

**TECHNICAL EMPLOYEES ASSOCIATION**  
**MONTHLY MEETING – September 21 (12 noon – 1 p.m.)**  
**Meeting Summary**

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

**Treasurer's Report**

Eric Davison gave the following update:

- After paying Jim Cline's bill, the remaining balance in TEA's bank account is around \$6,500.
- Eric said there is still an issue to be resolved regarding TEA's finances. This will be presented at next month's annual meeting as part of the financial plan and dues proposal.

**Update on Transit and Wastewater Negotiations**

- Transit: Elizabeth Morgan reported that TEA met last Friday with King County. A number of small housekeeping items were TA'd. The County still has some issues they need to present and discuss with the Negotiating Team. The issue around wages still needs to be discussed. Both parties had a lengthy discussion on the new health care initiative and the issue around the County's having a Health Care Fair today without having presented or reviewed details with TEA. The next meeting with the County is Monday, 9/26. Hope to set additional meeting dates at that time.

A question was raised about TEA's putting together a wage proposal. (Elizabeth responded that the team will be meeting with Jim Cline next week to work on this. She also reviewed the County's views around wages for Transit employees. She added that per the County's recommendation, the Arbitrator used their proposal to use the top encumbered salary in calculating wages. The County feels we should only get a COLA in light of the recent adjustment. However, because of the position the County took last year, it forces TEA to look each year at the comparable agencies and recalculate the wages based on the top salary within a classification. TEA has asked the County to present something for TEA's consideration if they are not happy with this situation.)

Another question raised was is the pay scale Transit members are on now still the old Metro pay scale but just adjusted to account for the Arbitrator's decision. (Elizabeth said yes). Is the revised scale published somewhere? (Elizabeth said she thought that Lisa Krohn had this information and that she had a copy if members wanted one.)

- Wastewater: Roger reported that the team met last Friday with the County to start negotiations. Proposals were exchanged. The County's initial offer was lower than Class Comp. There were some deficiencies in the County's calculations, which TEA pointed out. The team will be meeting with the County next Thursday.

Eric Mandel stated that relative to the salary survey, the County asserts using the same nine agencies that were used for Transit. TEA asserts this is not appropriate, as none of them are Wastewater Treatment operators. Eric added that Local 925 got County to approve use of West Coast agencies outside of the nine agencies. Eric said that the Board will be meeting with Executive Sims soon and that this is an opportunity to bring up and discuss specific issues.

Questions included:

- ✓ How did the County justify coming in with salary figures lower than Class Comp. (Roger responded that the County did not justify them, they just said how they came up with the numbers. He added we still don't have job descriptions to know if it was an appropriate match. However, the matches TEA did agree to are part of their matches.)
- ✓ How did TEA calculate wages? (Roger said TEA used an average plus two ranges. What step a member is placed at will depend on where you get placed on the range.)
- ✓ What positions did the County put below Class Comp? (Roger said Engineers, Construction Managers, Real Property, Designers and Project Control.)
- ✓ Did TEA's calculations take into the fact that the Port of Seattle works fewer hours? (Roger said he used the hourly rate the Port got paid, not annual amount.)

### **Upcoming Election of Officers and Annual Meeting Scheduled for October 19**

Eric reported that the Nominations Committee has met several times. We have three candidates for 2<sup>nd</sup> Vice President and two candidates for Treasurer. Those nominated are:

2<sup>nd</sup> Vice President: Michael Sands, Diane Britton, and Roger Browne  
Treasurer: Keven Sandquist and Mark Hurston

Nominations close 9/28. There is still time to submit nominations. If the proposed Bylaw amendments are passed, this will alter the 2<sup>nd</sup> Vice President position.

## Proposed Amendments to TEA Bylaws Expanding Board (Introduction)

Eric referred to the handout made available to members today showing the proposed changes to the Bylaws. Basically the changes alter the Board's structure. Now we have the Board is composed of: President, 1<sup>st</sup> Vice President, 2<sup>nd</sup> Vice President, Secretary and Treasurer. The proposed changes in structure recognize what really is happening in that we have two different bargaining units instead of the one originally envisioned by TEA.

