

LOCAL 443 News

April 2006 Local 443, Washington Federation of State Employees, AFSCME Olympia, WA

Local 443 Officers And Executive Board:

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2nd Vice-President:

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Secretary:

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The 16th Annual Summer School for Union Women and Community Activists

June 28 - July 2, 2006, Olympia, Washington

The Evergreen State College Labor Center is hosting its 16th annual Summer School for Union Women and Community Activists from June 28 - July 2, 2006 in Olympia, Washington. This year the school's theme is **Women Bringing It Back Together: Building Alliances to Realize Our Goals Locally and Globally.**

The Summer School is a unique leadership program that helps women light their passion and find their voice in the labor movement. Discussions and brainstorming sessions happen in small working groups facilitated by past graduates of the school. This format enables participants to share their knowledge and skills. It provides a space for women to appreciate the diverse backgrounds/viewpoints they each bring to the movement.

Come develop creative organizing and leadership skills! Learn how we as women can build a grassroots labor movement from the bottom up by discovering our common ground, forging alliances, and sharing our strategies with community activists in the process of organizing. A past summer school graduate had this to say: "The Summer School was fantastic but the best part is seeing my sisters come home each year fired up. Our local just gets better and stronger because of it." We are all indeed, the leaders we have been looking for!

Registration costs are \$475.00, including meals and on-campus lodging; \$410.00 for on-campus meals and lodging with child-care reduction; and \$380.00 for commuters. WFSE Local 443 is offering five scholarships to the school. To apply send an email to John Geppert, Local 443 President at jggeppert@msn.com. The registration deadline is June 12th but space is limited to 60 participants so we encourage you to apply soon.

For further program and registration information contact Nina Triffleman at (360) 867-6525; email, triffle@evergreen.edu, or visit our website at www.evergreen.edu/laborcenter

Washington State Labor Council COPE Convention

The Washington State Labor Council, AFL-CIO will hold its COPE Endorsing Convention at the Hilton Seattle Airport, in Seattle on Saturday, May 13, 2006 starting at 9 am. Delegates will be elected at the April 19, Local 443 General Membership Meeting.



WFSE Local 443 Scholarship Opportunity for the 2006-07 Academic Year

Elsie Schrader High School Scholarships Two \$500 Awards Offered

The Washington Federation of State Employees, Olympia, Local 443, AFL-CIO is pleased to offer two awards of \$500 to high school seniors graduating from an accredited public, private or parochial school in Washington state who demonstrate academic achievement, involvement in extra-curricular activities and have demonstrated financial need. Applicants must be a member of Local 443 or be a dependent, grandchild, brother, sister or ward of a member of Local 443, planning to enroll in a college, vocational, public or private institution in the United States during the 2006-07 academic year.

APPLICATIONS are available on-line at: www.wfse443.org by
contacting Michele Elhardt at
(360) 866-7016.

DEADLINE: May 1, 2006

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Proposed Draft Constitution Changes

These are the latest draft constitution changes which include adding more board members and compensating them with spending allowances to be discussed at the next few Local 443 meetings..

ARTICLE I NAME AND HEADQUARTERS

Section 1.

The name of this organization shall be the Washington State Employees, Olympia, Local 443 of the American Federation of State, County, and Municipal Employees, AFL-CIO.

Section 2.

The Headquarters of this local shall be Olympia, Washington, or its vicinity.

ARTICLE II AFFILIATIONS

This local union shall be affiliated with the Washington Federation of State Employees (**WFSE**), Council No. 28 of the American Federation of State, County, and Municipal Employees; the Washington State Labor Council, AFL-CIO; and Central Labor Councils of the AFL-CIO having jurisdiction wherein Local 443 members are employed.

**ARTICLE III
OBJECTIVES AND METHODS**

Section 1.

The objectives of this local union shall be to carry out on a local basis, the objectives of American Federation of State, County, and Municipal Employees (AFSCME).

Section 2.

