

**TECHNICAL EMPLOYEES ASSOCIATION**  
**MONTHLY MEETING – January 18, 2006 (12 noon – 1 p.m.)**  
**Meeting Summary**

*Board Members Present:* Eric Mandel, President/Acting Treasurer  
Patty Overby, Secretary  
Keven Sandquist, Treasurer  
Roger Browne, Wastewater Bargaining Chair  
Dave Crippen, Transit Bargaining Chair  
John Phillips, Council of Reps. Chair

**Treasurer's Report**

Keven reported the following:

- 317 total members in TEA (236 Wastewater and 81 Transit)
- \$12,951 in checking account and \$1,260 in money market account
- Nine members still have not paid their Special Assessment and four need to be paying dues.

The Board is still formulating how much to have in reserves (arbitration, rainy day, training etc.), current expenses and the percentage for dues to accommodate this. The Board and Treasurer will present a recommendation to the membership in February.

Discussion centered on:

- What are the typical monthly expenses? (Response: \$3500-3600 for legal representation, but it is based on how many members TEA has. Last month we also paid for TEA's web site. Typically get \$3300-3400 every two weeks from dues. It is wise to have reserves for Transit Arbitration and arbitration for grievances.)
- What is the plan for getting members who have not paid to pay? (Response: Keven will be sending a final notice to those members. They will have 30 days to make payment or TEA will notify King County to terminate them. The County then has 30 days for the termination.)

**Status of Transit Contract Negotiations**

Dave stated that both sides presented wage proposals in December. The County's proposal was unacceptable. The County has an updated wage proposal and their lead negotiator is trying to set up a session with TEA. The County has threatened to put all Transit members on the Health Care system as bronze, if TEA does not agree to participate in the plan. The Board will need to decide whether or not to file a ULP with PERC and will get advice from our attorney.

Eric said the Board is aware that employees do not want to see their benefits in danger. The Board is making sure our actions are done with that in mind.

Discussion centered on:

- How feasible is it that TEA can get a decision together by the end of January and meet the County's deadline? (Response: our attorney has said there are differences in Transit's eligibility for arbitration versus what the County can do with Wastewater who does not have arbitration. Eric noted that the County could impose an agreement on Wastewater employees. Transit has a process: first mediation then arbitration if you cannot reach agreement.)
- What are the issues TEA is raising since most of the County has accepted the medical plan? (Response: there is an issue of privacy, losing the coverage we have today, and why new members being hired can come in as Gold.)
- What about the January 31 deadline? (Response: there is some question about how legitimate this date is since Wastewater has been given a different deadline. The County has mentioned there is a short window for members to fill out the form.)

### **Status of Wastewater Contract Negotiations**

Eric reported that negotiations began early January. TEA has presented a complete proposal based on input from our attorney. The Bargaining Committee has left some gaps on purpose. The County was to present their proposal to TEA last week but did not. Most of the issues involve cleaning up contract language to reflect past MOAs and County's new medical plan. TEA does not expect anything about members losing their benefits or achieving Gold.

When you take the assessment for the County's medical plan, realize that you do not have to answer all of the questions. There are two parts to getting Gold: take the assessment and do the follow-up.

The County's medical plan is a three-year plan (2007-2009). If it proves not productive, they could change it.

Eric reminded Wastewater members that appeals for classifications are due January 27. Contact Roger Browne if you need help or guidance. Eric has asked the County's HR to give a crosswalk of how they expect the pay rates to end up before the February first pay check. He has not gotten a response from HR yet. The first February check will reflect the new pay rate and the second paycheck will have the pay out of retro back to July 1, 2005.

### **Candidates to Fill Vice President Vacancy**

Eric has confirmed there are three members thus far that are willing to run for the vacant term of Vice President left by Roger Browne. He asked that other members interested in being nominated get their names to him within the next week.

**Good of the Order**

There was a request made by a member of the Transit unit to separate out the issue of those members who are attempting to be reclassified from the rest of contract negotiations. Eric responded that this issue is best taken up with the Transit Bargaining Committee because it is a bargainable issue.

The meeting adjourned at 1:00 p.m.

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Patty Overby, TEA Secretary