



# Seattle Dispatcher's Guild

## Meeting Minutes

**Date:** 10.26.23

**Time:** 2205

### **Board Members in Attendance**

In-person: Davonte Belle, Jen Clayton, Cat Hernandez, Derrick Sarmiento

Virtual: Jess Marchione, Kelsi Wolph, Deanna Robinson

Absent: Jordan Wallace

### **Members in Attendance:**

In-person: Rey Fundora, Justin Ashburn

Virtual: Olivia Hill, Jessica Burris

### **Bargaining Updates -**

Rally went well, great turnout. Thank you to Derrick, Spencer, and Duncan for assisting with Peacekeepers and traffic blocking. We represented well. City's tone changed somewhat afterwards, seemed more willing to compromise, but they've reached their parameters/maximum they're able to spend for COLA and the 2.7% they're at is not nearly enough, so they're going back to the city council committee that sets these parameters for an increase and that's what we're waiting for.

In the meantime we still went forward with a package of supposals for the city about our COLA and each union's individual wage adjustments that it would take to make a deal. The city is still costing that out as of a few days ago. It required some concessions on some other things, mostly premium pay items. For us it was a matter of things we were hoping to get or increase that we had to cut somewhat, not losing things we already have.

Keep in mind this is just a supposal, if the city doesn't take this deal it isn't our new bargaining position necessarily, we can just go back to our prior stances. We could change it more, but the ideal is to not move off of it. Our supposals together still cost about \$20 million altogether which is well outside the city's parameters so we're just waiting for those updates and going back and forth on other minor language matters in hopes that next week the costings and parameters will be updated.

All of the unions are tired. This has gone on for too long and we need to be getting responses in a timely fashion and have a reason to keep showing up to all of these additional negotiations. We are still trying to make use of the time and tackle some related items that were initially going to be small table, but regardless this needs



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forward movement. Realistically if there isn't some sort of tentative deal by mid-November then we'll be looking at February at least for a proper deal due to council elections, new council member trainings, and holidays. If that does happen we are likely to start seeing strike votes happening in other unions, because we'll be through that first year without a contract (the 'Evergreen year') where that isn't an option even for unions that allow it.

Additionally, after all of the side deals attempted to break up the coalition the coalition filed a ULP (Unfair Labor Practice) that the City was attempting to union bust and engaging in unfair bargaining practices. It was decided that the coalition could not submit that, it had to be the individual unions, so many did so including ours being submitted by Davonte. As a whole due to movement since then all unions agreed to withdraw their ULP's, but if the City returns to those kinds of tactics there is still a six-month window to resubmit. We also want to make sure all unions can get on board if we have to do that, rather than only some unions, which is what happened initially and can make us look fractured.

Lastly, options so far have been a bit limited because of the LRPC, they control the amount in the wallet Sean has, due to a prior time SPOG was given more money than people were happy with and so the LRPC was created to monitor/limit how much could be used in negotiations. But we persist. We are also not as worried about the small table having to wait given it's mostly language after all the economics that were moved to the big table. We also have pilot projects that are allowing us to do some things we want to, to later be folded neatly into the contract.

Also, going back to the rally, it Did get a lot of attention which bodes well, we will get pics, links to coverage, etc. up onto the website (still open to having Justin Ashburn assist on an hourly pay basis), we were covered in numerous articles, a video, and one of the councils also made a radio ad! Practice picketing is also happening next week, but not really in areas that work for us, but we'll stay on top of future opportunities. If it comes to proper strikes in the future we may be more energized to attend and back them, and to discuss at that point what we can do.

Bylaws update - Bylaws passed! 113 voting members at most (erred on the side of the most we could possibly count between people that joined and left during the voting period) and we had 78 yes votes, which puts us over the required  $\frac{2}{3}$  threshold. Please still bring requested amendments if you see any. Dues will go up to \$60 now, and then go up routinely any time wages increase. Member did ask about election security to prevent multiple votes, we did consider this but ultimately it was an honor system because the alternative meant you would have



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had to have or create a Gmail account and then also to login with that, which could reasonably make people considered about privacy.

**Tim Burgess** - Tim asked for a check-in recently, which was great, we like that he's communicative with us. He mentioned the Mayor was returning because he has been consistently interested in learning more about our job and talking about it since the last visit but he previously had the media taking pictures and asking questions, so he requested to return at a busy time (Saturday evening was the choice) to get another experience with us without that distraction. He'll be here with his wife, and if we have ideas of other City leaders we want to ask to respond we can request that, because they are showing increased interest in learning about and observing us.

**Council Candidates** - Have been very focused on wanting to meet and to get our endorsements. Davonte has been strategic in meeting with people who would be considered labor candidates, so hopefully this council race upcoming will be to our benefit.

### **New Business:**

Changing the way we do vacation for supervisors, currently it is largely a Rule of 1 regardless of whether it's 2 supervisors or 4 supervisors scheduled on the shift. Rule of 2 options are limited (there are days management sets and then a pool leftover that supervisor can apply to use amongst themselves). Jake wants to change to Rule of 2 any time that there are four staffed.

Vacation memos are going to be two only to make it easy, we're fine with that in lieu of the four per contract, there's just no reason to require four. That's an example of outdated unnecessary specifications we can change hopefully in our new contract.

We're keeping an eye on the CARE Team situation, we still have the demand to bargain in place, communicating with PCA's about how it's impacting their job. There was a question about whether the team starting already undercuts our right to push back, but it doesn't, we still have the opportunity to do things like a ULP if needed.

\*Going back to a member question about vacation days - yes they should send the amount you have to bid with next year. Trying to get out of give back days with



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increasing furloughs allowed by contract, we'll see, in the meantime factor it into your math as you prepare for vacation bids.

Davonte met with Mike Solan, President of SPOG recently, trying to bridge the gap between patrol and communications. Part of this is an issue with information not trickling down properly from their command staff to patrol, or not being explained to them the same way as it is to us. He did say SPOG is saying to stop stacking calls, they're getting in trouble for not fully finishing investigations or writing up their reports, so they're telling them just focus on the one call they can be on at a time. This is also to our benefit, too, to not get in trouble for missing updates or leaving things lingering. They are also encouraging them to move off of their one call sooner and onto additional calls. They're also advising sergeants they are empowered to monitor and handle their staff, including monitoring if they need to be pressed to move to a new call or to ask for (appropriate) downgrades as the SPVD approves. He mentioned another OPA complaint that appears to have come from Communications, everyone has the right to do so, but just remember there are other methods to go about it while you're at work like speaking with a supervisor to talk to their sergeant. Also be advised they do have a pre-existing MOU that says OPA can not use GPS to investigate their OPA complaints, so if privileged information like GPS tracking is sent to OPA it could undercut that investigation whereas their command staff does have the ability to use that information in their discussions.

Question before Ashburn has to return to the floor: Any concerns about our personal cell phone being called for two-factor authentication for Employee Self-Service? So far, no, no one expressing any concerns about that. Given the option to only access it here and use the business line we don't really have a leg to stand on there if people are choosing to add their personal number for the convenience of accessing the system at home.

**Nothing further for open session, moving to closed session at 2259**