Monthly Meeting

The TEA Monthly Meeting for January 20, 2021 (12:00 pm) is by Zoom as follows:

Technical Employees Association Seattle is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting
https://zoom.us/j/92825383119

Meeting ID: 928 2538 3119
One tap mobile
+12532158782,,92825383119# US (Tacoma)
+16699006833,,92825383119# US (San Jose)

Dial by your location
+1 253 215 8782 US (Tacoma)
+1 669 900 6833 US (San Jose)
+1 346 248 7799 US (Houston)
+1 301 715 8592 US (Washington D.C)
+1 312 626 6799 US (Chicago)
+1 929 205 6099 US (New York)
Meeting ID: 928 2538 3119
Find your local number: https://zoom.us/u/adcQiS4zjR

Please send your ideas for TEA 2021 goals and objectives to your TEA Representative or one of the TEA Board members listed below. Please contact any TEA Board member if you have any questions or suggestions.
The TEA Board hopes that you and love ones are staying safe by wearing masks in public, maintain social distancing, and keep you pods small, to slow the spread of COVID-19. As always, stay “Union Strong.”

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**Leave Donations**

There are no leave donation requests at this time.

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**Call for Grievance Committee members**

Please contact Alton Gaskill, TEA VP and Grievance Chair, by January 31, 2021 if you would like to participate in the Grievance Committee. We will schedule a meeting based on everyone’s schedule. Positions are open for both TEA WW and TEA Metro Transit.

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**Wastewater Bargaining Update**

TEA WW Bargaining Team and the County met on January 12, 2021 to review all provisions in the Collective Bargaining Agreement (CBA). No major changes are expected. Remaining issues are General Wage Increases, classification adjustments, Carry Over, and Overtime, and additional holidays for Juneteenth and Indigenous Peoples Day. More on vacations as it develops. Our current contract is adopting MLA language that is neutral or beneficial to our membership.

The WW Staff CBA expired at the end of 2020, but the COVID 19 pandemic resulted in economic uncertainty and county crisis priorities that need to normalize before we get a clearer picture of the budget and economy. Now, with more clarity on the national political situation, an announced stimulus package, and COVID-19 vaccine distribution, TEA WW stays confident that the budget is in a healthier position and TEA will be able to come to an agreement soon.

However, the County has announced its intent in a County wide email to not offer any General Wage Increase (GWI) for 2021. TEA will be developing a response to this announcement. This statement is misleading in as far as we are still bargaining this issue.

We continue to work with a coalition of affected unions for the DNRP #GreenWhereWeWork Project. Thank you everyone who continued to work effectively from home or continue their job as an essential worker during these scary times and continuing to support TEA. TEA Bargaining members find value in the community of Unions Representatives and their support in responding to the County’s interests.

TEA is also participating in the ESJ Labor/Management Roundtable discussions, which started on December 9th. The County is in the process of launching a new ESJ Policy. We are evaluation positive opportunities to all ESJ to our CBA and our TEA Vision.
Join us at our next TEA WW Bargaining Committee on January 21, 2021 at noon:

Technical Employees Association Seattle is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting
https://zoom.us/j/94006235996

Meeting ID: 940 0623 5996
One tap mobile
+12532158782,,94006235996# US (Tacoma)
+13462487799,,94006235996# US (Houston)

Dial by your location
   +1 253 215 8782 US (Tacoma)
   +1 346 248 7799 US (Houston)
   +1 669 900 6833 US (San Jose)
   +1 312 626 6799 US (Chicago)
   +1 929 205 6099 US (New York)
   +1 301 715 8592 US (Washington D.C) Meeting ID: 940 0623 5996 Find your local number: https://zoom.us/u/acFJU0UiNh

Please send your suggestions and questions to any member of the Bargaining Committee:

Mark Slepski, Wastewater Bargaining Chair
Alton Gaskill, Vice President
Mike Sands, President
JR Meksavanh, Secretary

Transit Bargaining Update

Bargaining was pushed back as we await a fully fleshed-out (proposed) wage table from the County. Their negotiator said it was more complex than they had expected so could not get it to us ahead of the scheduled 1/15 bargaining date. We’ll set a new date as soon as we receive the info to ensure we have time to review it.

Jennifer Ash, Transit Bargaining Chair

Council of Representatives Update

Please contact Velma Valdez or your work unit representative, with your questions or concerns.
Velma Valdez, Council of Representatives Chair

Presidents Message

There have been several sea-changes* in labor this year that make this an exciting time to get involved in TEA and County Programs.

The County WW is seeking participation in Balanced You. The Balanced You team is currently recruiting employees for two new well-being advisory committees: one for telecommuters and one for essential employees working on site. TEA and JLMIC strongly support this opportunity. Participate in the program as a volunteer committee member. Get help through this program if you feel isolated, stressed, blue, or want some perspective on making positive changes in your work/life balance. It really can be a real sea-change in your wellbeing.

I have signed the COVID-19 MOA for both TEA WW and Metro Transit Bargaining Units extending COVID-19 leaves through end of June, 2021. The best way to understand how this impacts your specific situation is to first work with your HR Department. The MOA are posted on our web site with these links. (Transit and Wastewater COVID-19 MOA) TEA is available to discuss if you are not getting satisfactory results.

The JLMIC has a childcare cost program that allows JLMIC members, including Wastewater TEA Staff, to recoup childcare cost, retroactive to September, 2020. The program has a liberal definition of reimbursable expenses and who constitutes a childcare provider, including family members. So, for those WW JLMIC members who have been paying for childcare, it is very worth checking out the King County announcements on this program first COVID 19 Childcare Reimbursement Program and working with your HR representative second.

Lastly, I would like to focus on a goal of reducing work stress for our members in 2021. Stress may be good or bad stress, but bad stress has a major impact on our physical and mental health. Being out of contract or making a below market wage, for example, can increase stress. Worrying about problems that are outside of our circle of control can increase stress. Exercise is a good stress that can make us strong and resilient. Work on your stress levels and do not allow others permission to raise your stress levels. 2021 should be an exciting and positive new year for all unions in King County. Support TEA financially through your dues contributions and input and stay “Union Strong.”

Mike Sands, TEA President

TEA Board
Michael Sands, President
Alton Gaskill, Vice President
Celeste Bryant, Treasurer
JR Meksavanh, Secretary
Mark Slepski, Wastewater Bargaining Chair
Jennifer Ash, Transit Bargaining Chair
Velma Valdez, Council of Representatives Chair