The methods of obtaining the objectives of this local union shall be by giving a full measure of support to the AFSCME by petitioning, by creating and fostering sentiment favorable to proposed reforms, by cooperating with state officials, by promoting legislation, by collective bargaining resulting in working agreements and contracts, and by other lawful means.

ARTICLE IV

MEMBERSHIP AND DUES

Section 1.

All persons regularly employed by the State of Washington, in the Olympia area, who are within the jurisdiction of the AFSCME are eligible for membership in this local union subject to the requirements of the Constitution on the International Union.

Section 2.

Application for membership shall be made on a standard application form. Unless such form includes a valid authorization for payroll deduction of dues, the application shall be accompanied by the current month's dues.

Section 3.

The monthly membership dues of the local shall be a percentage of each member's actual salary, each pay period, computed on each member's salary range and step, exclusive of overtime, including callback and penalty pay, shift differential, standby pay, equipment premium pay, holiday premium pay, terminal leave pay, or sick leave cash-out pay, up to a maximum as set by Council 28. Provided, the maximum dues payable shall be increased in direct proportion to the average percentage of general salary increases of state employees, effective the month of implementation of said increases or otherwise provided under Article VI of the AFSCME Council 28 Constitution.

Section 4.

Membership dues shall be payable monthly in advance to the local treasurer and in any event shall be paid not later than the 15th day of the month in which they become due. Any member who fails to pay dues by the 15th of the month in which they become due shall be considered delinquent, and upon failure to pay dues for two successive months shall stand suspended. Provided, however, that any person who is paying his/her dues through a system of regular payroll deduction shall, for so long as such person continues to pay dues ~~dues continue to be paid~~ through such deduction method, be considered in good standing.

Section 5.

A member suspended under the above section may be reinstated to membership in the local on payment of all arrears plus the current month's dues. ~~of the current month's dues.~~

**ARTICLE V
MEETINGS**

Section 1.

Regular meetings of the local shall be held once each month at a time and place fixed by the membership or the local executive board. Adequate and proper notice shall be given to the membership in writing prior to each meeting.

Section 2.

Special meetings may be called by the local president, the local executive board, or by petition filed with the president and signed by twenty-five (25) members of the local. Special meetings may also be called by the International President or authorized representatives of the International President.

Section 3.

The quorum for meetings of the local union shall be ~~twenty~~ twenty-five ~~20~~ 25 members in good standing.

ARTICLE VI

OFFICERS, NOMINATIONS, AND ELECTIONS

Section 1.

The officers of this local shall be a president, a first vice-president, a second vice-president, a secretary, a treasurer, a sergeant-at-arms, an organization chair, **newsletter editor, media webmaster, political action chair**, and three executive board members-at-large. These officers shall constitute the executive board of the local except as provided in the following paragraph:

If any regularly constituted state office, department or agency, have five (5) or more members in good standing in this local, is not represented on the regularly constituted executive board as set forth above, except in the case of the office of the president, the organized employees in such state jurisdictions or agencies shall elect one of their members to represent them on the local's executive board.

Section 2.

Nominations for the biennial term of office for all officers shall be made at the last regular meeting of the local preceding the first day of June in odd numbered years.

Section 3.

To be eligible for office, a member must be in good standing of Local 443 for one year immediately preceding the election.

Section 4.

The president, first vice-president, second vice-president, secretary, treasurer, sergeant-at-arms, organizing chair, and three executive board members-at-large—shall be elected by secret ballot vote, and the ballot shall be conducted as to afford to all members a reasonable opportunity to vote. **The newsletter editor, communication committee chair, and political action chair**—shall be elected by the executive board of the local.

Section 5.

The biennial election of officers shall be conducted in accordance with the instructions set forth in the election code attached hereto and made part thereof in **Appendix A**.

Section 6.

Vacancies in office shall be filled for the remainder of the unexpired term by vote of the executive board.

Section 7.

Every officer shall, upon assuming office, subscribe to the Obligation of an Officer contained in Appendix B of the International Union Constitution.

Section 8.

No officer of this local shall be paid any salary or remuneration for services rendered **beyond the provisions stipulated in section 9 of this article.**

Section 9.