The change would dissolve the position of 2nd Vice President, create new Board positions for Transit and Wastewater Negotiating Chairs, plus make the position of Chair of the Council of Reps an elected office to the Board. The 1<sup>st</sup> Vice President position would be changed to just Vice President. Elections would be staggered.

Eric then reviewed the proposed changes page by page. He noted that these proposals are available on TEA's web site for review.

The following questions and discussion occurred:

- Are the positions limited to two-year terms? (Response: the terms are two-years, but people can serve two consecutive terms.)
- Why the change in Section A.1? (Response: now we say you can't run for office unless you are a Full Employee defined as full time. Think this is restrictive and eliminates part-time employees who are represented by TEA from fully participating.)
- Find the language confusing between what is proposed on page 13.D versus definitions on page 1 for WTD Negotiations Chair. What is the difference between bargaining teams and committees and negotiations.
  - ✓ **Action: There was agreement to change the language in all places from "Negotiations" chair to "Bargaining" Chair. Eric will go through and make the corrections in the appropriate places.**
- If we have elections in October for 2<sup>nd</sup> Vice President, prior to adoption of proposed Bylaw changes, what happens if the Bylaws are amended as proposed? (Response: If someone from Wastewater is elected to the 2<sup>nd</sup> Vice President position, that person automatically would become the WTD Negotiations Chair, and similar if from Transit in that they would become the Transit Negotiations Chair.)
- What is the protocol for having questions answered on the proposed amendments? (Eric responded members can ask any Board member or Council of Rep.)

Eric stated that the schedule as proposed now is that Nominations for officers closes 9/28 and elections to take place October 19 annual meeting. He said there could be a special meeting to act on the proposed Bylaw amendments prior to that date.

There was discussion about delaying election of officers until after the proposed Bylaw amendments are adopted. It was suggested that these amendments be voted on at the October 19<sup>th</sup> meeting and that the Annual meeting be moved to November 16. Thereby only requiring one election process.

- ✓ **Action: It was unanimously passed (with one vote against) that the Annual Meeting be moved to November 16 at which time election of officers will occur and the Financial Plan will be presented.**

Eric said that the proposed Bylaw amendments would be voted on at the October 19 Regular TEA meeting.

A question was raised that if a new person gets elected to the Chair of the Bargaining Team, how would continuity be maintained during negotiations? (Eric said that Jim Cline is the lead speaker at the table during negotiations with the County so that the continuity would be maintained. Also, the former person who led negotiations could request to remain on the Bargaining Committee.).

Another question was asked about the nominations closure date being changed from 9/28. Eric said that this would be discussed at the next Board meeting.

### **Good of the Order**

- Roberts/Duncan: Ken Madden thanked TEA for its assistance in addressing issues raised by TEA members prior to issuance of checks last weekend.
- Transit PDQs: Ken said he was representing Mark Hurston, who had to leave early. Mark wanted to bring to members' attention that some Transit employees have been requested by management to complete a PDQ to potentially upgrade their positions. Mark submitted a letter signed by eight of those participants to the Board last week that TEA participate in expediting closure.

Eric responded that the concern by some members is their reclassification will get hung up in bargaining the new contract, thus losing retro pay. Eric said that the Board is concerned about members not being harmed and he has asked Dave Crippen to contact Jim Cline to set up a meeting with these individuals to discuss what can and cannot be done.

- Financial Plan/Position: Elizabeth Morgan asked if the Treasurer would be presenting a couple of alternatives to maintain reserves. She also expressed concern that TLT's are not paying the same rate as full time members and are being subsidized. Eric responded that there would be a couple of options presented. He noted that TLT's dues are the same as full time employees - their Special Assessment is different.

The meeting adjourned at 1:00 p.m.

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Patty Overby, TEA Secretary