

TECHNICAL EMPLOYEES ASSOCIATION
MONTHLY MEETING – May 17, 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
John Phillips, Council of Reps. Chair

Update on Transit and Wastewater Negotiations

1. Wastewater (Eric Mandel/Roger Browne): TEA finally met with the County and they presented a "What If" proposal which did not address any economic issues. The County still has a take away (financial benefit currently in our contract) in their proposal. The TEA Bargaining Team decided it was not interested in taking the County's proposal back to the members. We have asked for mediation and the County has agreed. Mediation sessions are about a month away. TEA offered to continue meeting with the County in the interim to see if we could resolve any other issues. The County said that they are only interested in discussing their revised Personnel Guidelines.

There was a question about if the County was negotiating in good faith. The response was that because they were meeting and exchanging proposals, it did not rise to the threshold that would constitute a violation of good faith.

2. Transit (Eric Mandel): June 29 has been set as the initial mediation date. Legal counsel is in the process of trying to set up additional mediation dates with the County and mediator. The County's lead negotiator emailed the mediator suggesting monthly meetings (about ten). TEA thinks we should be meeting more frequently than just monthly.

A point was made that if the County is not willing to move, let's not spend a lot of time in mediation, but move directly into arbitration. Eric responded that the Bargaining Team is aware of this issue and shares the same concerns.

Update on Grievances

Ade reported on the following:

- There are five active grievances with two others pending. Several involve staff working out of Class - one is resolved at Step 1. One involves step increases for the Administrative and other previously Class/Comped WW staff - July 1 TEA's legal counsel and the County will be selecting an arbitrator.

- The Grievance Committee now has four new members who will be attending the next two monthly Committee meetings to get up to speed prior to the other four members leaving on July 6.

Roger Browne reported on another issue in Transit's D&C involving the hire of a Special Project Manager 2 without bargaining either the classification or salary. The staff person was hired 11/29/05 and TEA has six months to file a ULP. TEA has asked for a job description of this position from HR and they still have not responded. Legal counsel is working on language to file a ULP.

Discussion on Wastewater Incentive Fund Training Criteria

Eric stated that the Board had appointed representatives to serve on the WW Productivity Committee (Brian Duncan, Mark Lucas, Leon Maday). It appears there will be a payout to Wastewater employees for work done in 2005. Eric requested that members let the Committee reps know if any work they did resulted in a savings and to document it. WW does not get credit unless you document that the savings were a result of employee efforts.

There is a proposal that employee training be paid for out of the Wastewater Incentive Fund. Right now the County policy only allows one person to go to a conference. The TEA representatives on the Productivity Committee wanted feedback on this issue. Specifically, do you feel there should be any use of savings for travel and training and if so what criteria should be used?

Eric added that Brian thought, to the extent the money is Wastewater dollars for employees, that any use for training should be based on if it was a business investment which would result in increased productivity.

Discussion/feedback was as follows:

- Think that training is part of your work and that it should not come out of the Incentive Fund.
- Wasn't there a change in the distribution of funds that was to kick in next year? (Response: there is no more target, just an adjustment by inflation.).
- Will there be a capital productivity program included before this is finished? (Response: no other savings will count except for Asset Management Program productivity savings at this time; most of the capital productivity projects are still in process, so we won't know until they are finished if they will add to the payout.)
- What is the potential for a huge payout with capital productivity? (Response there is a potential for each wastewater member to get as much as \$10,000 check for a 10 year program. It is an equal per employee amount that is not based on a person's salary)

- Think the final decisions of CH2M have no justifications. (Response: Eric has contacted other unions. Some think there is a conflict of interest since CH2M has openly expressed an interest in taking over WW operations at what they say is a cheaper rate.)

Eric asked members to think more about this and to relay their thoughts to their Council of Reps. The Council will be discussing this at their June 1st meeting. Separately, he noted that Lorraine Patterson has said they are about to sign a contract with CH2M to look at WW operations and recommend staffing levels for future program growth.

Council of Representatives Report

John Phillips stated that there was a poor showing of representatives at May's meeting. There was discussion at that meeting to put an article in the TEA Times reiterating the role of the representatives and commitments (such as being a conduit between the Board and work unit; discussing key issues and providing feedback to the Board; attending monthly meetings, distributing and collecting ballots, etc.).

He said that the next meeting is June 1 at which time the group will discuss the WW Incentive Fund and whether or not dollars should come out of this fund to pay for training. He said the meetings were open to any TEA member, and he welcomed anyone to participate as a representative from their work group.

He added that the article in the TEA Times lists the names of all work group representatives. If members have any concerns, questions, and issues to please relay them to the Council of Reps.

Recap of Roads/Transit Loan-In Decision

Eric reported that he had taken the information received at the Special Meeting held on May 2 back to the County. The County's response was that they were not interested in pursuing this further. Eric added that the County has the ability to create TLT positions and restrict them to the layoff list. The positions would still need to be Transit TEA positions, however.

WW Promotional Opportunities Process

Eric referred to a handout (Important notice to all WW TEA Members on Preparing for Promotional Opportunities). He said he has been working with WW management on a concern expressed by the administrative staff on their inability to advance. This issue applies to all members, however.

If you are interested in a high classification, you must let your supervisor know of your interest as a first step. Management has committed that they will respond by providing relevant information on the types of education, training and experience necessary to prepare you for new or promotional opportunities, assuming the classification is one within that work group. If the classification is within another

work group, the supervisor will follow-up by providing staff with relevant resources that can provide that information. A conversation regarding career goals may occur during quarterly reviews, annual performance appraisals, or during a separate meeting.

Eric added that employees may need additional training or skill building outside of work. He also added that there is no guarantee that future higher job openings will be obtained by doing this.

Eric stated that he would like to have a similar discussion with Transit Management to see if a similar agreement can be made.

Issues for the Good of the Order

Mark Hurston requested that the Board pursue getting a list for Transit TEA applicable job descriptions. He wants the official list, one that would hold up in a PERC hearing.

Eric responded that we can only go with what our attorney's advice is, but agreed we should be able to know what the official list is and would request this of our attorney.

- ✓ **Action: Eric will follow up with both Dave Crippen and Jim Cline on this matter.**

The meeting adjourned at 1:00 p.m.

Patty Overby, TEA Secretary