



# AFSCME Local 443

Washington Federation of State Employees, AFL-CIO

October/November 2007 Local 443, Washington Federation of State Employees, AFSCME Olympia, WA

## Local 443 Executive Board:

### President:

Shellie Savage

### 1<sup>st</sup> Vice-President:

Tee Hall

### 2<sup>nd</sup> Vice-President:

Sarah C. Wilson

### Secretary:

Lisa Randlette

### Treasurer:

Mike Wood

### Sergeant-at-Arms:

DeFrance Clarke

### Communication

### Chair:

Dara Brooks

### Organizing Chair:

Matt Grate

### Stewards Chair:

Alanna Gehr

### Members-At-Large:

Joanne Bird

Cheryl Flynn

Del Jensen

### Agency Reps:

Dara Brooks, WSP

Alanna Gehr, SPSCC

Bill Longnecker, DIS

Tom Newcomb, DSHS

## LOCAL 443 MEMBERS HONORED AT 2007 WASHINGTON STATE CONVENTION



Justin Cripe, a police officer at The Evergreen State College, receives the union's first Medal of Valor Award from WFSE/AFSCME at the 2007 Washington State Convention.

Cripe was honored for heroically apprehending a drug-affected suspect and putting community safety above his.

### INSIDE THIS EDITION...

- 2 Cathi Bailey awarded Shop Steward of the year and more fun 443 photos
- 3 Convention ReCap
- 4 Bargaining Team Election Results
- 5 Scholarships Available to our Members
- 7 Committee Contacts & Upcoming Events



Carol Dotlich, Council 28 President and Local 1221's Tim Foley, chair of the WFSE/AFSCME Steward Committee, presented the Shop Steward of the Year Awards to Cathi Bailey, DSHS, Local 443, Shelton



**We're having fun now!**



**Local 443  
Is In The  
House!**



## **WASHINGTON FEDERATION STATE EMPLOYEES CONVENTION OCTOBER 2007**

*Article by Tim Welch, Council 28*

More than 400 delegates to the Federation's biennial convention this past weekend in Spokane voted to raise dues for the first time in nine years to continue the union's growth.

After hours of debate over two days, the delegates opted for a modest dues increase, with more money coming back to locals, effective Jan. 1.

Delegates took the action to cover the national per capita dues increase approved at the 2006 AFSCME convention. The Federation had absorbed the first year of that increase--\$800,000. But delegates determined that the union would have to cut programs, lay off staff and stall progress to absorb the \$1.1 million needed next year to cover the AFSCME increase.

Under the constitutional amendment approved by the Federation delegates, dues will increase 0.13 percent, from 1.37 percent to 1.5 percent. The share of dues that come back to locals will increase from \$3.69 per member per month to \$4.08 per member per month. And for fairness, the delegates raised the maximum dues cap from the current \$57.67 a month to \$75 a month. (The dues cap is the level at which higher-paid members' dues payments plateau so they actually pay a lower percentage of dues; under the constitutional amendment, more higher-paid members will pay the full 1.5 percent share of dues.)

This all takes effect Jan. 1, 2008.

It was the first dues increase since 1998.

### **FACTS About the Dues Increase Amendments**

#### **COUNCIL 28:**

-- Over the last 7 years Council 28 and its locals have:

- Conducted a rolling strike against the legislature
- Won full scope collective bargaining
- Organized over 6,000 new employees into bargaining units
- Negotiated the first master contracts including wages, benefits and union security
- Negotiated a second round of contracts
- Filed and won many unfair labor practices, grievances and arbitrations enforcing contract rights including over \$60 million in settlement payments.
- Fended off political and legal attacks --Since full scope collective bargaining, Council 28 has used new resources to:
  - Double field staff from 18 to 36 field representatives and senior field representatives
  - Establish a Classification unit to support negotiation teams and members on classification and salary survey issues.
  - Establish a Contracting Compliance unit to support negotiating teams and members on contracting out issues
  - Hire a full time, in-house attorney
  - Increase lobbying staff and efforts
  - Involve more members in union actions, activities, governance

#### **AFSCME:**

-- Council 28 has been affiliated with AFSCME for over 60 years.

