

**TECHNICAL EMPLOYEES ASSOCIATION**  
**MONTHLY MEETING – October 19, 2005 (12 noon – 1 p.m.)**  
**Meeting Summary**

*Board Members Present:* Eric Mandel, President/Acting Treasurer  
Roger Browne, 1<sup>st</sup> Vice President  
Dave Crippen, 2<sup>nd</sup> Vice President  
Patty Overby, Secretary  
Eric Davison, Treasurer

**Treasurer's Report**

Eric Davison gave the following update:

- \$8,000 in the bank.
- A financial plan will be brought to the membership at the Annual meeting on November 16. Several options will be presented at that time addressing dues etc.
- 2005 was a big year for TEA: extended Cline debt was paid off, arbitration debt was paid off along with usual operating costs.
- Annual audit will be completed before the end of the year.

**Proposed Amendments to TEA Bylaws (Vote)**

Eric Mandel referred members to the handout showing the proposed changes in the Bylaws. He noted that the proposed amendments would:

- ✓ Abolish the current 2<sup>nd</sup> Vice President office.
- ✓ Three new Board positions would be created: Chairs of the Wastewater and Transit Bargaining Committees and the Chair of the Council of Reps.
- ✓ The current 1<sup>st</sup> Vice President office would be just Vice President.

Discussion followed as outlined below:

- Explain the election that will occur if the proposed amendments are passed. (Eric responded that the officer positions that would be up for election at the November 16 Annual meeting are Treasurer, Bargaining Chairs for Transit and Wastewater, and the Council of Reps. chairs. These positions will be for two-year terms, alternating with next year's election of the President, Secretary and Vice President.)
- Explain the election process - does the Nominating Committee have to start anew? (Eric said that Kevin Sandquist had been nominated for Treasurer and no additional nominations have been made for that position. With regard to the others, the Nominating Committee will need to go back and talk with prior candidates that had been nominating for the old positions to see if they would be interested in any of the new positions. In addition the Nominating Committee will need to solicit interested members for the new Board positions.)
- Support the proposal for having two Bargaining Committee chairs as officer positions.

Eric said that nominations for officer positions close November 1. The Committee must present a slate of candidates by November 3.

- ✓ **Action: A hand vote was taken on the proposed Bylaw amendments. The amendments passed with one person voting no.**

### **Update on Wastewater and Transit Negotiations**

- a. Wastewater: Eric reported that weekly meetings are being held with the larger advisory committee to the Bargaining Committee. There has not been substantive movement by the County on resolving the outstanding salary issue still on the table. The County's opening proposal is lower than what they proposed for Class Comp, and would Y rate over half of WTD members. The members then discussed various strategies to be taken.

Roger said the Negotiating Team meets tomorrow with the County. Eric Mandel stated that it is crucial that Transit members also support the Wastewater effort.

- ✓ **Action: The members unanimously supported sending a letter/email to Executive Ron Sims from their home. Information/bullet points will be put on TEA's web site.**

- b. Transit: Dave reported that Transit has started negotiations with the County on the next years' contract. The Transit contract expired the end of 2004. The County and TEA have not gotten to wage issues yet. Several non-wage items have been TA'd, however. Weekly meetings are being held each Tuesday with the larger advisory committee. The next negotiations session with the County is Monday, 10/24 where new health care benefits initiative will be presented. Dave expects in November/December timeframe that both sides will be developing wage proposals, and start negotiating wages late December.

Questions/discussion included:

- There were 15 Transit employees that were asked to fill out a PDQ - eight of these members would like the Board's help to see that the reclassification occurs soon. (Dave responded that the County has taken the position that non-technical series should be moved into Class Comp. These classifications include IT, Project Assistant, Right-of-Wage Agents, Environmental Planners, and Budget Analyst. He felt that this is a classification issue. He noted that a lot of the 15 people would have benefited from Class Comp. TEA's concerns that in agreeing to this outright, it may tie TEA's hands forever in automatically moving TEA classified positions into Class Comp.)

Eric Mandel said that there are a couple of similar issues on the Wastewater side as well.

**Good of the Order**

Eric reminded members of the Annual meeting scheduled for Wed., November 16 at noon. Agenda will include: presentation of the Financial Plan; Election of Officers (candidates will be given an opportunity to present statements and answer questions. Information will also appear in the TEA Times prior to the Annual meeting, and a special meeting may be set up for candidates to answer questions from the membership.)

The meeting adjourned at 1:00 p.m.

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Patty Overby, TEA Secretary