

JOINT POLICY COMMITTEE MEETING #5

Monday, October 31, 2022

9:00 a.m. – 10:30 a.m. (Virtual)

Attendees:

Committee Members: Councilmember Kim Daughtry (Lake Stevens), Mayor Joe Marine (Mukilteo), Councilmember Tom Merrill (Snohomish), Council President Brenda Stonecipher (Everett), Councilmember Ben Zarlingo (Everett)

Staff: Roland Behee (CT), Nick Harper (Everett), Tom Hingson (Everett), Ric Ilgenfritz (CT), Maureen Nikonov (Everett), Deb Osborne (CT)

Facilitators: John Howell and Robert Feldstein (Cedar River Group)

Meeting topics:

- Summary of the latest round of conversations with both ATU groups and establishing framework for potential employee integration.
- Managing fleets and facilities in the event of consolidation.

Union Discussions:

Community Transit (ATU 1576):

- This meeting took place on 10/17/22. Union leadership described the recent conversations between ATU 1576 leadership and the ATU International.
- ATU 1576 shared that ATU International will not get involved in facilitating any conversations between the two ATU locals until there is clarity on the direction the potential employee integration will take.
- One option would be for employees of one union to resign their positions and apply for jobs in the union still standing. The other option would be to integrate the two unions and address seniority and other issues.

Everett Transit (ATU 883):

- This meeting was held on 10/23/22. Drivers from both agencies converse with one another, and consequently misinformation is floating around about the consolidation study, causing unrest and stress amongst ET employees. ET drivers have been hearing that they will have to resign their positions and apply for positions at CT. The 883 Executive Board members were reassured no that decisions have been made and suggestions were made on how to improve communication between ET management and union leadership to address some of the rumors that are circulating.
- There was also discussion about the union's involvement in the service planning work that will be underway soon. Executive Board members expressed an interest in the service planning work and said they would recommend who would be involved in that work.

- The Executive Board of 883 is ready to meet with their 1576 counterparts to reduce some of the tension and rumors anytime, as long as there is a neutral third party involved in the meeting.

Joint Policy Committee discussion resulted in consensus to focus on what a true consolidation would look like, where both organizations are consolidated and integrating the two unions, rather than one organization folding into the other. The JPC members were adamant that Everett Transit employees would not have to resign and reapply at Community Transit and directed staff to remove this consideration from further discussions.

Next steps:

- Communicating this decision to the two ATU's so they can have discussions with the ATU International to determine how to integrate the two ATUs and sort out seniority and other issues important to both locals. The proposed approach will be helpful for both agencies in coming up with an agreeable approach to keep employees as whole as possible in every way in terms of seniority, wages, and benefits.
- Creating an opportunity for both 883 and 1576 to provide early input into the service planning process that will develop an integrated network.
- Develop an integrated network showing existing and possible new routes and explore options for scheduling and bidding work. Concurrent with all of this is a conversation with the public in the first quarter of next year, with the network being the centerpiece of the public conversation.

Fleets/Facilities:

- Staff from ET and CT met and reached a high level of consensus on what would need to happen to assets in a consolidated network and agency.
- Roland reviewed the scope, guiding principles and preliminary recommendations that resulted from this meeting.
- There will be further details to work out related to the Everett Station office building and associated parking lots because of the FTA's controlling interest; no decisions have been made on this yet but there is an agreement on a workable plan.
- JPC members expressed support for the approach to fleets and facilities suggested by staff.

Next steps:

- We have two items scheduled for discussion at the next meeting – fare policy and branding. We may only have time to tackle one of those.
- Next meeting will be 11/28.