

## **PTE 17 Seattle Chapter**

### **Meeting Minutes December 14<sup>th</sup> 2017**

#### **Officers Present**

Denise Krownbell, President  
Mary Davis, Vice President  
Joe Steinmeyer, Secretary

Denise called the meeting to order at 12:00 pm, with 32 members in attendance (quorum reached). Attendees introduced themselves, including PTE 17 Business Representatives Amy Bowles, Shaun Van Eyk, and Ray Sugarman. Minutes from the previous meeting, 11/9/17, were approved with the following corrections; the 2.75% COLLA is effective December 27<sup>th</sup>, 2017, not January 1<sup>st</sup>, 2018, ballots for the Constitutional Amendment were due on December 13<sup>th</sup>, not the 16<sup>th</sup>, and the Supreme Court case at issue is Janus v. AFSME, not ASFME. There was one abstention.

#### **Business Reps Reports**

Amy announced the results of voting for the amendment to the PTE 17 Constitution to establish an opt out period of December 1<sup>st</sup> -20<sup>th</sup> of each year for those who do not wish to pay dues and would rather ride on the backs of those who pay their fair share. Approximately 1500 ballots were returned, and the amendment passed with 89% of the vote in favor. The amendment will allow the Local some stability in budget forecasting in subsequent years.

Shaun discussed the recent Public Disclosure Request that resulted in the release of emails sent through Seattle.gov Outlook accounts. The request was for meta-data related to email for a 6 week period earlier this year. Material requested was senders and recipients names, those c.c.ed or b.c.c.ed, and the subject line. Mistakenly provided to the requestor was that info plus the 1<sup>st</sup> 255 characters of each email. This could have included sensitive personal information including HIPA protected communications. The Coalition of City Unions was briefed by Michael Mattmiller, head of city IT, and attorney hired by the city to oversee the destruction of the material that was mistakenly released. Industry standards were used to destroy and delete the data from the requestor's computer, but a few questions remain about whether third parties may have had access to the info before it was destroyed. Shaun will follow up at the next Coalition meeting.

#### **Chapter Elections**

Chapter Elections Chair Ulysses Hillard reported that there are 22 Regional Executive Committee Delegate positions up for election, as are all Chapter Officers. Nominees for REC Delegates are:

Heidi Baumgardener	Noel K. Fadonoughbo	Jennifer Leifi	Nelson Pesigan
Rachel Brooks	Stefanie Haglund	Vicki Lord	Art Pederson
Arabella Corcoro	Gene Harris	Mahogany Montgomery	Karen Selander
Monte Dhaliwal	Tia Jones	Cary Novotney	Joe Steinmeyer
Levi Dineson	Liza Kezaminski	Deborah Pate	Diane Thomas

Darren Wilson  
Dara Wrenn

Nominees for Chapter Officers are:

President	Vice President	Secretary	Treasurer
Denise Krownbell	Mary Davis	Joe Steinmeyer	Darren Wilson

All nominees for REC Delegates and Chapter Officers were elected to their positions by unanimous voice vote.

### **New Business**

Denis led a discussion about sexual harassment, and discrimination in general, in the workplace. A recent article in the Stranger newspaper detailed sexual harassment at City Light. The women profiled in the article made very simple demands to address the problem; better training for employees and managers (the current training consists of a 15 minute on-line course) a streamlined method for reporting and support for victims. SCL CEO Larry Weiss recently resigned under pressure due in part to his inability to deal with the problem. Denise pointed out that the very 1<sup>st</sup> Article in our contract is a Non-Discrimination clause. The city Personnel Rules also address the issue in Rule 1.1 This meeting is a place people should feel free to raise issues of discrimination. Shaun noted that newly elected City Councilmember Teresa Mosqueda has made sexual harassment a priority, and has asked to partner with the Coalition of City Unions to address the problem. Ray made the point that city HR representatives do not have legal authority to address specific instances of harassment or discrimination due to liability issues. This limits the union's ability to resolve these matters through the grievance process. Local 17 can be a great resource to assist members in finding the most effective way to address their concerns through the Office of Civil Rights, the Office for Equal Employment Opportunity, or other venues. There was member discussion of the role of the union in addressing employee concerns, and how members can be more informed and active in making sure processes are transparent and comprehensive. Discrepancies between the contract and Personnel Rules make it difficult for employees to understand their rights and responsibilities. Shaun noted that where such discrepancies exist, the contract takes precedence. Denise reminded members that the Employee Assistance Program is a great resource for employees to speak with trained therapists. Shaun explained the conflict that exists in supporting victims of harassment and representing the accused harasser when both are members of the same union. Union liability in failing to represent victims was also discussed. Possible actions Local 17 members can take to support the victims were discussed.

### **Old Business**

Ulysses urged Stewards to attend the Steward Academy being held on a monthly basis. The next session will be January 23<sup>rd</sup>. Those wishing to attend should email Ray, and cc Denise and Ulysses.

### **Good of the Order**

Denise reminded everyone to be sure and use their floating holidays and/or furlough days before the end of the year. They cannot be carried over into next year. If member encounter resistance from their boss in scheduling them, they should contact a Steward or Business Rep for assistance.

Denise adjourned the meeting at 1:07 pm.

Minutes by Joe Steinmeyer