-- Over the last 7 years Council 28 has received resources from AFSCME in excess of \$6 million including:

- Grants and interest-free loans for collective bargaining
- Grants and staff support for organizing and decertification fights
- Grants for political action
- Grant for 2001 strike actions
- Staff support for negotiations and training
- Education programs

-- AFSCME formed the 21st Century Committee in 2005 to assess the strength, structure and resources of the International Union, its councils and locals. This committee identified three broad goals:

- Grow the Union
- Build Political Power
- Build the Strength to Win

-- At the 2006 AFSCME International Convention, these goals, along with a number of resolutions and amendments implementing these goals, were adopted by delegates from councils and locals across the country.

-- In order to support these goals, delegates adopted a constitutional amendment implementing a per capita dues increase for AFSCME over the next four years.

-- Currently, this per capita dues increase does not affect the dues local members in Council 28 pay because the Council is absorbing it. This fiscal year Council 28 will send over \$800,000 more to AFSCME from the Council budget to cover this increase.

## OTHER CONVENTION ACTION

The dues increase constitutional amendment was the focus of debate, but the 2007 Convention took several other significant actions.

- The delegates adopted Constitutional Amendment No. 4 allowing alternative forms of membership for non-state employee groups, like foster parents and adult family home providers, who haven't yet achieved full collective bargaining or who face certain limitations on their legal rights in the workplace.
- The convention OK'd Resolution No. 7 calling for a higher commitment to diversity in the labor movement, including greater diversity in union staff hiring.
- Delegates also approved Resolution No. 3 enacting a formal "Code of Ethics" for the Federation Executive Board. The measure formalizes common practices that board members have followed for years. It was felt those good practices should be in black and white as a sign of the high priority the union places on honesty, integrity and accountability.
- Delegates re-elected President Carol Dotlich, Vice President Howard Ocobock and Treasurer Rosemary Sterling. Lee Novak was elected secretary after current Secretary Carol Van Arnam announced she would not seek another term. Van Arnam nominated Novak, a Community Corrections officer and member of Longview-Kelso Local 1400. Dotlich, Sterling and Novak ran unopposed. Ocobock prevailed in a race with challenger Stan Hall, Local 573.

## BARGAINING TEAM ELECTION RESULTS

Here are the results of the bargaining team elections for Local 443.

### GENERAL GOVERNMENT

#### **Agencies with fewer than 100 bargaining unit employees (1 seat overall):**

**Deborah Reams**, Health Care Authority, Local 443, Olympia (elected by acclamation)

#### **Agencies with 100-1,999 bargaining unit employees (1 seat each):**

Department of Information Services – **George W. Kostin**, Local 443, Olympia (elected by acclamation)

Department of Natural Resources – **Lisa Randlette**, Local 443, Olympia (elected by acclamation)

Department of Agriculture – **Jeffery V. Myer**, Local 443, Tacoma

Office of the Insurance Commissioner – **Shellie Savage**, Local 443, Olympia

Department of Health – **Michael Weisman**, Local 443, Olympia

#### **The following bargaining units allocated 1 team member submitted no nominations, so appointments will be made:**

Board of Industrial Insurance Appeals;

Department of Early Learning;

Department of Community, Trade and Economic Development; and

Department of General Administration.

#### **Agencies with 2,000 or more bargaining unit employees (2 seats each):**

Department of Labor and Industries – **Lori Butterfield and Joe Nilsson**, Local 443, Tumwater.

#### **DSHS Economic and Social Services (5 seats):**

**Steven M. Segall**, Local 443, Olympia;

**Cathi Bailey**, Local 443, Shelton.

## HIGHER EDUCATION COALITION

In the Higher Education Coalition, bargaining team seats are allocated by the number in each institution's bargaining units: 1 – 100 is allotted 1 seat; 101 – 300 is allotted 2 seats; and more than 300 is allotted 3 seats.

