

SEATTLE CHAPTER LOCAL 17 PTE MINUTES

October 11, 2018

Call to Order: Denise called the meeting to order at 12:02 and there were 65 people in attendance, exceeding quorum, with more filing in later. Introductions were made.

Reports: Officer reports: Denise said that the current officers would not be returning, with perhaps the exception of Darren, and that the time was right for new folks to take over the Chapter officer positions. Denise said folks should talk to any of the current officers to get an idea what is involved.

Union reps: Shaun introduced Steven Pray as the new half-time L 17 rep, which he had been introduced as at the last meeting, but this time his departments were announced. Steven is covering the SPU call center. Steven can be reached at phone number 206-328-7321, extension 105 at the L17 office.

Minutes: It was moved and seconded to approve the minutes of the September Seattle Chapter meeting and the motion passed.

REC: Denise gave a brief overview of what the REC is for the new members, stating there is an upcoming meeting on October 20, and gave Anthony's email for delegates to rsvp by Friday the 12th. Denise requested that all alternates plan on attending as we always have at least a few delegates who cannot attend.

Wage Methodology update: Shaun and Ray explained the wage methodology Tentative Agreement (TA). Essentially, the City has agreed to use several wage studies, not just one as they have in the past. The old study only captured about 20% of our member's positions. With these new studies, Elliot from L 17 who devised the wage methodology, estimates about 60% of our member's positions will be captured. Denise gave the example that the previous methodology had her position, a Sr. Environmental Analyst, compared to a Landscape Architect-comparing apples to oranges. Denise also emphasized how this is an example to give to post-Janus skeptics of the value of a union. Only due to Ray's hard work was this new methodology won and it would never have happened without a union.

New member outreach: Shaun said the City has agreed that starting in January, all new employees will have to attend a mandatory City new employee orientation (NEO), making it easier for L 17 to reach all new employees. Currently some larger departments have their own NEO and they don't let L 17 know when it happens so we are missing getting union info in front of new employees. Steven has been making the NEO and getting new employee members to sign cards. Denise reported that the union has new member packets and she encouraged stewards and other members to get a supply from their reps and use the packets to reach out and talk with new members to encourage them to join the union and get involved.

It was announced that two new employees were hired by L17 to do recruitment and organizing work.

Bargaining: Denise started by having all Bargaining Team (BT) members raise their hands. She encouraged all employees to reach out to their or any BT member about issues important to them and to talk to coworkers about what they want to see from bargaining and encourage them to come to Chapter meetings or reach out to BT members who are listed on the L 17 web page.

Darren described the TA on Ground Rules. He stressed that was important to establish so both sides are operating under the same rules. Darren also said it was helpful that there was access to office computers and printers so that proposals could be shared in the meeting, groups caucus and make their counter-proposals right away to share with the other side, speeding up the bargaining process.

In response to a request to use less technical language to describe bargaining and other issues, Denise said she will prepare an acronym and definitions sheet to hand out at a future chapter meeting.

In response to a question about the length of our new contract, it was noted that our current contract was for 4 years but we probably will go back to the normal 3-year term.

Denise discussed briefly that Seattle City Light (SCL) is getting a new General Manager/CEO soon and asked members who work for SCL to inform their L17 representatives of any organizational and other changes that may affect SCL employees.

Meeting was adjourned at approximately 1:00 p..