

## **PTE 17 Seattle Chapter**

### **Meeting Minutes May 11, 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 pm, with 61 members present (quorum reached). Attendees introduced themselves, including PTE 17 Business Rep. Shaun Van Eyk. Denise swore in Jen Lyman as Chapter Treasurer. Minutes of the previous meeting, 4/13/17, were approved by unanimous voice vote.

#### **Officers Reports**

No reports

#### **Stewards Reports**

Tim Lowry reported about a member at SPU who was re-assigned to a different manager on a temporary basis, leaving their chain of command unclear. The member was threatened with insubordination for questioning the move. Tim will pursue the issue with his Rep.

Denise reminded members to be vigilant about changes in their workplace, and not to hesitate to contact a Steward or Rep with concerns.

#### **Old Business**

There was a member discussion about Performance Reviews; centered on the concern that reviewers are being directed by managers to severely limit the number of employees they rate as exceeding expectations. Members also commented that reviews were subjective and inconsistent. The City's pilot program, E3, which is supposed to provide a city-wide standard for reviews, will not be fully implemented for 3 years. Shaun relayed that the Coalition of City Unions is bargaining the content and impact of the new process.

A member asked about wage increases for classifications that were not included in wage adjustments in the current Agreement. Shaun explained that during negotiations there was no consensus on wage comparables for some classes, but that there is a re-opener in the Agreement to negotiate how wage comparables are determined. Bargaining is to resume this summer. Another possibility for members whose work has expanded beyond the scope of their current title is to request a classification review.

Shaun provided an update on talks with the city regarding 'space planning' the city has initiated. Casandra Da Costa of SDHR attended the March Chapter meeting, and had promised SDHR would notify city department heads by email that changes to work spaces needed to approved by SDHR and negotiated with PTE 17 prior to implementation. Shaun said he texted Cassandra earlier in the day, and

she once again promised the email would go out in the next week. He encouraged members whose work space has been altered to request an ergonomic assessment.

## **Business Rep Report**

Shaun reported on the death of longtime SDHR Labor Relations Director, David Braccilano, leaving a void at Labor Relations, impacting the ability of the City to respond to union issues in a timely manner.

## **New Business**

Denise reported that the City has changed administrators of the Deferred Compensation Plan from Prudential to Nationwide. Informational meetings for participants are scheduled city-wide.

Ulysses Hillard reported on Steward training starting May 18<sup>th</sup> for Stewards who want to further develop their skills. Training will be held once a month, covering issues ranging from recognizing a grievance to representing a member at a Loudermill hearing.

Denise asked for input from members relating to union bulletin boards that need updating. Members can contact the PTE 17 office for bulletin board kits.

Tong Trinh relayed a news report members in his shop had heard about a city plan to reduce overtime by requiring employees who work OT at the end of their shift to work reduced hours the next day in lieu of OT pay. Shaun explained that unless a member is in a classification that has a flex time agreement, the city is obligated to pay OT for work performed beyond the regular 8 hour workday.

A question was posed about management's discretion in allowing flex time for employees. Shaun and Denise encouraged members who are refused flex time to ask for the business reasons behind the refusal. New employees who are part of a unit that allows flex time are entitled to flex time also.

Denise reminded the members that the city web site had incorrect information about the newly negotiated Paid Parental and Family Care Leave benefit. Correct information is available on the PTE 17 site.

Gerard Legall spoke about the effects of understaffing throughout the city, including a demoralized and overwhelmed workforce. He suggested labor and management come together to pressure City Council to staff departments at appropriate levels.

Meeting was adjourned by Denise at 1:05 pm.

Minutes by Joe Steinmeyer