

SRHD Conference Committee Meeting
Room 320
9 AM – 10:30 AM
August 1, 2018

Attendees:

SRHD:

Torney Smith (TS)
Sue Winters (SW)
Debbie Blair (DB)
Ray Byrne (RB)

Union:

Nicholas CastroLang (NC)
Alexis Young (AY)
Katie Rand (KR)
Heather Wallace (HW)

Agenda and minutes:

1. 40-hour workweek – L17
 - a. Union discussed an optional 80-hour bi-week schedule to allow for flexibility; also discussed the possibility of teleworking
 - i. SW rejected our request, stating that this would not work due to OT implications
 - ii. AY cited Articles 7.7 and 15 and SW encouraged members to utilize same
 1. Article 7.7 covers flex/alternative schedules
 2. Article 15 covers teleworking
2. Leave model/shared leave – L17
 - a. Union proposed including sick leave to the types of leave employees can donate under Article 12.10
 - i. Benefits of this:
 1. Potential money saver for the District
 2. Loyalty builder
 3. Promotes public health
 4. Potential to avoid sick employees coming to work
 - ii. SRHD was not interested in discussing this item, but appreciated getting the conversation started for next negotiations
3. Treatment Services Division – L17
 - a. Union/all SRHD staff did not receive proper notice of Julie Albright's separation from employment
 - i. Confusion as to who to refer/direct call to
 1. Union suggested sending out an all-staff email with basic information surrounding TSD Program Administrator
 2. TS stated that the Division Directors can tell their admins who to direct calls to
 - ii. HW indicated that it is hard to rebuild trust when the District continues to employ a toxic manager despite many complaints
 1. TS said that things go on behind the scene that management/HR can't share
 2. HW concerned with how to ensure that things are actually happening

- iii. HW also indicated that employees don't share concerns out of fear of retaliation
 - 1. TS emphasized that there was no sense of fear during the TSD investigation as all staff willingly participated
 - iv. Misty Challinor is interim Director
 - v. Application deadline was August 9, 2018
- 4. Wage and benefit negotiations – L17
 - a. Scheduled for October 4 and October 29, 2018
 - b. AY suggested aligning negotiations with budget development process as it appears as if things are pre-determined and pointless to negotiate
 - i. SW indicated that this would not work logistically
 - c. Current CPI is 2.9%!!!
 - d. Medical rates come out late August/early September; surcharge rates remain the same
 - e. TS indicated that the only contribution to local funds is the County; cities don't contribute anything
 - i. TS is proposing cities to contribute pro rata
 - f. AY to schedule Union meeting for late September to prepare/strategize for negotiations
 - i. In the meantime, membership needs to brainstorm any proposals related to wages and benefits
- 5. Parking and certification reimbursement - L17
 - a. Union proposed that the District reimburse employees who are required to drive as part of an essential job function of their position for monthly parking fees and employees who require certification(s)/license(s), etc. for any annual renewal fees; referenced that nurses get reimbursed for their licenses
 - i. SW responded timing is improper to discuss this → we have to wait until contract negotiations to discuss this item as this is clearly a negotiable issue
 - ii. SW emphasized that the County is doing a good job at enforcing the parking lot
- 6. Comp study update – SRHD
 - a. Segal-Waters is vendor
 - i. \$80,000 cost of study
 - ii. Will provide data and recommendations using mid-point consideration
 - 1. Incorporating minimum wage increase in the analysis
 - iii. Will create updated class specs using position descriptions
 - b. No study since 2004/2005 because the economy was bad
 - c. Vendor to present results to negotiating team on October 11
- 7. Paid family leave – SRHD
 - a. More information here: <https://esd.wa.gov/paid-family-medical-leave>
 - b. Deductions begin January 1, 2019
 - i. Local 17-represented employees won't have to start contributing until January 1, 2020 because of contract expiration
 - c. Employees can start using it January 1, 2020
 - d. Lots of unanswered questions still
- 8. Open forum - L17
 - a. Perception that the person that gets hired is pre-selected
 - i. Interview process just a formality
 - 1. Union proposed including someone from a different division on the interview panel
 - b. SW to contact hiring managers to remind them to personally deliver hiring decision