

MINUTES OF THE WASHTECH PLANNING COUNCIL (PC)

June 10, 2008, 6:30 PM

Chair: Les French, Executive Vice President; 10 other members present in person; Emily Baty absent; Loretta Kissel of staff and Kevin Boyle, consultant, also attended

---

**Reading of the Minutes of the Previous Meeting**

---

The minutes from 5/13/08 were read and approved.

---

**President's Report (Marcus Courtney)**

---

We currently have 4 step 1 grievances, 3 step 2, and 8 step 3, with one arbitration and one request for arbitration. AT&T CBU vice presidents and the chief shop steward attended the District 7 conference.

At-large membership is down below 300. Lack of a full-time organizer is not helping our efforts to gain members, and we need to coordinate with Jana Smith-Carr, District 7 organizer, to remedy this. Also, under our bylaws we have one At-Large Vice President for every 300 at-large members. Because there are less than 300, the position of At-Large VP will not be on the ballot at the upcoming general election and will become vacant.

There is interest in trying again to organize the AT&T Mobility Network Unit, especially among the night shift. There are 95 signed cards needed to accomplish this. We are reviewing and verifying names and mapping out the worksite.

We are putting together a plan for next year for Speed Matters, and are planning our workshop on the health care and Employee Free Choice Act campaigns to take place in July. We met with staff from Congressman Jay Inslee's office to discuss issues important to CWA.

---

**Executive Committee Report (Brian Roberts, Secretary)**

---

Rick Sorensen of District 7 has approved the wording of our bylaw change to be voted on at the next general membership meeting..

---

**Finance Committee Report (Rick Saling, Treasurer)**

---

Our expenses YTD are \$13,699.85 under budget, but our income is \$72,388.86 under budget, so our May YTD report shows us over budget by \$58,689.01. We received a check from CWA for \$54,370.18 for our subsidy plus reimbursement for some SIF expenses; this eliminates most of the deficit.

Our income from "At Large Membership Dues" is \$9,279 under budget due to the problems with credit card processing. Dan Gillespie is entering the credit card payments, so this category should catch up.

The main expense areas in which we are over budget for the year include:

- Conferences/Conventions: \$10,612.03 over budget. \$5800 of this is reimbursable, due to SIF expenses, and Marcus's travel that will be reimbursed by UNI.
- Affiliation obligations: \$3547.50 over budget.
- Books and Reference Materials are \$822 over budget, where the annual budget is only \$250.

Planning Council approval is needed for these over-budget items.

Proposals:

- We will break out reimbursable travel as a zero-budgeted account so it doesn't mess up our Conference/Conventions account. Reimbursements will show up as "Other Income". [No PC action needed].
- The PC has approved all the Conferences in the past, so even though we are going over the annual budget, it was approved. We need to propose a new budget amount for this account.
- We need to figure out if affiliation obligations are going to break the budget, and if so, propose a new figure (or cut back).

We met with Jana and are almost agreed on a yearly subsidy request of \$160,000, which is 75% of everyone's wages and expenses except Les French's and wage-loss expenses, which we pay 100% of.

Regarding expenses already authorized, we dropped the proposal to provide the new president with a \$50/month subsidy for phone data service. We also dropped the proposal to buy Dan a new fax machine (\$100±) and subsidize his data phone bill by \$50/month.

Les proposed that we budget \$600 for him to represent us at the Washington State Labor Council conference in August.

Bill Montgomery commented that next year's budget must be approved at the next general membership meeting. Les expressed concern about the budget impact of conferences in July, August, and September and said that it will be difficult to determine a budget amount for our Conferences/Conventions account.

**Action Items/Resolutions:**

- The Planning Council approved the over-budget items listed above.
- The Planning Council approved the \$600 allocation that Les requested.
- Call Rick Sorensen at District 7 and ask their advice about handling debit/credit cards, since we had trouble figuring out a policy (Loretta, carried over from 4/8).
- Discuss and decide how to use \$12K left in our Ford Foundation grant (Marcus Courtney, carried over from 4/8).
- Ask Bank of America about their merchant card services as a possible alternative to QuickBooks (Loretta, carried over from 4/8).

---

**Communications Committee Report (Rennie Sawade, Chair)**

---

The committee met to discuss a redesign of the WashTech and TechsUnite Web sites. We are also engaging Blue State Digital, through the international, to give us a strategy memo on the redesign.

Marcus congratulated Rennie and Priyanka Joshi for providing excellent communication to the bargaining unit members, including getting out the Unity newsletter and almost daily online reporting on bargaining issues.

---

**Membership Committee Report (Dan Gillespie, Chair)**

---

Work is progressing on organizing an interest group and in fixing the problem with the credit card processing.

**Action Items:**

- Organize a subscribers' interest group and arrange for it to meet in the WashTech office (Dan, carried over from 4/8).
- Communicate with all members about the availability of the death/dismembership policy (Dan, carried over from 4/8).

---

**Other Committee Reports**

---

There were no other committee reports because the bulk of the meeting was taken up with a consultation with Kevin Boyle (below).

---

**Old Business**

---

Les announced that there are now 2 members for the Election Committee: Barbara Rader and Kevin King. These and several other people will be sent to the election training session to be held in Olympia on 7/10/08.

---

**New Business**

---

Labor consultant Kevin Boyle led us through a review of our 2008-2009 strategy, which we developed on 1/19/08, in preparation for Marcus's stepping down as president. We reviewed all items in terms of what we can expect to accomplish in the next 6 months. High-priority items included developing 50 new CATs, creating a PowerPoint presentation for new hires, promoting the health care and Speed Matters campaigns, and (extremely important) recruiting a full-time organizer.

Boyle commented that most grass-roots organizations don't have such a powerful planning tool, and that this plan should form the agenda for PC meetings. Mitch McMurry commented that this plan should be part of our budget submittal, and Marcus agreed.

**Action Items:**

- Staff all committees by 12/31/08 (PC).
- Develop 50 new CATs, using SIF training, by 8/1/08 (Dave/Bill/Emily/Curt).
- Develop PowerPoint presentation by 8/1.
- Survey at-large members about their representation issues by 12/31 (Barbara Rader).
- Recruit organizer by 12/31.

The meeting adjourned at 8:45 PM. The next meeting will be July 8 unless otherwise notified.

Brian Roberts  
Secretary