



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**August 15, 2000**

**Motion 10996**

**Proposed No.** 2000-0403.2

**Sponsors** von Reichbauer

1                   A MOTION adopting the minutes of the 2000 Labor  
2                   Summit between local labor leadership and King County  
3                   elected officials.

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                  WHEREAS, the 2000 Labor Summit between local labor leadership and  
7 King County elected officials was held on April 3, 2000, and

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                  WHEREAS, Ordinance 13000, adopted by the King County Council on February  
9, 1998, directs that the minutes of the annual labor summit be adopted by the council.

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NOW, THEREFORE BE IT MOVED by the Council of King County: The

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minutes of the 2000 Labor Summit are hereby adopted.

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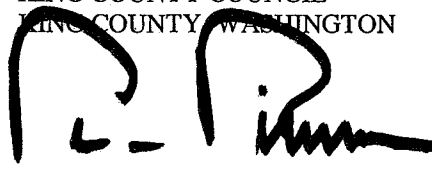
Motion 10996 was introduced on 7/5/00 and passed by the Metropolitan King County Council on 8/14/00, by the following vote:

Yes: 13 - Mr. von Reichbauer, Ms. Miller, Ms. Fimia, Mr. Phillips, Mr. Pelz, Mr. McKenna, Ms. Sullivan, Mr. Nickels, Mr. Pullen, Mr. Gossett, Ms. Hague, Mr. Vance and Mr. Irons

No: 0

Excused: 0

KING COUNTY COUNCIL  
KING COUNTY WASHINGTON



Pete von Reichbauer, Chair

ATTEST:



Anne Noris, Clerk of the Council

**Attachments**

1. Minutes of April 3, 2000 Labor Summit revised August 8, 2000

## Attachment 1

August 8, 2000

### Minutes of April 3, 2000 Labor Summit

The Committee-of-the-Whole meeting was called to order by Council Chair von Reichbauer at 9:30 A.M. Councilmember von Reichbauer explained that this is a special meeting of the Committee-of-the-Whole as well as the annual labor summit. The Chair asked if there were any additions to the Council agenda for the afternoon meeting. There were none.

The Labor Summit is co-chaired by Pete von Reichbauer, Chair, Metropolitan King County Council and Ron Judd, Executive Secretary-Treasurer, King County Labor Council. Mr. von Reichbauer chaired the Update part of the meeting and Mr. Judd chaired the New Issues part of the meeting. Councilmember von Reichbauer asked all attendees to introduce themselves then opened the discussion of labor policy issues. He began by thanking Councilmember Pullen for helping to make this an annual event through the introduction and passage of Ordinance 13000 in 1998. Mr. Judd added his thanks to Councilmember Pullen.

#### **Update Issues: Co-chair Pete von Reichbauer**

Contract Implementation Update – *Lin Schnell*, Labor Relations Manager, Office of Human Resource Management (OHRM), King County gave this report. She noted that there has been a 20 percent reduction in “time to implement” new contracts. Twenty-five labor agreements have been implemented since January 1999. Ms. Schnell stated that the labor policy contract implementation timeline had been met. The County is still working on back pay issues that have been problematic due to the implementation of the new PeopleSoft payroll system.

Hiring Taskforce Update – *Betsy Sawyers*, Manager, Personnel Services Division, OHRM, began this update. The Human Resource (HR) Task Force final report was handed out along with an update of the recommendations implemented or in progress of implementation. Ms. Sawyers reviewed the update and noted that implementation of the recommendations is progressing well. Actions taken include: applicant tracking in the People Soft HR/Payroll system; job bulletins posted in a consistent format; postcard acknowledgment of receipt of applications; a payroll insert for job information is in development; Training Council established; expanded centralized hiring; and New Employee Orientation and New Employee Benefits Orientation to be reviewed by the Training Council.

Ms. Sawyers also indicated that they will begin the process to implement position management in the People Soft system. This will give the ability to track vacant positions in the future. Ms Sawyers will be presenting an update on the implementation to the Council Management, Labor and Customer Service Committee in June.

