

WashTech General Assembly Meeting  
September 26, 2007, 6:00PM  
Minutes Taken by Barbara Rader

In Attendance: At-Large: (Marcus Courtney, Todd Tollefson, Paul Colvin, Dan DiLeva, Brian Roberts, Rennie Sawade, Barbara Rader) – AT&T: (Les French, Scott Ellestad, Mitchell McMurry, BJ O’Riley, Nancy Wright)

**Secretary’s Report (Brian Roberts)**

The minutes from the general meeting of July 26, 2007 were read. The minutes were approved striking the EFCA on page 3.

**Membership (Dan Gillespie)** – Dan Gillespie was sick. Marcus Courtney provided the membership Processing Update. We are doing pretty well but we are getting somewhat behind. We have been actively trying process the at-large dues members that are dropping in numbers.

**Treasurer’s Report (Rick Saling)**

Review of proposed 2007-2008 Operating Budget for approval.

There are two big changes between last year’s budget and this year’s budget. 1) The subsidy from CWA has been uncertain. We will have an increase to \$14,000 month so we can add a communications employee. There will be a server upgrade that is estimated to cost \$3,000. The new server could save 20 months of Dan’s time. 2) The budget includes funding for a radio advertising campaign proposed by Dan. Last year’s budget (passed out) shows we were \$63,000 under budget. The 2007-2008 budget was submitted for approval.

The new budget shows allocated money for taking employees off the job for organizing work. There is funding to hire an employee for communications and membership management. There is funding allocated for database training. There is also additional money allocated for conference meetings.

There was some confusion about the handout listing of last year’s budget because last year’s annual budget was not printed with the proposed budget shown on the screen. Loretta Crawford’s reduction in hours saved benefit costs. This funded Dan’s position for 20 hours a week. We don’t have to pay benefit costs for either employee. Last year we had a full time employee dedicated to Cingular at a cost of \$50,000 a year. The budget includes funding for unit members to have time off for internal organizing. We are saving a minimum of \$35,000 on employee costs. Craig’s position was 75% funded by National and 25% funded by the local. Craig’s duties will be replaced by pulling Cingular employees off the job. We can communicate the job descriptions to the membership of open positions.

The budget was sent out on Monday. Suggestion that we put a column for last year’s budget, another for the differences between budgets and the purpose of each line item. This budget does not take into account the IT workers at AT&T. It also doesn’t reflect changes as result of renegotiation of the new AT&T contact. CWA could readjust the subsidy. The labor costs are the most flexible

**The budget was adopted unanimously.**

**Technology Report (Brian Globerman)**

This year’s budget includes \$3,000 to convert to a Microsoft Small Business server.

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

Membership numbers are holding steady at AT&T. The at-large membership is dropping slightly. We have been working with the network operators at AT&T by addressing their bargaining and other concerns. They are upset

about the health care program that is being offered. We are putting together an organized plan. Last year, we didn't have anyone at the site.

The active grievances at AT&T have to do with the Family Leave Act. The Company has been aggressive in undermining the Family Leave Act.

**Political Report at Federal level** – The H-1B visa discussion will be revived later this fall with the Immigration Bill. About 15 governors (including Gregoire) signed a letter to Congress saying they are in favor of increasing the H1-B visa program. We will call her about this and talk to her about a liaison with labor. Usually we hear some communication from her office but this didn't happen this time. Marcus has met with her political director. If this passes, we will not endorse her in future elections. There was discussion about not supporting Maria Cantwell during the last election and supporting an opponent in the primary. Rick Saling encouraged all of us to become active in knowing about political policies. There was a suggestion that we send a letter of protest to Gregoire.

Marcus asked members to sign up for \$8 monthly donation for COPE. Employees can sign up for salary deduction or bank withdrawal. Met with Curt and decided to develop flyers for mailing to current contributors. We will do tabling and ask management to sign up. The Company has been very aggressive about the United Way Campaign. The legal standard says if email is used for other outside appeals, they can't deny access to the union for the COPE drive.

Peninsula School District contract was ratified. The Pierce County unit ratified the contract after two mediation sessions.

There may still be some opportunities for WashTech. Strategic Industry Funds are a small deduction from dues for political action and promotion of union goals. The Cummings Foundation asked Marcus to apply for grant looking at H-1B. The H2-A program in the agricultural area has stronger labor section. With the grant, we would do research on similarities to strengthen H-1B visa program. Ten years ago there were a lot of temp contract workers. This has exploded.

The Chair moved to approve the Communication Chair, Rennie Sawage. He introduced himself. He has been a member of WashTech for about a year. He joined to support the union. He does web site work. Marcus read a description of the job duties from the By-Laws. Rennie Sawage was approved unanimously as the new Communications chair.

Brian Roberts is interested in becoming the at-large VP. He has been a technical writer for 30-40 years. He is a long term WashTech member. His appointment was approved unanimously.

We will need a new elections chairman. It was decided that this would be moved to new business for the next meeting.

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The Board completed the 170 question Healthy Local Checklist with Rick Sorenson. We did well on the checklist but there are a few problems. We need to strengthen the chairs to put up an action plan. The key issues: 1) increasing community service around pediatric AIDS, 2) needing new committees and strengthening the committee system, 3) combining all of the rules so they are more accessible.

Will meet with Kevin in November and also address the problems with our annual strategic plan.

There were no resolutions presented.

**Unfinished Business** – Stewards adopted a policy for reporting grievances that will be communicated in the next issue of the Unity Newsletter. This was moved and seconded to open discussion. The policy needs to be more specific and communicated out to members. There needs to be a more detailed written policy that can be handed to employees filing a grievance to hold stewards and management accountable. What can the employee expect, what they can't expect and what should happen. It was recommended that the Planning Council draft a policy that is more detailed. The local owns the grievance. We need to inform employees at each step of the process. There should be a specific time for reporting the status at each stage. The rules should be a two-way process. If we want to grow the union we need to have a specific policy to show what the union will do for an employee who has a grievance. Nancy would like a checklist of steps of grievance so that steward can show what is in process and what has been completed.

The proposed policy was rejected and remanded back to stewards to get a more detailed policy. Brian Roberts suggests that we accept this but request a more detailed policy later. Mitch said that someone needs to take responsibility for drafting the policy.

It was moved that we accept this policy as a start and remand it back for a more thorough policy set forth by the Chief Steward. It would then come back to be reauthorized by here. This was passed unanimously

Good of the Order IT wages are stagnating according to an article in Slashdot.org.

CBS tracking loss of jobs of IT shows 832 lost jobs. The DotCom jobs were not lost.

There were no other announcements and the meeting was adjourned 8:09PM  
--Barbara Rader