The president, secretary, and treasurer shall receive one hundred and fifty dollars (\$100.00) monthly for casual expenses in the performance of their duties. The first vice-president, second vice-president, sergeant-at-arms, organizing chair, newsletter editor, media webmaster, communication committee chair, political action chair, and three executive board members-at-large shall each month receive one hundred dollars (\$100.00) for casual expenses in the performance of their duties. All other executive board members shall receive one hundred dollars (\$100.00) monthly for casual expenses in the performance of their duties.

ARTICLE VII

DUTIES OF OFFICERS, **EXECUTIVE BOARD**, AND COMMITTEES

Section 1.

The president shall:

Preside at all meetings of the local union and the executive board.

- A. **Be a member of all committees except election committees for local offices.**
- B. Countersign all checks drawn against the funds of the local.

- C. Appoint all standing committees and all special committees of the local, subject to the approval of the executive board.
- D. Report **monthly** to the membership **and the local executive board** regarding the progress and standing of the local and any official acts.
- E. ~~And be~~ **Be a delegate to the AFSCME International Convention, the Council 28 Biennial Convention, and annual Washington State Labor Council Convention.**
- F. **And chair any delegation to conventions.**

Section 2.

The first vice-president shall:

Assist **the President in the work of the President's office.** ~~(in general work)~~ among the members to keep the organization active.

- A. ~~Assist the president at all times.~~
- B. **B.** In the absence or inability of the President to serve, preside at all meetings and perform the duties otherwise performed by the President.
- C. **C. Be authorized to act as co-signer of checks drawn on the local funds in place of the President.**

Section 3.

The second vice-president shall:

Assist **the President in the work of the President's office** ~~in general work to further the welfare of the organization.~~

In the absence or inability of the President and the first Vice-President to serve, preside at all meetings and perform the duties otherwise performed by the President.

- A. ~~Shall preside at all meetings where neither the president or first vice-president present.~~

Section 4.

The secretary shall:

Keep a record of the proceedings of **all membership meetings and of all executive board meetings.** ~~the executive board, and of all meetings of the local.~~

- A. **Record a roll-call of all officers at all meetings of the executive board and all meetings of the local.**
- B. ~~(Handle the correspondence of the local.)~~ **Carry on the local's official correspondence, except as the Executive Board otherwise directs him/her.**
- C. **Make travel and/or lodging arrangements for the membership as authorized by the Executive Board and/or general membership.**
- D. In the event the president and **both** vice-presidents are not present at a regular duly called ~~special~~ meeting of the local, open the meeting and call for the elections of a presiding officer pro-tem.
- E. Perform such other duties as may be required by the **Executive Board.**

Section 5.

The treasurer shall:

Follow the AFSCME Financial Code.

- A. Receive all membership dues, ~~initiation fees, and fines, if any,~~ **and** all moneys required to be paid in by members, or moneys from any other source, **and provide receipt(s) for the above**
- B. **Deposit all money so received in the name of the local union in a financial institution selected by the Executive Board, and money so deposited shall be withdrawn only by check signed by the President, or the first Vice-President, and the Treasurer.**
- C. Issue withdrawal cards and receipts as necessary.
- D. Prepare, or cause to prepare, the monthly membership and financial report to the International, ~~;- see that a~~ **check is drawn in payment of the local's per capita tax each month and sent to the International Secretary-Treasurer.**
- E. Forward any necessary per capita payments to the proper affiliated organizations not later than the 15th of the month following the month for which the report is made.
- F. **Act as custodian of all property of the local union.**
- G. **Prepare or cause to prepare a quarterly report outlining actual versus budgeted expenditures for each budget item.**
- H. **Chair the finance committee.**
- I. **Give a surety bond for an amount to be fixed by the Executive Board of the local union, at the expense of the local union and through the International Union.**
- J. **See that any financial reports required by the International Union Constitution to be submitted to the International Union are submitted in accordance with the International Union Constitution.**
- K. **Prepare any and all necessary federal tax and International reporting forms.**

Section 6. The sergeant-at-arms shall

Arrange for the setting of chairs and tables at meetings;

- A. **Open windows or doors as necessary, to achieve maximum aerodynamic flow;**
- B. Greet guests and seat same;
- C. Be at the disposal of the presiding officer to assist in maintaining the orderly conduct of meetings.