*Betty Sorbo*, Business Representative, International Brotherhood of Teamsters (IBT), Local 117, reported that that now that the HR Task Force final report is complete, there are concerns that the guidelines will not be followed. It is hoped that the report will be

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used and not become another binder on the shelf. Another concern was advising the County Council of the use of term-limited-temporary (TLT) workers within the County. *Whitney Huph*, Union Representative, International Federation of Professional and Technical Engineers (IFPTE), Local 17, reported that there are issues of career service employees performing in an "acting" or "out-of-class" capacity for an undetermined amount of time - sometimes lasting one year and more. This is a problem because these employees typically do not progress through the wage steps or accumulate seniority in the acting capacity. Additionally, often these acting positions are not subject to the competitive bidding process which has the appearance of biased supervisor preferences.

Diversity – *Carrie Blackwood*, Union Representative, IFTPE, 17 began the report. Ms. Blackwood recommended that the County embrace the spirit of the federal Americans with Disabilities Act, and not seek to simply minimize the risk of lawsuits.

*Kim Ramsey*, Union Representative, IFPTE, 17 noted that unions are making progress in being more diverse in membership with more women and minority members, as well as leadership. Stewards are being trained to assure equal treatment of all members. There is specific training on federal and state anti-discrimination laws.

*Councilmember Fimia* asked if the unions had any statistics that would measure the results of the diversity training, and that this was an interest of hers for County government as well. Ms. Blackwood stated that in general figures are hard to get, but that it is clear there are more women and minorities in leadership positions.

*Maria Batayola*, Manager, Diversity Management Division, OHRM, responded that statistics indicate the County is making progress in effectively and constructively managing diversity at the workplace. Figures show affirmative action progress as evidenced by: 1) increased participation of minorities, women and persons with disabilities in the workforce, 2) decreased disability accommodation complaints in 1999 and 3) decreased formally filed discrimination complaints in 1999 (43 cases were filed in 1998 and 29 in 1999) indicated. She observed that training is an investment and does pay off.

Child Care Worker Conditions – *Kim Cook*, Director, Service Employees International Union (SEIU), Local 925-1, reported that working conditions actually got worse since the last Labor Summit with staff turnover going from 40 percent per year to 50 percent a year. The strong economy is drawing workers out of childcare and into other, better-paying fields. Ms. Cook cited examples of unsafe and difficult working conditions such as one worker who had to supervise 26 children all day without assistance. On the positive side Ms. Cook noted that SEIU had signed agreements with 14 daycare centers. She thanked King County for its work to establish a pilot program that helps establish a professional salary ladder and benefits to increase the quality of care. Ms. Cook is also working with the Governor's Task Force on childcare.

Right to Choose and Organize a Union – *Jonathan Rosenblum*, Director, Seattle Union Now (SUN), AFL-CIO, reported that federal and state laws to protect workers' rights to organize are ineffective. As an example he noted the North Bend trucking firm whose employees are still not back to work after being fired for trying to organize a union. Mr. Rosenblum stated that many employers hold anti-union meetings and threaten to fire any

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employees who try to organize. Shuttle Express and Providence doctors still don't have contracts two years after successful votes to organize. The AFL-CIO is calling for a national week of action in June to support the right to organize.

*Verlene Wilder*, Union Cities Organizer, King County Labor Council, noted the importance of this effort, and encouraged Councilmembers to participate in the events of June 11-18, 2000.

### **New Items: Co-chair Ron Judd**

Organizational Change Initiative – *Robert Derrick*, Director, OHRM, noted that County Executive Ron Sims and Kathi Oglesby, Labor Liason, were out of town, so he would represent King County on this item. Mr. Derrick stated that the Executive has created a team to foster customer service and employee involvement. This is a high-priority activity for Executive Sims.

