

TEA MONTHLY MEMBER MEETING  
11-19-08

Board Members Present:

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

Members Present: 16

The meeting was called to order by R. Browne at 12:05pm

Treasurer's Report: Checking Acct = approx\$43K

Money Market =approx \$56K

Need to return Special Assessment to a member because?

No, not SA, their dues; for time when they were no longer in the BU.

Transit Arbitration Status:

1. Nov. 12<sup>th</sup> meeting with Arbitrator Beck
2. K. Madden represented TEA as partisan arbiter as he did during hearings.
3. Beck is leaning toward the "Langkford-approach": market adjustment w/ Seattle CPI
4. Nov 18<sup>th</sup> letter from PERC putting negotiations on-hold due to Teamster petition

C. When the process is complete, each member needs to have a copy of the "signed" contract agreement.

WW Bargaining:

1. Mediation session scheduled for 12/8
2. TEA proposal is to negotiate the furlough as part of the contract
3. KC wants to discuss furlough separately
4. KC has never made a furlough proposal to TEA

Q. Can the mediator add the "furlough" topic to the list of issues for mediation?

A. Yes

Furloughs:

1. TEA's reaction is to file a grievance and a ULP

Q. How long does it take to resolve a ULP?

A. 6 months to 1 year

Q. Is it possible to get an opinion from our attorney on what happens if KC loses?

A. Yes, Roger has does this.

Q. Are CM staff to be furloughed?

A. Most CM staff are not affected by the furlough.

Q. Can we file a legal injunction to stop KC from implementing the furlough?

A. Yes, let's discuss with Jim.

Q. Do the other unions support the furlough?

A. In WW, 117 voted yes and 925 is not going to vote. In Transit, Local 587 voted no and Local 77 voted no.

C. Roger has read through the budget proposal and it's interesting to note that Sims has refused to cancel pet projects and instead proposes to cut staff expenditures.

C. By KC code, the budget must be approved by 12/1.

C. The KC Coalition of unions bargained a tentative agreement which is subject to ratification votes by each of the individual unions.

C. For exempt employees, FLSA has a way to deal with furloughs – 1wk at a time

C. KC's proposal is to "convert" exempt employees to non-exempt for 1 wk at a time and have them take a single day off. This appears to be a violation of TEA contracts.

C. Furloughs proposed in WW and Transit are NOT budget-related furloughs; KC is mandating them in WW and Transit as an "appearance issue" for other KC workers.

Meeting adjourned at 12:55pm.