirkland has passed such an initiative.
- The ability to sell back unused Vacation Leave up to 160 hours. Local 117 has this option.
- Get longevity pay over and above your base salary and cost of living - the City of Tacoma union employees get this benefit.

Good of the Order

The meeting adjourned at 1:00 p.m. and the group convened to count votes.

Patty Overby, TEA Secretary