

PTE 17 Seattle Chapter

Meeting Minutes February 9, 2017

Chapter Officers present

Denise Krownbell, President

Mary Davis, Vice President

Gabriela Vega Kock, Treasurer

Joe Steinmeyer, Secretary

Meeting was called to order by Denise at 12:03 with 63 Members present (quorum reached). Attendees introduced themselves, including PTE 17 Business Rep. Shaun Van Eyk. Minutes from the January 2017 Chapter meeting were approved with one abstention.

Officers Reports

Denise relayed the sad news of Dan O' Sullivan's death. Dan was a longtime PTE 17 member and activist who served two terms as Chapter President, was a Bargaining Team member, REC delegate, and Steward. A resolution was passed by unanimous voice vote that the Chapter provide \$100 to memorialize Dan's passing, as the family wishes.

Gabriela reported a balance of \$5359.46 in the Chapter checking account. Final quarterly financial report has been submitted to the Union office.

Business Representative's Report

Shaun updated the membership about ongoing negotiations with the City regarding "space planning" in Members work areas. The parties met in late December, with the City unable to provide concrete information about affected Departments, time line or other relevant issues. Another meeting is scheduled for later this month, with a representative from Facilities and Administrative Services (the Department charged with implementation) in attendance to provide more specific information about the issue. Shaun encouraged Members with information about changes happening in their work areas to contact their Business Rep., even if changes are not yet underway, as it is easier to stop or slow them down than to reverse them. He also encouraged those in work areas that have undergone "space planning" to contact their Reps. and share their experiences with the new concept. If Members are comfortable doing so, Shaun also suggested engaging managers and supervisors in conversations about changes in their work areas, as some have been found to have the same concerns as the Members.

Shaun announced a Tentative Agreement with the City, retroactive to January 1, 2017, has been reached regarding Paid Parental Leave. Up to eight weeks paid leave will be available to new parents with no drawdown of vacation or sick leave, with an additional four weeks available after a drawdown of vacation and sick leave (two weeks vacation and one week sick leave). Agreement was also reached to provide up to four weeks of Paid Family Leave to allow employees to care for ailing family members, subject to the drawdowns of vacation and sick leave.

Regional Executive Committee Report

Denise reminded delegates to the REC that the next meeting will be held March 25, those who plan to attend should RSVP to Nikola Davidson or Anthony Davidson at the PTE 17 office asap.

Steward Reports

Tim Lowry spoke about a recent tour he took of a work area that had undergone a “space planning” makeover, after which he was treated to an interview with his supervisor who wanted to know who organized the tour, was Tim there as a Steward or as staff, who else was on the tour, and other potentially intimidating questions.

Denise encouraged Members to ask for examples of poor performance when given a negative performance review.

Old Business

There was a discussion relating to the practice of skimming work, specifically the practice of assigning work that is traditionally performed by one job class and assigning it to another. Members reported various positions previously represented by Local 17 being reclassified as manager or strategic advisors, titles that are exempt from Union representation. Reclassifying a position also prevents open competition for the job, furthering the wage gender gap.

Denise reported that as a result of a motion passed at the January meeting requesting guidance from the Union office as to the use of Chapter funds, she had sent an email asking for such guidance, and expects a reply by the next Chapter meeting.

Denise and Shaun clarified the use of Comp time in lieu of overtime. Comp time may be at the discretion of individual managers depending on business needs. Federal employment law caps comp time hours at 240 maximum.

Shaun also noted that Ray Sugarman, PTE 17 Business Rep., is continuing to pressure Seattle Public Utilities to retract or clarify a recent email to all SPU employees which seemed to forbid Members rights to participate in Union activities at work.

Denise reminded Members eligible for leave time to compensate for past furlough days to make sure they have had that time posted to their leave balances.

New Business

Shaun encouraged Members to request the use emergency days for inclement weather, although they may encounter resistance from management. Members who do should contact their Business Rep.

Meeting was adjourned at 1:00 pm.

Minutes by Joe Steinmeyer