

## **PTE17 Seattle Chapter**

### **Meeting Minutes June 8<sup>th</sup> 2017**

#### **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, with 54 members in attendance (quorum reached). Attendees introduced themselves, including PTE17 Business Representative Guadalupe Perez. Minutes from previous meeting, 5/11/17, were approved by unanimous voice vote.

#### **Officers Report**

Denise spoke about meeting with Behnaz Nelson, new Executive Director of PTE17. Also attending were Mary Davis and Joe Steinmeyer. At issue were the tense, and sometimes hostile, relations between the Seattle Chapter and the Executive Board and the previous Executive Director. We all agreed to work towards more open and direct communication. Behnaz asked to attend a Chapter meeting later this year to provide members the opportunity to meet face to face. We will work to find a room that will accommodate a larger number of people.

#### **Business Representative Report**

Guadalupe spoke about the loss of SDHR Labor Relations Officer David Braccilano, and the void created in LR with his passing. She noted that various city department HR offices are interpreting the recently negotiated Paid Parental Leave in disparate ways. With David's absence, there is currently no one with the institutional knowledge and authority to hold them to account. She recommended members contact LR directly for information on city policy instead of relying on department HR offices.

Guadalupe also reported on negotiations concerning a re-opener in the contract addressing wage increases for job titles being paid under market averages. One critical issue is the methodology used to determine wages. PTE 17 supports using a wage analysis of the Puget Sound area, as opposed to a state wide analysis used in the past and favored by the city. The city may also propose a total compensation model, where every possible manner of compensation is included, usually resulting in a lower hourly wage. The methodology that is agreed to in this re-opener will be used to determine wages in the upcoming contract negotiations, set to begin in 2018. She encouraged members to contact stewards and reps with information relevant to specific titles. Informational sessions to provide negotiation updates for members should begin in the fall.

#### **Martin Luther King County Labor Council Report**

Guadalupe reported on the recent Town Hall Forum hosted by the MLKCLC for Seattle Mayoral candidates. She questioned the candidates about what specific things they would do make the city a livable place for city employees.

## **Old Business**

Guadalupe reported that there has been no progress in SDHR's promised communication to departments detailing the necessity of impact bargaining changes to work spaces before implementation. Several members reported that 'space planning' changes to their work spaces were currently being implemented without notice to the union.

A memo sent to SPU employees restricting the use of city equipment for union purposes was inappropriate, and was supposed to be rescinded. Ray Sugarman, rep for SPU, says he is still waiting for a rescission letter to be finalized by SPU management. He is asking that an announcement be sent out next week stating the original memo was not meant to discourage union activity.

Denise reminded members to be alert to changes in the work place that vary from past practice or the contract, and bring their concerns to a steward or business rep. She and Guadalupe gave examples of members input leading to positive outcomes for employees.

The issue of flex time was raised by Greg from SPU Safety. Management is using flex time to avoid overtime by changing schedules to accommodate meeting schedules. The same situation exists at SDOT. Guadalupe recommended they file a grievance on behalf of their work groups.

Denise reminded interested stewards of upcoming training sessions. Please RSVP to her or Ulysses Hillard.

## **New Business**

Dale Clark, Security Specialist with SPU, spoke about problems he has encountered in getting management to authorize a designated encampment and trespass investigator. Without such a designation, Dale is concerned about acting without legal authority. He and Ray are working to address the issue.

Timothy Lowry asked about grieving the hiring practice when a candidate's qualifications are discounted or ignored. Guadalupe encouraged him to contact his business rep to file a grievance for violations of the contract relating to fair hiring practices.

Leonard Piha spoke about a safety issue confronting SCL engineers who visit power substations during the course of their work. Access and egress to these sites are controlled via intercom; with the potential that an employee could be locked in a substation should the system fail. Members suggested calling 1-

800-4besafe (DOSH), or the fire department, 206-386-1450 and file a complaint. Guadalupe recommended Leonard file a grievance.

Erin McIntire asked about her status as a 5 year term limited temporary. Guadalupe asked that Erin email her with details of her assignment. Several members expressed frustration with the way the city abuses the use of temporary employees.

Meeting was adjourned at 1:03 pm by Denise.

Minutes by Joe Steinmeyer