

TEA MONTHLY MEMBER MEETING  
8-20-08

Officers Present:

R. Browne, A. Franklin, K. Madden, T. Browne, J. Phillips, E. Davison, J. Williams

Members Present: 30

Meeting called to order at 12:05 by R. Browne

Treasurer's Report: Checking Acct = approx. \$41,000

Money Market = approx. \$56,000

Q. Does Cline bill us extra for Arbitration services?

A. No, his contract includes all Arbitration services; the only thing we pay extra for are photocopies and expert witnesses.

Q. Member asked whether the TEA checking acct and MM acct's are insured.

A. Yes, and Terry will check on the amount.

Officer Elections:

Incumbents for President, Vice-President and Secretary are up for re-election. Each is running un-opposed. As a result, no paper ballots have been prepared and the voting was done by a show of hands of those members present in accordance with the Bylaws.

Voting was done by a slate of the three incumbents. The slate was approved.

WW Bargaining Update:

There was a bargaining session yesterday. KC presented an initial wage proposal. The proposal included NO wage adjustments and No decision on how much, if any, COLA would be offered for 2009. According to the KC negotiator, KC has a "budget crisis" and they are looking for ways to cut the projected deficit.

TEA presented a wage proposal to the County, based on comparables used in the 2005 salary study, which showed that TEA salaries are below the market comparables in varying amounts across all classifications.

TEA and KC have agreed to move directly to mediation where the wage data will be presented to an impartial third party for consideration. The mediator selection process will begin immediately and the first mediation session should occur in October or November.

Transit Arbitration:

1. Legal briefs were submitted by both sides on 9/8.
2. The first bargaining session for the next contract cycle is scheduled for 9/22.

Q&A about the arbitration settlement:

Q. When the arbitrator makes his ruling, is it final?

A. Yes, but partisan arbiters from both sides discuss the settlement with the arbitrator before it becomes final.

Q. What's the most likely timeline?

A. About 60 days from draft to final.

Q. Is there a target schedule for the next round of bargaining?

A. Jim Cline recommends that we start on 9/22 and then go no longer than 6 months.

General Questions:

Q. How many grievances have been filed this year?

A. Member submitted about 15; 10 were filed; the other 5 were resolved w/o filing.

Q. Did the current ULP start as a grievance?

A. Yes, elements of the ULP began as a grievance.

Q. What's the status of the 5% over-the-top merit for WW?

A. Currently, WW has a two-tier system: some people get 2.5%, very few get 5%. Other divisions within DNRP are also on a two-tier system; however, the distribution between each tier is very different among the divisions. For example, in some divisions, 80% of the awards are for 5% and 20% get the lower 2.5%. In other locations, the distribution is 20% get 5% and 80% get 2.5%, so it's very inconsistent within DNRP. Ade is working with WW mgmt to clarify the criteria for getting 5% rather than 2.5%.

C. On the appraisal form used in WW, there is now a space for merit recommendation (2.5% or 5%), but there have been cases where a supervisor recommends 5% and it gets rejected at the next higher mgmt level, so we still need to work the issue.

Transit:

Transit Supervisors voted to leave TEA and join Teamsters in 2008.

Q. Are we talking with the Transit Sups to see if we can work together on common interests?

A. Yes, TEA and Teamsters are working together on several fronts like the Admin salary issue.

Q. When the Transit Sups were part of TEA, there was some sharing of work; will that continue now that they are part of 117?

A. TEA has not proposed to take any work that the Transit Sups are currently doing, but we will need to review future assignments.

Q. Does anyone know the status of the Transit Sups contract negotiations?

A. One member understands that they are close to a contract that can be voted on.

Q. What else can we do to help motivate TEA volunteers? How to reward members?

A. Would you be interested in being involved in this? A. Yes.

C. Regarding the TEA Times, we need to jazz it up a bit; keep a standard format, but include more topics of general interests.

Meeting adjourned at 12:52pm.