Section 7. The organizing ~~organization~~ chair shall:

Chair of **the local organizing** committee whose members shall consist of an organization representative in each ~~state jurisdiction where local 443 has five or more members;~~

- A. **Invite new employees and non-member employees into membership in local 443;**
- B. **Explain the purpose of the organization;**
- C. **Promote organizational activities in bargaining units and agencies of the local ~~the various state jurisdictions;~~**
- D. Confer monthly with members of the organizing committee and report to the local at its regular meetings on organizational work throughout the various state agencies;
- E. Keep the president advised of any organizational problems encountered.

Section 8. Executive Board

The Executive Board shall be the governing body of the local union except when meetings of the local union are in session. All matters affecting the policies, aims, and means of accomplishing the purposes of the local not specifically provided for in this constitution or by the action of the membership at a regular or special meeting shall be decided by the executive board.

- A. The board shall meet at the call of the president or of a majority of the members of the board. Adequate and proper notice shall be given to all members of the board prior to each meeting.
- B. A report on all actions taken by the executive board shall be made to the membership at the next following meeting.
- C. The board shall require an independent audit of the books of the local at least once each fiscal year and a report thereon shall be rendered to the June meeting of the local. The audit shall be made by an independent auditing firm.
- D. A majority of the members of the executive board shall be required for a quorum.
- E. All meetings of the executive board shall be open to members of the local, and any member who wishes to present any matter of importance to the local or to the well-being of the organization shall have the right to be heard.
- F. Upon application of any member who shall have been dismissed from the local, the executive board shall investigate the facts in such case and take such action, on behalf of the local, as it deems advisable.

Section 9. Newsletter editor

A. The newsletter editor shall produce a high-quality newsletter on a monthly basis.

B. The newsletter editor shall be a member of the communication ~~act as chairperson of the media~~ committee.

C. ~~The newsletter editor shall receive one hundred fifteen dollars (\$115.00) monthly for casual expenses in the performance of his/her duties.~~

Section 10. Media Webmaster

The Media Webmaster shall:

Create and maintain a website for the local;

- A. Act as a member of the Communication Committee;**
- B. Update the website (at least monthly with the most current newsletter, and announcements of meetings, elections, upcoming events, and Tupperware parties.**

Section 11. Political Action Chair

The Political Action Chair shall:

Chair the local Political Action Committee;

- A. Provide recommendations to the general membership on endorsements of local candidates and statewide ballot measures;**
- B. Act as a liaison to WFSE Council 28, the Thurston-Lewis-Mason Labor Council, and the Washington State Labor Council;**
- C. Act as the local's PEOPLE coordinator.**

Section 12 Communication Chair

The Communication Chair shall:

- A. Chair the Communication Committee**
- B. Coordinate work between Media webmaster and Newsletter Editor**
- C. Develop and implement communication plan for Local 443**

D. Act as a liaison to WFSE Council 28, the Thurston-Lewis-Mason Labor Council, and the Washington State Labor Council

ARTICLE VIII
FINANCES, EXPENSES, AND DISBURSEMENTS

Section 1.

All money received shall be deposited to the credit of the local in financial institutions selected by the executive board.

Section 2.

All disbursements shall be made by check. All checks must be signed by the treasurer and countersigned by the ~~p~~President **or first Vice-President**. Disbursement shall be made only for approved items.

Section 3.

Expenses incurred by committees or delegates of this local must be authorized and/or approved by the local at its **regular meetings**. **Regular, recurring expenses, including, but not limited to, rent, telephone, storage rental, and office supplies** may be approved by the executive board.

Section 4.

Prior to installations, at the expense of the local and through AFSCME, all officers are to be bonded to meet bonding requirements of the International.

ARTICLE IX
BARGAINING UNIT STRUCTURE

ARTICLE X

MISCELLANEOUS PROVISIONS

Section 1.

