

Master Contract Negotiations Minutes

March 2nd , 2022, Meeting Minutes

Those in attendance:

County's Negotiation Team:

- Joshua Groat – Chief Negotiator/Employee & Labor Relations Manager
- Heather Kvokov – HR Generalist
- Sara Erb – HR Generalist
- Randy Bischoff – Chief Deputy Auditor
- Tony Hall – Purchasing Manager
- Patricia Cruz – Administrative Assistant 3/County's Note taker

Union's Negotiation Team:

- Gordon Smith – Chief Negotiator/Council 2 Representative
- Brian Rheingans – Local 1135 President
- Patty Bonner – Local 1135
- Shawna Kimbell – Local 492 SP
- Jacklyn Geurin – Local 1553
- Cindy Thompson – Local 1553
- Nathan Lawless – Local 1553 (via Zoom)
- Tiffany Kinnick – Local 492-SP President
- Heidi Bulkley – Local 492-J President

Meeting called to order 12:36pm

GS - Balls in our court, so today we are preparing to continue negotiations and we will respond to your economic proposals. However, after 1st meeting, Gordon sent an email making it clear union doesn't approve of the County posting minutes and proposals. Union believes this is a violation of RCW 41.56, a violation of Judge Hazel's ruling City of Spokane determining illegal and unconstitutional as well as the PERC ruling regarding 492 decision. So, I need to ask this practice cease and take down everything that's already been posted on the County website and follow the law. They would like to avoid litigation, but if an agreement cannot be reached, there will be litigation. They would like to continue negotiations, but only if County changes its practice.

JG: The answer is no – County is doing everything legal. We have agreed to meet in private for negotiations after months of trying to get to this point. It's only the Union's opinion that posting the minutes and proposals is illegal. Unless the Union can present something concrete that posting minutes/proposals is illegal, we will leave postings where they are at.

GS: Primary reason we've gotten this far is only based upon PERC ruling regarding 492 & Hazel's ruling County has seen writing on the wall. County is taking advantage of that by publicly posting minutes & proposals.

JG: Do we have a right to post documents to the public?

GS: not those that are part of our negotiations.

JG: Have things been posted that are inaccurate? (Union members at this point claim there are inaccuracies). Does the County and the government have the right to post to our constituents? Everything is factual. We see this as an obstacle to negotiating, we came to the table to try and come to an agreement, now after three or four times meeting you are having issue. We consider Council 2 as the one hindering negotiations.

GS: we have a meeting scheduled for next Wednesday would like to keep it. Hopefully can get issue resolved by then.

JG: We are not removing what we have posted or stop posting minutes but want to continue meeting. We will check with legal and if they respond with, we are doing nothing illegal. So, no longer negotiating?

GS: Hoping County will seek legal counsel and change their mind regarding current practice.

JG: Are we done for today?

GS: Yes.

Meeting ended at 12:43pm