



WASHINGTON STATE
COUNCIL OF COUNTY AND CITY EMPLOYEES
AFSCME AFL-CIO

Affiliated with:
American Federation of State, County & Municipal Employees
Washington State Labor Council

CHRIS DUGOVICH President/Executive Director

May 30th, 2017

Rebecca Polizzotto, City Manager
15728 Main Street
Mill Creek, WA 98012

Ms. Polizzotto:

The Union is in receipt of the City responses regarding the denial of two class action grievances filed within the last several weeks. The Union is not in agreement with the City of Mill Creek denials for several reasons and will be refileing the grievances on behalf of the membership regarding the issues. Both parties' goals are to achieve a better work place for the employees, management, and tax payers of City of Mill Creek.

Both parties can agree that the last year has been challenging for a multitude of reasons with some things being outside either party control. The Union proposes a meeting between the City Labor Attorney, City Manager, Mayor and One City Council representative with the Union Labor Representative, President, and Vice President to discuss several issues. The topics for meeting is the overall atmosphere of the City and how both parties can develop a relationship that is mutually beneficial for all parties including the tax payers.

The Union's goal of meeting is to find common ground and rebuild an atmosphere of communication in a partnership which everyone can help move the City in a positive direction to achieve the best for the City of Mill Creek. The Union proposes either Thursday, June 1st after work at 5 pm or Friday, June 2nd after 2:30 pm. Please provide several alternative dates and times if those do not work for the City to meet with the Union Leadership. We hope that this is a possibility that would bear positive steps forward in the right direction.

Regarding the grievances that have been filed with the City of Mill Creek and were denied without hearing. The first and second class action will be resubmitted in accordance with the City's desire. The Union made clear to the representatives that signed for receipt of the first grievance that we would be presenting the grievance in full at the hearings in accordance with the contract.

The grievance procedure states in Article 18 Section 2 Step 1, Step 2, and Step 3 that the Employer will consult and/or arrange a meeting with the Union Representative or that a meeting





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shall be arranged. The denial of grievances were completed before the meeting occurred which is a violation of collective bargaining agreement. Further, the Union filed these grievances as a class actions to be more efficient, cost effective, and save time for all parties. Would the Employer prefer one class action grievance or multiple grievances with each department for each impacted employee of the two class action grievances?

The Union would also offer to hold these grievances in abeyance until after the meeting proposal occurs if the City would desire that possibility.

Thank you for the help with clarification and we look forward to your assistance in resolving these matters.

Sincerely,

Matthew Miller
Staff Representative
WASHINGTON STATE COUNCIL OF
COUNTY AND CITY EMPLOYEES
AFSCME, AFL-CIO

Cc: Kim Mason-Hatt, Local President
Peter Altman, Summit Law Attorney

