



June 14, 2016

David Bracilano, Director
Seattle Dept. of Human Resources
Labor Relations Section
Seattle Municipal Tower, SMT-55-01
700 - 5th Ave., Suite 5500
P.O. Box 34028
Seattle, WA 98124-4028

RE: Space Planning Changes – Demand to Bargain

Dear Mr. Bracilano:

It has come to our attention that several City of Seattle departments are in the process of planning and implementing multiple space planning changes that will likely have a direct impact on several of our members.

At this point, Professional and Technical Employees (PTE) Local 17 does not have a clear picture of the complete scope of these changes; however, we do have concerns that some or all of the decisions may result in changes to *wages, hours and working conditions*, and thus would be mandatory subjects of bargaining. Considering the grand scope of the changes being considered, we believe that it would be impossible for City of Seattle to fully implement them in a way that could completely avoid mandatory bargaining.

While we understand that the employer has an interest and a management right to make changes to work spaces in order to meet the business needs of the city, these changes are substantively affecting employees working conditions. We have been able to identify changes recommended by FAS that affected the employee's safety in the workplace and their ability to meet their current workplace expectations.

In light of the above, PTE Local 17 demands to bargain these changes and demands that the City cease and desist all space planning changes at this time. We also request information from you regarding the master plan, if any, for the space planning changes. This request includes, but is not limited to, the scope and timeline for implementation of the space planning changes for each Unit in each affected Department and the names of all Local 17 members impacted by the plans.

The information requested will allow Local 17 to perform an independent assessment of the scope of potential impact to our members. Employees should have an opportunity for meaningful engagement in this process and providing Local 17 with

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information requested is the first step in that engagement. Please provide us with this information no later than June 27, 2016.

After you have had an opportunity to review this letter, please contact us to schedule a meeting between the parties. We are available for meetings as early as the last week of June and early July.

Sincerely,



Guadalupe Perez
Union Representative



Charles Primm
Union Representative



Shaun Van Eyk
Union Representative

GP/CP/SVK:dc
opeiu8

cc: Amy Ardena