

Rebecca Polizzotto

From: Peter Altman <petera@SummitLaw.com>
Sent: Monday, November 14, 2016 6:58 PM
To: Matthew Miller
Cc: Rebecca Polizzotto; Chris Dugovich; Greg Elwin
Subject: RE: Captive Audience Meetings - City of Mill Creek

Hey Matt. Thanks for the email. Sounds like there might be some miscommunication about what's going on. Please allow me to chime in with a few points.

The meeting you mentioned below is actually not mandatory. It is voluntary, scheduled at 8AM and again at 5PM to accommodate employees working late schedules. All staff are welcome to attend, including both non-represented and bargaining unit employees. These all staff meetings have been conducted by Rebecca Polizzotto since she started at the City. It is my understand similar meetings were conducted by her predecessors, as well.

The purpose of the meeting is to broadly discuss "the state of the City." This particular meeting will focus on the direction of the City, particularly in relation to the City's budget and \$2 million revenue shortfall. Rebecca may address the City's vision into 2017 and beyond, including recent media statements on the topic. Rebecca has no plans to discuss the union or any bargaining topics, such as wages, hours, or working conditions. We all agree such topics are properly reserved for the bargaining table.

It is my understanding there is no precedent for union representatives--AFSMCE or police--to attend these staff meetings (or any other members of the public, for that matter). Given the purpose of the meeting, it is unclear to me why such attendance would be considered.

I hope the information shared above will alleviate any concerns the City is attempting to bargain, directly deal, or somehow circumvent the union.

Peter

From: Matthew Miller [MatthewM@council2.com]
Sent: Monday, November 14, 2016 3:38 PM
To: Peter Altman
Cc: Rebecca Polizzotto; Chris Dugovich
Subject: Captive Audience Meetings - City of Mill Creek

Peter:

I have become aware that the City of Mill Creek is planning on having mandatory citywide meetings tomorrow at 8 am and 5 pm. I have been told that I am not allowed to attend and witness what the City Manager plans on discussing or the purpose of the meetings. I have asked the Police Chief to reconsider not allowing me to attend and that keeping the union leadership out of the meeting is inappropriate. He said that he could not for these meetings. These type of actions constitute a captive audience meetings and the City Management is attempting to deal directly with the employees moving them against the union.

I am respectfully requesting these meetings be stopped and if they do continue forward that I am able to attend to listen to the City Manager.

Matthew A. Miller
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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

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