

PTE LOCAL 17

April 13, 210

Meeting Minutes

Chapter Officers Present

Denise Krownbell, President

Mary Davis, Vice President

Jen Lyman, Treasurer

Joe Steinmeyer, Secretary

Denise called the meeting to order at 12:00 pm, with 27 members present (quorum reached). Attendees introduced themselves, including PTE 17 Business Rep. Ray Sugarman. Minutes of the previous meeting, 3/9/17, were approved by voice vote with one abstention.

Officers Reports

Denise welcomed Jen Lyman, new Chapter Treasurer. She also provided an update on the Memorial Fund for the late Dan O'Sullivan. Contributions may be sent to Seattle University Project Center. The Seattle Chapter will contribute \$100.00, as per resolution passed at the February meeting. There will also be a fund raiser lunch on April 18 at SMT 3517, admission is \$10.00. Those interested in attending a Memorial Service later this summer should see Denise for details.

Regional Executive Committee Report

Tim Lowry shared his impressions as a new REC Delegate who attended the recent Committee meeting held March 25 in Tacoma. He said he was excited by the opportunity for growth under the new Executive Director, Behnaz Nelson. Tim also expressed appreciation for Denise and Mary's willingness to question the Executive Board on budget matters. Denise spoke of Joe McGee's retirement and Behnaz' promotion to ED. She also reported that a video tribute to Dan O'Sullivan was played at the meeting.

There was a member discussion about the future of public employee unions centered on lawsuits brought by special interest groups seeking to bust unions. If they prevail, the funding mechanism for unions would be eliminated, leading to vastly diminished or non-existent representation.

Stewards Reports

John LeCompte reported issues with obtaining prompt response from overworked staff when seeking assistance in dealing with a contract violation. Ray suggested sending an email to the appropriate Rep with a detailed account of the situation, making sure to specify any investigatory meeting that might be scheduled. If the situation is urgent, c.c. another Rep to ensure someone is available to respond.

John also reported observing situations that were obvious contract violations, but the affected member was reluctant to file a grievance. Denise suggested filing a 'class action' grievance on behalf of the entire job classification, and enforce that grievance where needed.

Old Business

Denise reminded the membership of the upcoming May 1st Immigrants and Workers Rally and March. PTE 17 and the Coalition of City Unions are petitioning the Mayor to allow city employees the day off to participate. More information will be available at a later date.

Denise reported finding erroneous information about Family Care Leave on the city website. Ray said he has contacted the city to make sure the correct information is posted.

Ray relayed an update provided by Cassandra Da Costa of SDHR regarding 'space planning' revisions to employee workspaces. Ms. Da Costa attended the March chapter meeting and promised SDHR would notify all city departments that ongoing work should cease and future work should be delayed until the issue is properly negotiated. A month later, the letter has been drafted but not sent, while disagreements are worked out between SDHR and FAS.

New Business

Denise spoke about the pilot project the city is implementing to standardize Employee Performance Reviews, and the need for the union to get involved to make sure the process works for members. Jen Lyman related her experience with the new system, E3, and said it was heavily reliant on employee input to set goals, rate their own performance, etc., with boxes for management to check at the end. She has been told no more than 10% of employees in any unit can exceed expectations. Darren Wilson commented that he had basically the same experience, and noted that one employee may tend to undervalue their worth, while another may overstate theirs. He expressed concern employees would be limited in time to adequately complete self-evaluations. Ray noted the project may provide employees the opportunity to push back against subjective reviews from a supervisor who may or may not like you. He said the city's expectation is that employee performance should resemble a bell curve, with some employees exceeding expectations, the majority meeting them, and some failing to meet them. The 10% figure is not supposed to be hard and fast, and Ray will reach out to the city to emphasize that.

Several members from the SPU Call Center stated that they were told very few would exceed expectations. Ray will set up a meeting with call center personnel to discuss this and other issues affecting them.

Meeting was adjourned by Denise at 12:57 pm.

Minutes by Joe Steinmeyer