This local union shall at all times be subject to the provisions of the **International Constitution** American Federation of State, County, and Municipal Employees.

Section 2. Authorization Necessary to Represent the Local

Except to the extent specified in this constitution, no officer of the local union shall have the power to act as agent for or otherwise bind the local in any way whatsoever.

A. No member or group of members or their person or persons shall have the power to act on behalf of or otherwise bind the local union except to the extent specifically authorized in writing by the president of the local union or by the executive board of the local union.

Section 3.

Robert's Rules of Order, **Newly** Revised, shall be the guide in all cases to which they are applicable and in which they **are not inconsistent with this constitution and special rules of this local union or of the International Constitution** American Federation of State, County, and Municipal Employees.

ARTICLE XI

AMENDMENTS

This constitution may be amended, revised, or otherwise changed by a vote of two-thirds of the members voting on such **proposed change and such change shall take effect only upon written approval of the International President. Any revision(s) to this constitution will be published in the local 443 newsletter.** Proposed amendments to this constitution must be ~~made read~~ **made read** at a regular or special meeting of the local union, and read and voted at a subsequent meeting of the local union, ~~adequate and proper notice having been given to the membership prior to the date on which the vote is taken.~~ **A written copy of the proposed amendment shall be furnished to every eligible voter at the meeting at which the vote is taken.**

APPENDIX A

ELECTION CODE OF LOCAL 443

Section 1. General Provisions for all Elections

An election committee, composed of not less than three (3) members, shall be established and shall have general responsibility for the conduct of elections in accordance with the **Appendix D of AFSCME Constitution** and the Constitution of Local 443.

- A. The election committee shall also report, as expeditiously as possible, the results of the balloting, together with recommendations regarding any protests which have been lodged concerning the conduct of the election as provided for in Sections 4 and 5 of Appendix D AFSCME International Constitution.
- B. No funds or publication of Local 443 shall be used to support or endorse the candidacy of any member for any elected within the AFSCME or Council 28 or Local 443.
- C. No candidate for office may be a member of the election committee.
- D. In any case where there is only one nominee for office, such nominee shall be declared elected. In all other cases, election shall be secret ballot.
- E. Any areas not specifically covered by this code shall be governed by the provisions of Appendix D of the AFSCME International Constitution.
- F. All challenges and protests of an election shall be made to the election committee, and be governed by the provisions of Section 4 and 5 of Appendix D of the AFSCME International Constitution.**
- G. All election records, including ballots, shall be sealed and retained by the secretary of local 443 for at least a year after certification by the election committee.**

Section 2. Election of Local 443 Officers

To be eligible for election, a nominee must be a member in good standing of Local 443 for one year immediately preceding the election. ~~prior to the election his/her election, as certified by the treasurer.~~

- A. The term of office for officers of Local 443 shall be for two years as set forth in Article VI, Section 2 of the constitution of this local.
- B. A notice of nomination or election shall be mailed to each member at his/her last known address not less than 15 days prior to the nomination or election for local 443 officers.
- C. Nomination for officers shall be made from the floor at the regular meeting of Local 443 in May of odd-numbered years. Those nominated must be members in good standing, **eligible per Section A,** and willing to serve. They are afforded the opportunity to decline, and the name of any nominee who declines shall not appear on the ballot. Write-in votes shall not be valid for any purpose.
- D. In any case where there is only one nominee for office, such nominee shall be declared elected. In all other cases, election shall be secret ballot.
- E. In May of odd-numbered years, nominations for the election of Local 443 officers shall be conducted. Elections are to be held by secret ballot at the next June general meeting.**
- F. Upon completion of the voting, the ballots shall be tabulated and the candidate for each office receiving a majority of the votes cast for that office shall be declared elected.
- G. A run-off election shall be conducted if no candidate for any office receives a majority of the vote cast. There shall be a ballot bearing two names for each office to be filled, such names being those nominees who received the greatest number of votes in the first balloting, and the candidate receiving the highest number of votes shall be declared elected.
- H. Those elected shall be installed in office immediately upon ~~Local 443's~~ **the membership's** acceptance of the election committee report, which report shall be given at the June meeting. The pre-election incumbents shall remain in office until new officers are installed.
- I. Any candidate whose name is to appear on the ballot shall have the right to have present an official observer chosen by the candidate, who must also be a member of the Federation, in all places where the ballots bearing the candidate's name are to be cast or counted.

