

WASHTECH GENERAL MEMBERSHIP MEETING

February 20, 2008

Minutes [proposed] taken by: Brian Roberts, Secretary

I. Call to Order

There was no call for a quorum count, and thus the presence of a quorum was presumed.

II. Reading of the Minutes

The minutes of the previous meeting (Sept. 26, 2007) were read and approved with a correction: Rennie Sawade's name is changed to that spelling throughout in place of the typographical error "Sawage."

III. Officer/Chair Reports

Treasurer Report (Rick Saling)

Rick presented the latest Finance Report. We are under budget largely because we received a 2-month subsidy from CWA. We took in about \$20,170 more in January than was spent. The following capital expenses were approved:

- * A new computer for our new employee, Priyanka Joshi
- * A new laptop, Blackberry, and union phone for Marcus Courtney
- * Replacement of a RAID drive on the server (under warranty).

The audit by the U.S. Department of Labor (DOL) is done, and the auditor left without making a report other than favorable oral comments. Therefore we assume there is no problem with the audit.

We have over \$100,000 deposited with Bank of America, which puts us over the FDIC insurance limit. Rick will investigate the rates and other advantages of investing in Treasury notes, Short-Term CDs, or Money Market Certificates (not insured).

DOL has made recommendations about financial procedures that we intend to implement:

- * There should be two signatures required to draw on the bank accounts.
- * Over-budget items that were not part of the annual budget approved by the membership need to be approved by the Planning Council.
- * We need a policy for use of credit cards.

Implementation has been delayed by the organizational crisis caused by resignations of two officers.

Dan Gillespie is now working full time to cover Todd Tollefson's work. Priyanka Joshi, who was hired at \$20 an hour, half-time, to do writing and research for the website, will probably go full time when Marcus reduces his hours to work on the health care initiative. His salary on that project will probably be reimbursed by CWA. There is ample money in the budget for Dan and Priyanka to work full time.

President's Report (Marcus Courtney)

Because of the two resignations, the position of Executive Vice President and one AT&T CBU VP position were vacant. Also, At-Large VP Brian Roberts and Secretary

Barbara Rader wished to switch offices. Per the bylaws, the Planning Council appointed Les French as the new ExVP, Mitch McMurry as AT&T CBU VP, Brian Roberts as Secretary, and Barbara Rader as At-Large VP. Barbara also replaces Brian as WashTech's representative on the Computer Science Advisory Committee of Renton Technical College.

Because Les was already an AT&T CBU VP and under the bylaws could not hold both offices, he resigned that post. Emily Baty and BJ Oriley both came forward for the post, and the Planning Council was unable to decide between them without more thought. It was decided to interview them both at or before the next Planning Council meeting and then decide.

The position of Elections Chair remains vacant.

Membership (Dan Gillespie)

Dan gave an update on the member card processing problem. The new procedure is for Bill Montgomery to get all cards right after new-hire orientation and thus avoid the delays we've had in the past. Now, the delay should not be more than 4 weeks. Bill requested the stewards to keep the parts of the form together and put them in alphabetical order.

Legislative Report (Curt Eidem)

Curt pointed out that the Speed Matters bill, now in the state legislature, will create jobs in the telecom industry because you can't offshore the maintenance of a network. He passed out a form we can use to e-mail our legislators. Marcus reported on the progress of the bill: it has just passed the State Senate and now goes to the House for a vote. He said it looks favorable but he will continue to push over the next 30 days (when the Session ends) to get it through. Hundreds of phone calls have been made, and will continue to be made, by Curt and Marcus.

Technology Report (Brian Globerman)

Marcus reported for Brian: The new server has been installed with no major expenses, and we hope to have it operating by the end of the week.

Communications Report (Rennie Sawade)

Rennie is overseeing the new hire, Priyanka Joshi, who has a background in writing about rights and activist issues. He is continuing to talk to KPTK about an advertising campaign and will share with them the information given him by Marcus about previous proposals for advertising WashTech.

VP Reports

Les discussed the upcoming AT&T Bargaining Conference and indicated that it will be difficult.

IV. Resolutions

Election of Delegates to International Convention The CWA Constitution requires delegates to this convention, to be held June 22-25 in Las Vegas, to be elected by secret ballot. President Courtney is automatically a delegate by reason of his post, and we are allowed three others. Secretary Roberts brought the locked ballot box, and nominations were made from

the floor. Four nominations were made. The ballots were tallied in front of the membership, and the three highest vote getters were elected. They are:

Les French
Curt Eidem
Rennie Sawade

Delegates to District 7 Conference

The CWA District 7 Conference is in May in Salt Lake City. Marcus said we can afford to send 6 or 7 delegates; Rick will crunch the budget to see what we can afford. We hope to send all who wish to go. The members approved by consensus, and Marcus invited all who are interested to send in their names.

Budget Overrun

By consensus, the membership approved a \$335 budget overrun in one category, Conferences and Conventions. All other categories are on or under budget.

New Officers

There being no objections, the membership by consensus approved the appointment of interim officers described above under "President's Report."

The appointments are valid only until the General Membership Meeting in September, when we will vote on the whole slate of officers for 2008-2011.

V. Unfinished Business

Adopt Steward Policy

The new policy requiring stewards to keep grievants fully informed was read and discussed. It will be fleshed out in the revised policies and procedures, which Brian Roberts will edit.

Motion Regarding Steward Policy (BJ Oriley) Ms. Oriley's motion about CAT training, requiring service as a CAT before being eligible to be a shop steward, was discussed. Dan Gillespie asked if this applies to AT&T only or is intended to set a policy also for our other bargaining units. Curt Eidem answered that it is an AT&T issue. The AT&T stewards will discuss it further.

VI. New Business

Election Committee (Pat Ray)

Mr. Ray moved to bring a resolution that we amend the WashTech Election Committee so that every candidate running for local office can delegate a campaign chair or election monitor to ensure ballots are sent out to current members at their correct mailing addresses and monitor the actual vote-counting process. The motion failed for lack of a second.

AT&T Pay Disparity Grievances (Pat Ray)

Mr. Ray moved for a resolution to correct the disparity in pay between new hires and longer-term employees in the AT&T bargaining unit. The response from the officers was that this issue is currently under discussion between the union and AT&T. This issue is complex and will take a long time to resolve. The union will do what it can. It is being handled at the highest level. Mr. Ray's motion was seconded and will be discussed under Unfinished Business at the next General Membership Meeting.

VII. Good of the Order

Adjournment was moved and seconded. The next General Membership Meeting will be at 6:00 PM, May 21, 2008, at the WashTech offices at 2900 Eastlake Avenue East, Room 200, Seattle, WA 98102. The final two meetings of 2008 will be on Sept. 23 and Dec. 9.