

TECHNICAL EMPLOYEES ASSOCIATION
MONTHLY MEETING – June 15, 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:

- Paid off Jim Cline's interest debt. Jim was billing us for 250 members and now we have over 350 members so his fee will be higher.
- Eric will be reviewing TEA's financial status and coming back to the membership in August and September. We need to be sure that we have enough reserves to cover Arbitration for grievances and transit and other expenses.
- A few Transit employees still need to send in their assessments.
- August 1, 2005 is the deadline for paying back Transit members for voluntary dues.

A question was raised if Eric envision pulling together a committee between now and September to develop a financial plan to submit to the members at the annual meeting in September. Eric responded that he will be gathering information and if it looks like TEA's finances are low, he will ask for members to serve on a committee.

Update on Transit and Wastewater Negotiations

- Transit: the Negotiating Team met this week and is actively seeking people to be on the larger advisory committee. The team is meeting with King County next week. The team will be bringing a list of negotiating items and plans a special meeting with the Transit employees next week.
- Wastewater: Still meeting on salary comparables. Still need to gather information on Real Property and Construction Management. The group is meeting every week on Wednesdays. Roger stated that the Local 17 City of Seattle Shop Steward informed him that they are getting a 2.5% COLA in 2005 and the City is picking up their portion of health care cost of 100% of what it was in 2004 - the rest will be a 20/80% split. When Roger asked them what items were on the table, the steward would not reveal them.

Eric said that the current contract had a contract reopener that said we would agree to a joint salary survey and go back to negotiate wages. There is a collaborative process to decide what is the body of work for each classification and which agencies we are to use for comparables. TEA feels it

is inappropriate to only use the nine agencies the County has said. To truly match our jobs we need to look a similar industries. TEA has responded that we are bringing in other comparables. The hard negotiations will start in two weeks.

- County's New Health Incentives Medical Plan: Eric reminded members that the County is implementing a new Healthy Incentives Program next year. The County expects TEA to move into that program. Roger added that the County is relying on HIPPA (federal law that is suppose to protect information provided by the employee). However, in a recent Supreme Court ruling, they have determined that most folks that violate HIPPA can't be prosecuted.

There was discussion on what to do if the County chooses to reject TEA's comparables.

Status on Solicitation of Bargaining Team Members for Next Contract Negotiations/Negotiation Rating Form

Wyatt Wood stated that he felt the Negotiation Rating Form was a one-time list. We have not taken the time to hear from all interested members and to discuss what the issues are. He has personally heard other issues and would like to schedule a meeting with Wastewater employees.

Eric noted that the Council of Reps. has discussed contract issues at a couple of meetings and there was also discussion at the last Regular TEA meeting. The list is not a be all/end all list.

It was pointed out that items for negotiations were not listed as an agenda item in the TEA Times. If it had been, there may have been more members attending. It was proposed that there be separate meetings for wastewater and transit members to review and discuss upcoming contract issues. Eric responded that he would follow up and set up separate meetings within the next two weeks.

Good of the Order

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

Patty Overby, TEA Secretary