
From: Matthew Miller <MatthewM@council2.com>
Sent: Tuesday, May 9, 2017 1:01 PM
To: Peter Altman; Rebecca Polizzotto
Cc: Kim Mason-Hatt; crisen@cityofmillcreek.com
Subject: Class Action Grievance

Peter,

I am attaching a class action grievance regarding the City of Mill Creek along with the grievance investigation information request. The Union proposes holding the first hearing after the City provides all of the information requested to make sure the meeting is productive as possible. The Union also proposes moving the grievance to level step 3 to make this as productive as possible.

The Union request the City of Mill Creek cease and desist informing employees that the Union is to blame for the City of Mill Creek's actions in regard to temporary employees being laid off in July. We have been informed that the employee was told that he would be losing his position because of the Union actions again.

The Union is submitting a demand to bargain in relation to the creation of internships that will be performing bargaining unit work at the City of Mill Creek. Please let us know when the City would like to meet and negotiate the impacts of this program. Again, the Union is requesting no further action is until the issue is negotiated.

Matthew A. Miller
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County and City Employees, AFSCME, AFL-CIO
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"Never doubt that a small group of thoughtful, committed people can change the world. Indeed, it is the only thing that ever has."

Margaret Mead



AFSCME LOCAL 1811-M
STEP 1

OFFICIAL GRIEVANCE FORM

NAME OF EMPLOYEE: Class Action

DEPARTMENT: City of Mill Creek

CLASSIFICATION: All

WORK LOCATION: City of Mill Creek

IMMEDIATE SUPERVISOR: Laura Orlando

TITLE: Human Resources Director

STATEMENT OF GRIEVANCE:

The City of Mill Creek has created a hostile work place environment that encourages arbitrary enforcement of rules, discriminatory treatment of certain employees, and retaliation for union activities. The City of Mill Creek is constructing a work place that is designed to eliminate long term employees at the city.

Applicable Violation:

The City of Mill Creek is violating the AFSCME Collective Bargaining Agreement Article 5 Management Rights and Responsibilities Section 5.2 – Rights and Responsibilities, Section 5.3 – Notify prior to implementation, Section 5.4 responsibility of the City Manager, Section 5.5 – Disciplinary Action and all other relevant articles of the CBA, City policies, and State statutes that may apply.

Adjustment required:

The Union requires that all employee designated as "upper management" in the City of Mill Creek attend training on communication, bullying, and best practices courses for local government leadership. Management cease actions that discriminatory and harassing to the employees of Mill Creek. Further, the employees be made whole in all ways with interest which includes but not limited any loss of compensation, office space, and personnel files being removed.

I authorize the A.F.S.C.M.E. Local 1811-CA as my representative to act for me in the disposition of this grievance.

Date _____ Signature of Employee _____

Signature of Union Representative [Signature] Title [Signature]

Date Presented to Management Representative _____

Signature _____ Title _____