

TEA COUNCIL OF REPRESENTATIVES
Meeting Summary by
Alton Gaskill, Chair
September 20, 2011, 12:00 p.m. to 1:00 p.m., KSC 8J

Attendance is Up!

16 representatives, including myself, attended our last meeting. There is much happening in the county that concerns labor and there is always something interesting to talk about. It is encouraging that there has been such an interest in the monthly meeting and great discussions.

Procedural:

It has been brought to my attention that Council of Representatives Meeting Summaries and attachments are being perceived as an excessive use of County IT resources when they have been forwarded to large work groups, and sometimes even to section managers. I have decided that the best way to present this information without it being inadvertently forwarded is by posting the summary on the TEA Web Site. We can try this and see how it works. I have been a little late in posting this month's summary due to family medical issues.

COLA

The Office of Labor Relations (OLR) recently sent an email to labor coalition member concerning how COLA would be calculated. This seems to be a change from past COLA calculation formula according to some of our members. It would also use an average of every two months for July of the previous year to June of the current year, resulting in a calculated COLA of 1.631% for 2012. Some unions were anticipating a June-over-June calculation that would have resulted in a 3.3% COLA for 2012. I have included in this summary the email calculation from OLR and the Memorandum of Agreement By and Between King County and King County Coalition of Labor Unions Addressing the 2011 Budget Crisis. The new formula uses data from the low or no inflation years where TEA WW members agreed to waive the 2% floor and receive no COLA. Some reps pointed out that the City of Seattle uses a bi-monthly averaging in its COLA calculation and the county is adopting this formula.

This issue is far from sorted out. The Coalition Agreement is important to TEA members because it is in the county's interest to bargain the same COLA formula for all labor contracts.

ABT Accounting System and Hourly Flex Schedules

The new ABT Accounting System that the county is implementing for 2012 only allows for one 9/80 flex schedule for hourly employees due to the cost of writing computer programs for

multiple 9/80 flex schedules (\$400-600K). The ABT system only allows one Friday in the pay period to be a flex day. Otherwise, the county would incur overtime costs. This impacts a few TEA Wastewater members who are hourly and also flex on a Monday or the alternate Fridays. My understanding is there are no impacted TEA Transit members.

As a follow up I was able to attend the last hour of a two hour meeting on 9/22/11 between OLR and Coalition Unions regarding the new ABT system. The flex schedule changes impact larger numbers in other unions and there was a general concern that the unions were brought into the discussion after the decisions were made and too late to bargain the change or its impacts. The county indicated that there may be some ability to correct this situation by 2015. However, the Coalition is demanding a faster resolution of the matter. It is not acceptable that an hourly worker work a 4/10 schedule one week and a 5/8 schedule the next to maintain their flex day. One member related his situation where he flexes on a Wednesday because his attorney spouse needs to be in court that day and he wants some time with his children. The new ABT system would not allow this and his children would be forced into day care. The Coalition is rallying to push the ABT Flex Schedule issue with county IT and OLR management.