



# Seattle Dispatcher's Guild

## Meeting Minutes

**Date:** 8.30.2023

**Time:** 1502

### **Board Members in Attendance**

In-person: Davonte Belle, Jen Clayton, Kelsi Wolph, Jamie McMurray, Jordan Wallace, Jessica Marchione, Ryan Rouillard, Deanna Robinson

Virtual: N/A

Absent: N/A

### **Members in Attendance:**

In-person: Justin Ashburn, Megan Marocco-Spearman, Derrick Sarmiento

Virtual: Anna Warren, , Tyler Warren, Sara Owens, Brian Dickey, Mackenzie Johnson..

Rick and Sabrina joined at roughly 1517

**Big Table Updates** – Slim progress, Mayor came three weeks ago due to our walkout. Gave a 40 minute speech but it was not disrespectful or negative towards us and was largely giving us his view of things and criticizing the performance of city labor thus far. He stated he wants his people to make progress and set a deadline (none has been shared with us thus far, but he implied he wants things generally done by September 19<sup>th</sup> rally). He also wants us to meet more often, so we're looking at weekly instead of every other week, and full day rather than half day as we can. He claimed not to be afraid but kept talking about the rally, the walkout, and the LA strike. He said to double it, then changed to \$10 million and they got very exact with 2.37%, we stuck with our wage proposals and dropped COLA to 8%. Last negotiations, first one after that, was a waste of time. They tried to claim we didn't bring a counter just because we only countered on COLA even though that's the same thing they did before.

**Small Table Updates** – Trying to break up the coalition, Mayor made comments that he doesn't think the whole big table thing is effective and we had to tell him why it is over many years. They were the ones who wanted wages brought to big table, and now they're backpedaling after what the Mayor said. They're actually trying to buy people out with separate wage and COLA offers to pick off smaller unions, so we said absolutely not. We were supposed to have small table but due to our negotiator not having the



# Seattle Dispatcher's Guild

## Meeting Minutes

meeting 'on his calendar' and then trying to pull the similar tactics as the other coalition busting negotiators that meeting stalled. We would be setting ourselves up for massive losses in future years without the power of the larger coalition in the future if we did that, especially with how small we are and our inability to strike. Also our lead negotiators are fighting to keep the side deal offers we got so we don't come out behind for being honest.

**Coalition Rally** – We want to be seen, this can't be a bluff. Come there, wear shirts at work, keep things separate from work (pics on breaks only, don't leave your car here), working on parking options. Council candidates should be coming, too... 9/19 Tuesday city hall 1530-1700 it's ok if you're a bit late.

**Political Endorsement** – Alex Hudson, pledged to be at rally, hit a lot of notes for us, we want to throw our weight around.

**Questions** – Talking about retro pay, no it's not guaranteed, that'll come after these steps and will be another aspect we have to negotiate, it might not be the full amount. Talking about why their offers are so low – They threaten layoffs, they complain about revenue – we're pushing back on that and challenging that narrative in media (as Steven Pray said recently, he has been involved in negotiations for years and no matter the economic outlook this is a claim).

**JLMC update (Jen) – Amy, Jake, Reba, Doran on August 1<sup>st</sup>**

We confirmed our positions are not public city civil service... it's really irrelevant to us and we don't know why they were focused on it, but that's finally done being a concern.

We tried to bring up promotional hiring stuff, back in March we submitted recommendations for D2 up to supervisor to line it up similarly, standardized, test/interview/eval etc, they handed us a relatively unrelated 4 page document so we're going through that but it's not going to hold up D3 any longer while we do this.

Same with ECA positions, in a bit of limbo but we're trying to standardize it.



# Seattle Dispatcher's Guild

## Meeting Minutes

Admin supervisor duties – They're adjusting to certain duties returning to the floor, but it's a bit sudden now. Come January that position is officially returning to the floor.

Sick leave policy is still sitting on legal's table for final signoff.

Parking – supposedly being worked on as an MOA because it isn't improving.

Employee Morale – We were going to talk about our survey results but it wasn't the time because they wanted to talk about the Alt Response program. They appeared overwhelmed by our questions and expectations for communication. We pushed back that the floor should have been consulted as subject matter experts more, they were under the impression it would 'not impact our workflow', but also they 'can't predict the future' and don't know what it will look like, which we pointed out was incongruous and is why we have a demand to bargain in place, because it seem in some areas they're implying they do in fact know how things will operate. We encouraged operations involvement beyond the deputy director, it's still somewhat detached but we are getting some results like Amy Smith coming to the floor and asking for input in meetings. We are pushing that if something can't be shared yet or is an unknown someone needs to SAY IT, not just let it be crickets because nothing is set in stone. We will continue to follow up on this and with our demand to bargain in place as well we'll be making sure we get answers.

**HR concerns** – Per member, inappropriate response to request for further feedback by JD on the ECA position, dismissed as emotional and commitment questioned while requesting feedback. Member will follow-up with details of e-mail in question.

**Bylaws** – Coming by e-mail for real now that requested updates were completed including neutral pronouns, grievance committee lead designee language in case of unavailability of vice president, and updates to regular expenditures.

### **Miscellaneous –**

- Grill finally came since the pergola was a pain, CERP is already planning ot use it.
- Kelsi and Clayton got us our shirt designs!



# Seattle Dispatcher's Guild

## Meeting Minutes

- You can always continue to bring guild fund requests to us.

**OT Sick** – Revisited by member in attendance, but our legal can review just as the City's legal is so there isn't anything to do for us until that can happen, we won't be able to hold a candle to our attorney's ability to review the relevant laws.

### New Business

**Member Communication Ideas** – Request from member about having options for things like slack, we're thinking about something like a website form, like an 'ask a guild rep' contact form, because that's the best fit for our current available workload. Positive feedback from newsletter. Positive feedback on website idea. This isn't as engaged as all members hope, but we just don't have the manpower to do something more involved/requiring more moderation and can revisit post negotiations.

**D3 Promotional Process** – Supposedly coming 9/1, they would follow current contract guidelines (neogov application, testing, phone eval, radio eval). The one thing they do want to switch up is no retests. Concerns about the long gaps between openings, but that's something we can press for, say if in a couple years they are back to dragging and so the retests thing is a problem we can push in our negotiations like 'Now we're asking for this guarantee on frequency because of the position our members are being put in'. Concerns about making sure applicants can be prepared, will follow up about trying to get some sort of D3 Bibliography just like you would for pre-D2 class. Member states hope D3 can be cemented in time for shift bids, unclear if this is possible given what's involved. All ayes from current board for no re-tests.

**Schedule Options** – We're having admin supervisor, Michelle Cooper, build a mock up for schedules at a 4/10 due to her scheduling experience. We can build a committee to discuss it further, we're taking our time and doing our due diligence on that and will continue to visit it as things progress because of changes in job culture and desire to make sure work/life balance is on point.

**Nominees for Board Vacancy** – Sara Owens, Sarah Michelle, Derrick Sarmiento, Tyler Warren, Justin Ashburn. Will discuss and vote in closed session.



# Seattle Dispatcher's Guild

## Meeting Minutes

**Next Meeting** – Sept 19<sup>th</sup> 1330-1430 before the rally

**Finance Update** – Taxes getting fixed, then we'll try to talk about audit stuff but let's fix this first because it's potentially requiring a large amount of information gathering and internal auditing of items needed by the accountant, working on details.

**Moving into closed session at 1620**