

**PTE LOCAL 17
PIERCE COUNTY BARGAINING UNITS
CHAPTER MEETING SYNOPSIS
(December 1, 2011 meeting)**

This synopsis covers the main topics discussed at the meeting and is intended to be a general overview for the members that could not attend. The actual minutes will be available after approval following the next Chapter Meeting.

GUEST SPEAKER

The meeting started with a guest speaker Vince Oliveri, Legislative Director with PTE. Mr. Oliveri's presentation was on the Union's political education and action program. The program focuses on educating members of the impact legislation can have on the rights and abilities of union(s) to bargain on behalf of members (workers). As well as proactive actions the union and the membership can do, to positively inform and influence elected officials. If you would like to volunteer in this area please let Roberta know.

WATER QUALITY UPDATE

In the spring of 2011 the union met (April 2011) with management (SWM in particular) to ask the reasons for the new classification, and how the responsibilities of new position differ for the traditional ET series. In brief: requirements stemming from compliance with N.P.D.E.S. permits were cited as the motivating need for the new classification; specifically skill, education & experience. The late summer advertising of the WQ supervisor's position raised similar questions, "were the duties so different from those done by an ET-4 as to warrant a new classification in roads?"

The next meeting was September 26 due to scheduling conflicts. Union leadership showed up at the meeting only to find out Roberta Burnett, PTE Business Representative was mistakenly not included in the meeting invitation. As a result WQ discussion was limited to the WQ 4 position in Maintenance. Bruce Wagner presented the counties rationale for the WQ 4 in the Maintenance Division. Mr. Wagner decided after reviewing both the WQ 4 and ET 4 classification the WQ 4 was the best fit for his division. Again citing the N.P.D.E.S. permit management felt this was appropriate classification when comparing the duties to the ET 4. Management explained the new N.P.D.E.S. permit requirements are more stringent and require more specialized personnel to keep the County in compliance with the permit then what the ET 4 knowledge and duties offer.

The union is concerned how this classification will affect bumping and seniority. This was addressed with the LO.U. currently on file. There is a strong feeling the terms of the L.O.U. should be extended to 5 years. At the meeting members from SWM indicated a concern that the WQS classification would also limit their options by making them too specialized. There were comments on how there is a trend both in management and some labor for a need for more specialized classifications, that the older ET (and perhaps CE) classifications are too broad.

The Union and the County had a meeting scheduled in December but the County recently cancelled. The County and the Union are working on rescheduled this meeting. The next

meeting plans to get the county to further clarify its position in the real differences regarding the WQ duties compared to the ET series. Additionally hold the county to the previously discussed and agreed (orally) 5 year extension of the seniority/bumping rights for the ET/WQ classifications.

EDUCATION CROSS TRAINING

New classifications and layoffs have revitalized the need for cross training between the various divisions/departments. A committee was formed to put together ideas of how a cross training program may work. The committee members are Hans Hunger (SWM) Troy Lee (TPP) & Gael Serviss (FE-B).

Two handouts were available; Education/Training Program Objectives Outline (10/5/2011) and Questions about the Cross Training Program. The outline and questions are posted on the PTE web site for your information. Hans presented both and went through the Education Training Outline. The committee recommended looking at the CEIT program in the areas of training and interaction for improvement. The key goal of this new program is provide more direct interaction and feedback to the trainee and other staff involved. Additionally there needs to be full buy off of all persons involved, participation should be voluntary and entry via interviews.

Another key point is the intent of the program to fulfill section 1.2 of the current Strategic Business Plan. Please review the proposal make comments/suggestions and return them to any committee member.

OPEN ENROLLMENT

There was brief discussion about open enrollment and flexible spending plans. Members were reminded not to forget to complete enrollment forms.