

TEA MONTHLY MEMBER MEETING
10-15-08

Board Members Present:

R. Browne, A. Franklin, K. Madden, T. Browne

Members Present: 50

Treasurer's Report: Checking Acct = approx\$43, 000
 Money Market =approx \$56, 000

Transit Arbitration:

1. Arbitration ruling expected by the end of November
2. Last bargaining session = 9/22
3. Next bargaining session = 11/6

Q. Would the results of arbitration serve as the basis for the next contract negotiations?

A. Yes

WW Bargaining:

1. Mediation requested
2. Salary survey conducted
3. All non-wage issues have been negotiated

Q. Does the non-wage issues include changes to classifications

A. Three classifications are still outstanding

Sims email:

1. Reduction of COLA (3%)
2. No merit increases
3. Potential layoffs in WLRD & Public Health

C. These topics are all subject to negotiation

Q. Rumor that KC employees would have to give up 2 weeks of work and pay?

A. This may be the "furlough" proposal by Sims

Q. When will the final cuts be identified?

A. The KC budget needs to be approved by 12/1

Q. For WW Bargaining, what has KC negotiator proposed for COLA?

A. At the last bargaining session, the County rep said that they were not authorized to offer any COLA at this time.

Q. Do benefits continue while on a “furlough”?

A. Yes

Q. Is there a structure to the furlough?

A. If you’re exempt, it’s a week at a time; if you’re non-exempt, it can be a day at a time.

C. If furlough’s are mandated, then the decision should be made by the membership rather than the Board or the Bargaining Team.

C. If the County proposed furloughs for TEA, then we will schedule a special meeting to discuss with the membership.

C. The Teamsters have submitted a petition to PERC to represent 64 Transit TEA members. Teamsters say that they have pledge cards from 60% of Transit staff. A vote up or down will be conducted by PERC at some point in the future. Teamster dues rate is 1.3%, that’s three (3) times what TEA members pay now. In addition, contributions to their pension program would cost between \$1-\$5/hour.

Q. Does anyone know if there will be a presentation by the Teamsters?

A. Yes, tomorrow 1-2pm in rm 3D&E; also Friday 12pm in 2A/B.

Q. Is there a legal window or threshold?

A. When a labor contract ends or expires.

Q. Can individuals choose “non of the above” to opt out of representation?

A. No, simple majority will rule one or the other.

C. Overall, the approach taken by the advocates of the 117 option have been somewhat deceptive. Some folks thought that when they signed cards, they were just asking for 117 to come and speak. Now they learn that those cards are used to leverage a vote. That’s not truthful.

C. Yes, ultimately there will be a vote based on those who signed cards.

Q. Since 2008 is almost done, what happens to our retro if the group decides to join 117?

A. The new union cannot bargain back beyond their “start date” (Christy Agreement) so they can never get you a retro per-se; but they can bargain for something else like a signing bonus, etc

C. In response to the suggestion that there was deception in the requests for signature cards, people did have a chance to meet.

C. Yes, I did meet with them, but we should have gotten together as a group to discuss the pro’s and con’s prior to filing those cards with PERC.

C. Obviously, there’s a lot of frustration with the process that’s been used.

C. Having a meeting with 117 is a good idea, if nothing less, to hear what they have to say; then having a follow-up meeting with Transit TEA members is also recommended.

C. Members could use an “issue paper” prepared by the Board; the Board should be proactive; people need to understand how much the Teamster proposal is going to cost us.

C. Yes, I agree.

List of Issues:

1. Increase in dues (0.4% to 1.3%)
2. Pension program – everyone has to participate; \$1-5/hour; that’s a pay cut
3. Impact on PERS?
4. Transferable?
5. Shop stewards are “paid” by not having to pay dues
6. What happens to our seniority?
7. What’s their experience with arbitration??

Meeting adjourned.