

Sent October 10, 2007

## SEND DAVE'S REBUTTAL REQUEST

Dear Respected Members,

I apologize for the length of this email, but a lot is happening and the Board wanted to keep you up-to-date.

### **Sustainability Event:**

As you know, rather than boycott the Sustainability Event held last Thursday, the RCHEA Board was encouraging Members to attend the event and to also wear stickers identifying us as RCHEA Members. Within hours of our call for Member participation, Management sent out a series of nearly identical emails, each from a different Department Director, requiring our attendance and ordering us not to wear any stickers or buttons. Our attorney believes the City's actions are sufficient cause to file another Unfair Labor Practice (ULP) claim with the Washington State Public Employment Relations Commission (PERC) since the response was: 1) a fundamental infringement of our First Amendment Rights; and 2) was preemptive and retaliatory in nature. The ULP will be filed late this week. Our attorney will also be sending a letter to Management urging them to: a) stop intimidating staff; b) stop interfering with union business; and c) to cease and desist violating fundamental employee rights.

### **Contract Negotiations:**

Despite many attempts, the RCHEA Negotiation Committee has not been able to meet with the City since September 13<sup>th</sup>. However, we are scheduled to meet twice next week (Monday the 15<sup>th</sup> and Friday the 19<sup>th</sup>). We hope that our efforts of solidarity will cause Management to collaboratively work with us to reach a contract settlement. We will keep you updated.

### **Council Meetings:**

Most of you know that the October 2<sup>nd</sup> Council Meeting was well attended by RCHEA and that a majority of the members came out to support the Board as Denine Garrison read a statement to the City Council. The Mayor reacted by criticizing us for having "less than accurate" facts and said she would be working with the City's Attorney to develop a response for us at the next Council meeting. In response, RCHEA's Attorney has requested that he be afforded equal time at the next Council Meeting to balance the conversation and get to the truth. His request is attached. To this end, **the Board is once again asking that you please plan to attend the next Council Meeting (October 16<sup>th</sup> at 7:15 p.m.) in another show of solidarity.** Dave Campbell (our attorney) will be addressing the Council.

### **Press:**

You may have noticed that the Council Meeting quarrel was captured in brief in the Redmond Reporter (2<sup>nd</sup> page of October 6<sup>th</sup> paper following Jim Robinson's write-up). We have also been getting several calls from the press. To this end, we have placed some general information on our website and are encouraging reporters to access the info from our website. We expect this issue to be covered in the local papers in the near future.

**Medical Report:**

For some time, the General Membership has questioned the management of the City's Medical/Health Care Fund. While many of our fellow RCHEA Members assist in administration of the fund and we intend no disrespect to them, the Board did hire a third-party medical expert (DiMartino Associates) to review the plan for anomalies. Parts of this report were shared with Council at the October 2<sup>nd</sup> meeting. An Executive Summary is in development and we plan to share the summary and the entire finished document with the Membership on Monday October 15<sup>th</sup>.

**Website:**

Just a reminder to please log onto the RCHEA Website and vote. Because this is such an important vote, the Board has decided to allow an additional few days to afford Members sufficient time to thoroughly investigate each choice. As such, the deadline for voting has been extended to the close of business Tuesday, October 16<sup>th</sup>. We will post the results as soon as we can.

I hope this information has been helpful in understanding the activities of the Board.

Respectfully,

Tom Barry  
RCHEA Vice-Chair  
Negotiating Committee Chair