Appointments will be made for the following seats because of no nominations or subsequent retirements; South Puget Sound Community College (2 seats).

Here are the results for Higher Education Coalition seats where an election was necessary:

The Evergreen State College: **Kirk Talmadge, Steve Johnson and Lin Crowley**, all Local 443.

For more information visit Council 28 web-site for non Local 443 Bargaining unit members.

## STEWARDS TRAININGS BEGIN AT SOUTH PUGET SOUND COMMUNITY COLLEGE

Under the 2007-2009 Higher Education CBA Shop Stewards can receive a 4 hour training session. The Stewards at South Puget Sound Community College

## Scholarships available:

### NORM SCHUT SCHOLARSHIP AWARDS

Application deadline: April 30, 2008 for the 2008-09 school year.

These scholarships allow eligible members or members of their families to pursue studies at an accredited vocational school, college or university. Three (3) \$1000 scholarships are awarded each academic year. One of the awards is earmarked specifically for an active member; the other two are open for members, their spouses and their children.

**To apply**, print the application form and return to the Women's/Equal Partners Committee, c/o WFSE HQ, 1212 Jefferson St SE, Suite 300, Olympia WA 98501.

For more information: 1-800-562-6002

### YOUNGLOVE, LYMAN & COKER SCHOLARSHIP

Application deadline: April 30, 2008 for 2008-2009 school year

This scholarship allows eligible members or members of their families to pursue studies at an accredited vocational school, college or university. A \$1,500.00 scholarship will be awarded each academic year.

**To apply**, print the application form and return to the Women's/Equal Partners Committee, c/o WFSE HQ, 1212 Jefferson St SE, Suite 300, Olympia WA 98501.

### THE AFSCME FAMILY SCHOLARSHIP PROGRAM

Application deadline: December 31, 2007, for 2008-2009 school year.

The AFSCME Family Scholarship Program is an ongoing program of scholarships available to children and financially dependent grandchildren of AFSCME members.

Thirteen scholarships of \$2000.00 are awarded to winners selected from the applicants who meet eligibility requirements. Once awarded, the scholarships will be renewed for \$2000.00 each year for a maximum of four years, provided the student remains enrolled in a full-time course of study.

To be eligible, the student must:

- Be a graduating high school senior in 2008 who is a daughter or son of an AFSCME member (or whose legal guardian or financially responsible grandparent is an AFSCME member);
- Be enrolled in a full-time degree program at an accredited four-year institution (or at a two-year institution that will transfer credits to a four-year institution); and
- Have taken the SAT or the ACT.

The scholarship may be used for any field of study.

A group of distinguished labor educators, from both academic and union backgrounds, forms the Scholarship Selection Committee. This independent committee has the task of choosing the scholarship recipients.

**To apply:**

1. Obtain application packet by writing to AFSCME Family Scholarship Program, Attention: Education Department, 1625 L Street NW, Washington DC 20036-5687; or download an application at AFSCME.org.
2. Complete the applicant's section of the form. You may also include two letters of recommendation or other evidence of your character or abilities.
3. Compose an essay, typed and double spaced, not to exceed 1,000 words, on the subject: "What AFSCME Has Meant to Our Family."
4. Have your parent, legal guardian, or financially responsible grandparent complete the AFSCME member section of the form.
5. Have your parent, legal guardian, or financially responsible grandparent attach a copy of current AFSCME membership card.
6. Have your guidance counselor or other representative complete the High School section of the form and provide an official copy of your high school transcript and SAT or ACT scores.
7. As one of the eligibility requirements, a candidate must take either the Scholastic Aptitude Test (SAT) administered by the College Board, or the American College Test (ACT) administered by the American College Testing Program. The applicant is responsible for all fees related to either the SAT or ACT.
8. Please make sure your complete application, with all support documentation (essay, transcripts, letters of recommendation, proof of AFSCME membership, etc.) is mailed together in one envelope, POSTMARKED NO LATER THAN DECEMBER 31, 2007 to: AFSCME Family Scholarship Program  
Attention: Education Department, 1625 L Street NW, Washington DC 20036-5687.

