

**TECHNICAL EMPLOYEES ASSOCIATION
BOARD BUSINESS MEETING – October 4, 2006
Meeting Summary**

Board Members Present: Roger Browne, President
Ade Franklin, Vice President
Diane Fjarlie, Secretary
John Phillips, Council of Reps. Chair

Others: Jim Cline, Nancy Gordon, Eric Mandel, Patty Overby, Wyatt Wood

Next Meeting: Wednesday, October 11, 2006

Continued Business

1. Report on the "12" (Roger)

Roger reported that Alex Golan (Labor Negotiator, OHRM) has not completed his work with Elizabeth Milestone (Senior HR Analyst, WTD) on the unresolved issue of retroactive pay for 12 reclassified employees.

2. Bargaining Updates

Transit. Jim said Transit bargaining is on the right track. Transit TEA members were not asked for an arbitration vote, but they affirmed they wanted something significant for going on the squared table. Employees are expressing support while remaining frustrated with the length of time negotiations are taking. We worked up to and through Article 11 in Transit bargaining on October 3rd, which is about half-way (11 of 26 articles). Reclassification is a big issue – David Levin (Labor Negotiator, OHRM) does not want to fold on this. The Transit side wants a mandatory PDQ process instead of retroactivity and a grievance process. Other union contracts preclude more than one PDQ process per employee per year. Transit is also proposing to "Y" rate its administrative specialist classifications and some others.

There was discussion about providing information about the status of bargaining to TEA members, in particular about sharing "bits and pieces" at the Transit meeting on October 3rd.

- ✓ **Action: In the future, TEA will wait until it has concrete information before sharing it with its members. The TEA Board needs to discuss what information will be shared and how it will be shared.**

Wastewater. Jim reported that Wastewater is supposed to get back to the TEA Bargaining Committee on October 12th with accretion language.

New Business

1. Process and Schedule to Select a New Wastewater Bargaining Chair

There was discussion about the process and schedule to elect a new Wastewater Bargaining Chair.

- ✓ **Action: It was decided to open nominations for the Wastewater Bargaining Chair position as of October 3rd and include an announcement in the next TEA Times about accepting nominations for the position. The article will include information about a candidate forum, ballot distribution, and voting at the October 18th monthly TEA meeting. In addition, Diane will send an e-mail message to TEA members soliciting nominations.**

2. MOA Process

Jim suggested that all MOAs should go to TEA's legal counsel before going to the county. Referring to the reclassification grievance MOA in particular, Jim would have liked to review the MOA because the outcome could have affected the entire contract.

- ✓ **Action: As a matter of policy, the Board agreed that all MOAs will be reviewed by TEA legal counsel before going to the county.**

Other Business

At a future TEA Board meeting, Wyatt wants to talk about why the MOA was discussed during Executive Session and whether it might have benefited from a more open process.

Diane Fjarlie, Secretary