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Via Electronic Mail and Regular Mail
MatthewM@council2.com

June 2, 2017

Mr. Matthew Miller
Staff Representative
Washington State Council of
County and City Employees

Re: Meeting Request

Dear Mr. Miller:

I received your letter, dated May 30, proposing a meeting of Union and City representatives to find common ground and move labor relations in a positive direction.

In your letter, you mentioned this last year has been challenging for a multitude of reasons. As you know, the City has gone through a period of change brought on by its reorganization and related efforts. For example, the City recently resolved a \$2.4 million budget deficit. Throughout this process, focus has always been on providing excellent service to the community, ensuring a productive work environment, and remaining a responsible steward of public funds. The City believes these goals are a mutual benefit for the public, employees, and the City as a whole. I agree that a positive partnership with employees will best help the City achieve its goals and therefore am amenable to a meeting.

In advance of a meeting, please note the following requests:

- Given our broad goals, I believe it would be most productive to have the entire Union executive board attend the meeting (and you, of course). I will attend the meeting and I have invited the Mayor and one member of the City Council to also attend. I will notify you when their attendance is confirmed. The City's labor attorney and labor-management team will also attend, based on their involvement in labor relations.
- Your letter proposes a broad discussion of the overall atmosphere of the City, but also mentions a desire to discuss "several issues." While the City welcomes a broad discussion, for preparation purposes, and to ensure a productive meeting, I would prefer to have an agenda of the specific issues the Union would like to discuss. I request you forward such an agenda to me in advance of the meeting.

- As you are aware, the parties are involved in PERC mediation over a successor collective bargaining agreement. With this in mind, I believe a discussion of specific CBA proposals should remain part of mediation and not brought into the meeting.
- Finally, we both recognize that past conversations between the Union and the City have been heated and oftentimes uncomfortable. While I understand our conversation may involve emotional issues, I respectfully request our meeting not involve personal attacks and remain professional in tone.

If the above requests are acceptable to you, please let me know and I will provide a list of available dates. Unfortunately, June 1 and June 2 do not work due to the time needed to coordinate so many schedules.

As for the two grievances recently filed by AFSCME, we have a difference of opinion as to their merit and the procedural posture. Regardless—without waiving any rights—the City agrees both grievances may temporarily be held in abeyance pending our meeting. The City simply will not count the day of your letter (May 30) through the date of our eventual meeting when calculating any timeliness issues.

I look forward to meeting with you.

Sincerely,



Rebecca C. Polizzotto
City Manager

Cc: City Council
Labor Management Team (email only)
AFSCME Executive Board (email only)
Peter Altman (email only)