*Dustin Frederick*, Business Manager, Public Safety Employees, Local 519, noted that he is one of the three co-chairs of the King County Labor Coalition and is happy to be part of the team that is improving the quality of life for workers and improving customer service for the public. Employee involvement is essential.

*Kim Ramsey*, Union Representative, IFPTE, Local 17, (co-chair, King County Labor Coalition) reinforced the idea that if change is to occur, employee involvement is critical. *Barry Samet*, President, Amalgamated Transit Union, Local 587, (co-chair, King County Labor Coalition) noted that his members are the ones that make King County-Metro the premier transit system in the nation. He referenced the Labor-Management Partnership Committee whose purpose is to enhance labor-management collaboration and to increase employee involvement for better customer service. He commented that while he is optimistic, he will wait for the results.

Examples of Success – *Carrie Blackwood*, Union Representative, IFPTE, Local 17, cited the Interlocal Dispute Resolution process as an excellent way to address problems before they become grievances. The process can also deal with grievances, but Ms. Blackwood stated her concern that the process is not getting the support it needs. She suggested that it should receive independent funding. Ms. Blackwood recommended that County management use the dispute resolution process first and commended the work of its director, Mike Walsh.

### King County Labor Council and Affiliates Issues

Ferry Service – *Dave Freiboth*, President, Inland Boatmen's Union, of the Pacific-International Longshore and Warehouse Union (IBU-ILWU), commented that he represents ferry workers among others, which have a long history of union representation. Mr. Freiboth stated that it is necessary to address new rules in order to allow the continuation of the West Seattle Water Taxi. This includes the issue of competitive bidding by non-union firms. He stated his union is committed to working with others to keep the ferry system running given the difficult circumstances created by the passage of I-695. In the case of the Water Taxi, Mr. Freiboth stated that the easy thing to do would have been to shut it down, but this would have been a loss for everyone.

State Legislative Action – *Mr. Freiboth* commented that he has worked on legislative issues in Olympia for many years and that this has been one of the most difficult years.

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He stated that the House budget looks very good for ferries at this time, and has short-term as well as long-term solutions. Councilmember Fimia noted that she recently toured the Kitsap County area to observe their transit program and facilities. She was very impressed with their new inter-modal transit center and planned transit-oriented development.

Potential Solid Waste Collection Strike – *Co-chair Judd* commented that there is a tentative agreement regarding garbage collection. Union officials are working very hard to resolve the issue.

### King County Councilmember Issues

Potential New Health Benefit for Mental Illness – *Councilmember Kent Pullen* informed the attendees that he introduced legislation, passed by the Council, that asks the Executive to implement last year's Labor Summit recommendations. Mr. Pullen commented that health care benefits are generally very minimal for mental illness, yet mental illness touches everyone-directly or indirectly. Many doctors say people will never get well. Mr. Pullen plans to introduce an ordinance that will require better record keeping for the County's mental health services/facilities. The goal is to find out who gets well and who doesn't. Mr. Pullen's experience is that natural medicine can often help some mentally ill people to get well. Mr. Pullen expressed the hope that natural treatments would become more commonplace, and part of the County's benefit package.

Global Justice Campaign – *Co-chair Ron Judd* informed attendees that the AFL-CIO has begun a major new initiative – the Global Justice Campaign. Its goal is to address the horrendous labor conditions found in many parts of the world. Child labor and slave labor are commonplace in many countries, and workers are not permitted to organize in many other places. U.S. citizens must be made aware of these issues and help end these practices. Mr. Judd suggested that he and others would like an opportunity to address the Metropolitan King County Council on this issue in more detail.

New Job – *Co-chair Judd* stated that he had accepted a new job as Director, Western Region, AFL-CIO effective June 1. While this was a difficult decision by him it is also a great opportunity. He thanked attendees for their cooperation and assistance in achieving many goals for the labor community and he stated his belief that things are in good hands at the King County Labor Council. Mr. Judd noted that this was the fourth Labor Summit and it is one of the successes of all the participants.

The meeting was adjourned at 11:45.

Often help