**UNION PLUS EDUCATION FOUNDATION SCHOLARSHIP AWARD**

Application deadline: January 31, 2008, for 2008-2009 school year.

The Union Plus Scholarship is awarded annually to AFSCME members and their families.

Current and retired members, their spouses, and dependent children (including foster children, step children and any other child for whom the individual member provides greater than 50% of his or her support) are eligible. **Graduate students are now eligible.**

The amount of the award ranges between \$500.00 and \$4000.00. This is a one-time cash award sent to individual winners for undergraduate study beginning in the fall of the same year.

By the time the award is issued, applicants must:

- Be accepted into an accredited college or community college or a recognized technical or trade school.
- Submit their high school, college, or trade school transcript. Applicants who have taken the SAT or ACT must provide their exam score.
- Provide one personal reference, a verification of AFSCME membership and an essay of 500 words on the applicant's personal interests and aspirations, as well as an explanation as to why he or she is deserving of a union scholarship.

**To apply:** Send a postcard with your name, local union number, telephone number and address to: Union Plus Education Foundation, PO Box 34800, Washington DC 20043-4800; or download an application at AFSCME.org.

Deadline: Applications must be postmarked no later than Jan. 31, 2008. *Scholarship recipients will be notified on May 31.* Members must have at least one year of continuous good-standing membership in AFSCME in order for spouses and children to be eligible. Members do not need to participate in any AFSCME Advantage/Union Plus program in order to apply.

**JERRY CLARK MEMORIAL SCHOLARSHIP**

application deadline: July 1, 2008

For children of AFSCME members. One (1) \$10,000 scholarship is awarded annually to one student majoring in political science in his or her junior or senior years of study.

For more information: 1-202-429-1250 or 1-800-562-6002 | TTY 1-800-318-2174

For more online information, and to download an application, go to AFSCME>Members>Scholarships>Jerry Clark.

## Committee Contacts

Finance – **Mike Woods**  
 Communications – **Dara Brooks**  
 Political Action -**Bill Longnecker**  
 Scholarship –**Tee Hall**  
 Women’s & Family Issues-  
 Cards-**Del Jensen**

Diversity & Womens – **Sarah C. Wilson**  
 Grievance – **Don Vaughan**  
 Shop Steward – **Alanna Gehr**  
 Organizing – **Matt Grate**  
 People –

You may leave messages for any committee chair at (360) 236-0443

### UPCOMING EVENTS

November 5 December 5	<b>Executive Board Meeting</b> @ 6:00 p.m. @ WFSE Conference Room, 1212 Jefferson Street, Olympia
November 20 December 18	<b>General Meeting</b> @ GA Building, Capitol Campus @ 6:00 p.m. (3 <sup>rd</sup> Tuesday each month)
November 21 December 19- Cen	<b>Thurston-Lewis County Labor Council</b> - Labor Temple, 6:00 p.m. -- 119 ½ N Capitol, Olympia <b>Thurston-Lewis County Labor Council</b> - Carpenter Hall, 7:00 pm, 417 N Pearl, Centralia
<b>Check out Local 443’s website at: <a href="http://www.wfselocal443.org">www.wfselocal443.org</a> Local 443’s Phone Number: (360) 236-0443.</b>	



It’s important what you think, do and say. **Please write** YOUR newsletter with your comments, reports, and/or articles. Be sure to include your name a phone number where our Editor can reach you for article verification. We will do what we can to put them in print. We look forward to hearing from YOU!!

**YOUR COMMENTS, FEEDBACK AND/OR SUBMISSIONS ARE APPRECIATED**

**Please send to:** PO BOX 105, Olympia WA 98507-0105  
**OR EMAIL:** [newsletter@WFSELocal443.org](mailto:newsletter@WFSELocal443.org) **OR PHONE:** (360) 236-0443

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