

**TECHNICAL EMPLOYEES ASSOCIATION**  
**MONTHLY MEETING – April 19, 2006 (12 noon – 1 p.m.)**  
**Meeting Summary**

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

**Vote on Recommended Financial Plan (increasing dues from 0.4% to 0.5%)**

Eric stated that this issue was discussed at the last several regular and Council of Representatives meetings. There were no questions on the vote to increase the dues.

Patty needs volunteers to count the ballots after today's meeting. Ken Madden, Severne Johnson, Don Marable and Robin Robinson volunteered. Patty will send out an email to all members detailing the results of the vote.

**Update on Transit and Wastewater Negotiations**

1. Wastewater (Roger Browne): The meeting scheduled with the County last week was cancelled and the next meeting is scheduled for either April 26 or April 28. Both groups have exchanged "what if" proposals. The next proposals is due from the County. TEA has not initiated or reached tentative agreement ("T.A.'d) anything but has agreed in principle to some items. The County has provided TEA some salary information for the Admins., which would seem to support TEA's position. Roger will report more at next month's meeting.
2. Transit (Dave Crippen): In January both sides agreed to file for mediation and to request a specific mediator, which occurred early February. The mediator concluded she had a conflict of interest because she was involved in an Unfair Labor Practice (ULP) filed by TEA. Therefore, we are requesting a new mediator. Dave assumed it would take another two months to get someone assigned and meetings scheduled.

Eric asked if the suspension of the Transit Bargaining Committee meetings is still in effect? Dave responded yes. He thought there would be a special meeting in the next few weeks to deal with communication issues discussed with the Board. Other member questions included:

Does the Bargaining Team propose description classifications for those staff being proposed for reclassification? Dave responded yes - this was in the initial wage proposal. The Team has not gone back and reevaluated if they want to change this.

Today at an all D&C staff meeting there was indication staff proposing to be reclassified would receive a letter from HR on what classifications they had put us at - how will TEA deal with this? Dave said the team has to wait and see what is in the letters.

Would TEA accept the classifications if they meet members' needs? Dave said it depends on what is in the letter and how it will affect TEA.

If the classification allocations are all Class/Comp titles, will it stop TEA from supporting the classifications? Dave responded not necessarily. The Bargaining Team has not formally made a decision - they have discussed it however.

One person said he has formally filed a grievance on this issue and asked if once he receives a letter from the County, would this be considered the County's remedy to his grievance. Dave said it depends on what the County gives him.

There was further discussion on the proposed reclassifications and possible strategies.

### **Update on Grievances**

Ade reported on the following:

- There is a request for arbitration for the Wastewater employees that did not get merit increase, and he has not heard anything yet.
- A meeting is scheduled with Jim Cline and two Transit members to discuss a Transit grievance on reclassification. The County has ten days to respond.
- He is in the process of reconstituting the Grievance Committee. Half of the membership turns over July 6 and he needs to fill these vacancies. The terms are two-year terms and he wants to fill them soon so the new members have an opportunity to be brought up to speed on issues prior to the official July 6 turn over date.

### **Report on Transit-Roads "Loan-In" Issue**

Eric reiterated background on this issue from prior meetings. Four TEA members have been meeting with the County (Eric, Roger Browne, Ken Madden and Alex Marin). The group will have a draft agreement with the County to either recommend or not recommend for discussion with the members. The County accepted pretty much all of what TEA asked for. The next step is to discuss this with members and get advice before accepting.

There are two efforts here. One is regarding the movement of Transit Roads staff into Transit D&C, which are TEA positions. The other issue involves creating an ongoing process for moving/filling positions between TEA Transit and Wastewater bargaining units.

Discussion centered on:

- When will members get to vote on this and what do we get? (Eric responded that members do not get a formal vote on Agreements - it is a Board decision. He said that we would help keep other employees from being laid off, create some good will between TEA and the County and other unions, we would get additional TEA members, and provide an opportunity for existing Transit members who can apply. Additionally, the County would commit to a short-duration negotiation to create the ongoing ability of TEA members to move or fill positions between TEA Transit and Wastewater bargaining units.
- What does Local 17 say? (Eric replied they were pleased that we were willing to help. They did extend an offer for a reciprocal arrangement, but the negotiating team did not think it was needed based on existing protections in the current contract.)
- How would this impact Transit negotiations? (Eric responded that the County says this must be implemented in the next 1-2 months. It isn't possible to tie this to contract negotiations because negotiations are already formally scheduled to go to mediation, and nothing in this potential MOA could speed that process.)
- What about discussions with Wastewater on the proposed separate letter of understanding? (Eric stated that it would occur within 3 weeks of execution of the Transit MOA; the intent is to end up with a permanent MOA to allow movement by TEA members between Transit and Wastewater groups in TEA. He needs to follow-up on this with Wastewater management. )
- How does this work if existing Transit TEA members apply? (Eric noted that Transit TEA members would be able to apply as part of the hiring pool, but there are no guarantees that they would get the job. It depends on who is best qualified and what Transit needs to get the work done. If selected, however, they would be guaranteed their old position back when the acting position expired)
- A member noted there was an all staff D&C Transit meeting this morning at which point the manager made it sound like this was a done deal. (Eric noted he made it clear at the table with management and HR that TEA is not ready to accept the MOA until we get feedback from our members. He said there is a huge amount of sensitivity on this and he wants to make sure that members hear where we are. If they do not show support, then the Board will need to reconsider its actions.)

- There was real discomfort by people around similar titles in the Class Comp language. Doesn't this conflict having Local 17 classifications doing TEA work? (Eric said that the proposed language makes it clear that this is TEA work to be done by TEA classifications. The employees will be hired by TEA supervisors, and our attorney believes as a result of these protections in the draft MOA that this would not be an issue.)

Eric stated that he would be setting up a special meeting with members to review specifics of the proposed agreement and to hear member's views on whether or not to proceed.

**Issues for the Good of the Order**

- New Members Introduced: Transit - Ron Quist supervisor in Mechanical. Wastewater: Bonnie Thomas in Project Control.
- Larry Phillips has invited TEA to his annual Salmon Bake on Saturday May 13 at Daybreak Star Center in Discovery Park. The Board in the past has agreed to be a co-sponsor. This is a fund raiser for his campaign and the Board has approved a donation to his campaign.
- Brightwater Construction kicked off.
- Fund Raiser for Linda Anderson and her daughter Mari: raised around \$4,800.

The meeting adjourned at 1:00 p.m.

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**Results of Today's Vote on the Proposal to Increase Dues**

Following are the results of today's vote on the proposal to increase TEA dues from 0.4% to 0.5% of employee's base hourly regular (non-overtime) wage, deducted each paycheck based on the number of hours worked for that pay period, effective as soon as implemented by the County until any future vote to change this rate.

The proposal passed by a vote of 135 yes (56.9%), 101 no (42.6%), and 1 not sure.

318 ballots were distributed and we received 237 or 75% participation.

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Patty Overby, TEA Secretary