

PROPOSED MINUTES OF THE WASHTECH PLANNING COUNCIL

October 9, 2007

Attendees: Marcus Courtney, Todd Tollefson, Rick Saling, Barbara Rader, Dan Gillespie, Rennie Sawade Nancy Wright, Curt Eidem, Les French (on the phone)

Membership Report (Marcus Courtney) – There is a drop of 78 in at-large membership. Todd is working on new recruits. AT&T has 9 active grievances. The union filed a class grievance involving the Family Care Act.

Organizing (Todd) - The Network Unit Organizing is progressing. It is more likely to succeed because of employee dissatisfaction about the medical insurance. The majority did not favor the union last year.

The IT unit failed to be organized and the call center will now be outsourced to IBM in Texas. It will later be outsourced overseas. This might help to organize other parts of AT&T.

Several hundred people launched an action against the Governor. Totally unsympathetic

Cingular contract training

We received 1000 white cards. We need to change the Powerpoint presentation.

There was a discussion surrounding the D-7 results – A summary was sent out by District 7 Pat Ray sent 13 points and/or allegations. There was an agreement to drop the charges but he might appeal. Marcus was asked for a statement. A formal protocol was not violated but disagreements should not end up at the District level without previous discussion at the board level.

Les French asked for consideration of a new process to present grievances to the board before moving on to the District level. Rick was uneasy about making it a formal rule. This is a breakdown of trust between planning council members..

Dan said we have everything in place to handle things at the local level. It can be brought to the Stewards or the Planning Council. Pat Ray didn't bring it to the Planning Council or the Stewards before going to the District.

Les French - We have failed in the way our organization functions. Shop Stewards should not be able to refuse to meet with Planning Council Officers.

Marcus – The executive committee would decide what to do. We are elected by the members so we have to strike the right balance. Board members need to be accountable to one another. Stewards must follow the directions of the Officers.

We are talking about confidentiality of discussion by this committee. Email communications that end up in a District 7 investigation fall outside of profession conduct. It is a breach of trust.

Les – I need that circle of trust while hashing out a plan of action. I will not be comfortable with dealing with being open in discussion. This is a large breach of trust. The internal organization is wounded.

Curt – There should be a way to step outside of the hierarchy. Sometimes we don't discuss things if they can't be made public.

Marcus – If a member brings forward charges to District 7, they are obligated to investigate and can't refer it back to the local. A board will always have dissent. We need to be aware of the impact of spreading destructive information.

Les – We need a proposal to study of how to avoid it in the future with third party input on how to prevent problems in the future. We need a formalize recognition that we have some healing to do.

Rick - Could it be part of the Healthy Locals Checklist?

Nancy – We should have freedom of speech to talk about things anyway we want. This impedes people's rights. I would rather have freedom rather than stifled talk.

Marcus – There are rights but also responsibilities. There needs to be a balance.

Marcus - Kevin Boyle will bring it up next month.

AT&T Bargaining Conference

St Louis Conference - Dec 9th and 10th - Five (four from bargaining unit) will be asked to attend. We will send a note to Stewards asking for people who are interested.

Curt – Along with going to the meeting, it should be strongly advised that it will be a commitment to the whole bargaining process. There should be a timeline, job description, time that it will involve so they will have knowledge of what it involves including minimum commitment requirements.

Marcus – There will be discussion of bargaining for the next contract. Orange contract – District 7 There will be a bargaining team at the National level with local information collection to go to the National. There will be a lot of time commitment over the next year and a half.

It was moved to send Marcus and 4 Stewards to St Louis. Passed unanimously.

Next PC Meeting Date

Thursday, 8th of November Request by email

Communications Report (Rennie will be absent)

Marcus met with Rennie about future tasks including an improvement of the Web site. There will be a big story about outsourcing of AT&T IT jobs.

The proposed Microsoft bus was for full-time employees and not contract employees. The reason might be that contract employees might be considered regular employees if they get any benefits.

Finance Committee Report

The CWA subsidy is less. Instead of \$168,000, it is down to \$151,451
An at-large membership increase could cover this.

VP Reports

Nancy – There was a grievance about seniority in the way that the signup sheet was posted to work Labor Day. Curt left at 2:00 and didn't see the signup sheet. When he came back, there were no shifts that he could work. Curt submitted a grievance. Given a impossible shift but was able to exchange with another employee..

Membership Committee Report (Dan)

Budget Follow-up – The Web site needs to be fixed. Marcus will push Neil

Schedule of AT&T Orientation – Nancy said that she has not been successful in getting the schedule. Cards are not being forwarded.

Curt – Shop Stewards should be given explicit duties

Marcus - Ask Bill or Nancy about taking on grievances.

When stewards do orientations make sure that everyone turns in a card. Nancy said that people who don't show up to orientation do not turn in cards. They miss because of illness. Instructor should make sure that everyone signs a card. Shift bids sent to see who is not in DB

Followup to Healthy Locals for Membership Committee – The number of specialized committees for community involvement should be increased. We need suggestions about what the committees should be and how to recruit people.

Technology Committee Report (Brian)

Server replacement - Liz wants hire Brian to help the Newspaper Guild next door. They will be sharing the server. It will be hard to draw the line between general upkeep and specific work the the Guild. Brian will raise concerns with Liz

He needs to meet with Neil to discuss server transition.

Legislative Committee Report (Curt)

Trip to Olympia cancelled because the Call Center Bill was not addressed.

There was a suggestion about a WashTech day or Labor Day for a rally if significant legislation is scheduled. February 14th is a Labor Day rally. We need to find out when we should testify.

We also need to figure out our legislative priorities.

Cope \$8 in 08 should encourage members to be active politically. We are willing the competition between locals.

We need input for endorsements. We sent out a questionnaire sent out to choose top candidates. Do we ask members if they want the union to endorse candidates? What is our scope? Marcus will send out a description of endorsement processes.

Good & Welfare

Margaret Bartley's whereabouts were requested. Barbara had met her very recently.

Adjourned: 8:30PM