

From: Matthew Miller <MatthewM@council2.com>
Sent: Tuesday, June 20, 2017 10:03 AM
To: Siegel, Jamie (PERC); Peter Altman
Cc: Rebecca Polizzotto; Pam Pruitt
Subject: Demand To Bargain: Whisper Policy

Peter:

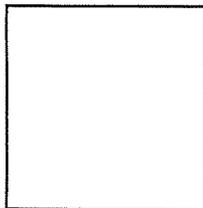
As you may or may not know. The City of Mill Creek is implementing a new policy regarding whispering in the work place and employees meeting in groups. The Union view this as a significant change to working conditions at Mill Creek. This email serves as notice as a Demand To Bargain this change.

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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."

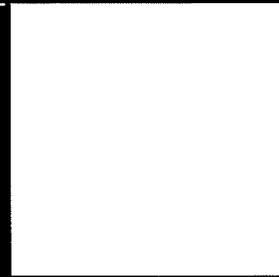
Margaret Mead

Subject: Monday Minute for June 19: Weekly Employee Newsletter



Public Works

Tracy Dyson was out leading the charge to tackle landscaping maintenance around the City while showing new staff the ropes. Here he is trimming bushes along the North Creek Trail. On a typical day, maintenance staff sweep city streets, repair street potholes, install and repair street signs, maintain city buildings and facilities, and maintain City-owned street lights. Maintenance staff also maintain 10 city parks, doing work such as cleaning restrooms, removing trash, maintaining and repairing irrigation systems, and spraying weeds.



Employee News

How to Pot a Fruit Tree that Will Adorn Any Space

Not enough room for an orchard? Try planting a small fruit tree in a container. When you pot up a fruit tree, you can savor springtime blossoms and feast on fall fruit anywhere—on a deck, on a patio, or even on a sliver of balcony. A dwarf fruit tree needs sunlight and almost no growing room. You can move it, although once the container is full of soil and the tree gains bulk, you may not wish to move it often. You also will want to keep the potted tree within reach of the hose for easy maintenance. Otherwise, get set for easy pickings of apples, pears, figs, or other fruit, no matter how limited your space is. [Learn more!](#)



Human Resources

Collegiality is definitely appreciated in the work place. However, during paid working time, you are encouraged to conduct personal business or have personal conversations during your breaks or lunch periods. During work hours or in front of customers, it is not appropriate to congregate in groups and whisper, as such behavior is highly disruptive and unprofessional. In the work environment, all business can be conducted in a regular tone. If you are unable to maintain regular conversation levels, perhaps the topic is meant for personal breaks.