Section 3. Election of Delegates and Alternates:

~~Local 443 shall elect delegates and alternates to conventions of the International Union, Council 28, and the Washington State Labor Council according to the provisions of paragraph C and D below, and of this local's constitution~~ **Local 443 members shall elect delegates and alternates to conventions of the International Union Convention, Council 28 Convention and the Washington State Labor Council, according to:**

- 1. Appendix D of the AFSCME International Constitution;**
- 2. this local's constitution;**
- 3. the provisions of paragraph B and C below, and**
- 4. the Constitution of the individual Policy Committees.**

~~A. Local 443 shall elect delegates and alternates to conventions, and/or affiliated bodies according to the provisions of paragraph C and D below, and of this local's constitution.~~

B. The election of delegates and alternates shall be determined by the highest number of votes cast per nominee and shall not require a majority of the votes cast.

C. The nomination and election of delegates and alternates may be held at one and the same meeting of Local 443.

Section 4. Elections within Bargaining Units and Agencies

POLICY COMMITTEE DELEGATES

Schedule of Elections:

1. Election of policy committee delegates will take place within each bargaining unit, agency, division, or office.
2. All Local 443 policy committee delegates shall serve a two-year term. Policy committee delegates must be re-elected each term.
3. Policy committee delegate elections shall be held in even years and the certified results shall be sent to WFSE Council 28 within ten days after the elections.
4. Any modification or exceptions from the adopted Policy Committee delegate structure can be appealed to the Local 443 Executive Board or the Local 443 president.
5. An election committee consisting of three Local 443 members, who are not on the ballot, shall carry out the nomination and election process.
6. The election committee shall notify the Local president of the election details, in accordance with Appendix A.
7. Before the election, the election committee must ask the Local 443 treasurer to determine if sufficient election funds are available.
8. All expenses for the nomination and election process must be pre-authorized by line item in the budget, or approved at the general membership meeting.

B. Election Process:

Fifteen days prior to nomination, the membership will receive a notice asking for nominations of policy committee members, and calling for elections of same.

1. The notification will include:

- a. the number of policy committee delegates apportioned to each bargaining unit;
- b. the name of the policy committee to which they are assigned;
- c. the term of office (two years);
- d. the date the nominations are closed;
- e. the method of election (mail-in ballot, ballot box, etc.), and
- f. the date of the election.

At the close of nominations, nominees must accept their nomination prior to being listed on the ballot.

1. A written list of the confirmed nominees will be published and made available to all pertinent bargaining units, agencies, divisions, or members with instructions for the time, place, and/or method of voting. The election committee will assure adequate opportunity for all members to vote.

2. The election of delegates and alternates shall be conducted in a reasonable time, shall be based on the highest number of votes cast per nominee, and shall not require a majority of the votes cast.

C. Election Certification:

1. The elections committee shall send the election results to the Local 443 president or secretary for certification. The election results should include the names of those elected (as indicated on their union card) and their term of office.

2. The Local 443 president or secretary will forward the certified election results to Council 28 staff.

D. Policy Committee Delegate Vacancies Between Elections

1. The President will make all appointments of policy committee delegates between elections, subject to approval of the 443 Executive Board.
2. The stewards of the bargaining unit, agency, division, or office may recommend members

SECTION 5. SHOP STEWARD ELECTIONS

A. Schedule of Elections:

Steward elections shall be held in even years, and the certified results shall be sent by December 15 to WFSE Council 28.

1. Election of stewards shall take place within each bargaining unit, agency, division, or office.
2. All Local 443 stewards shall serve a two-year term. Stewards must be re-elected each term.
3. An election committee, consisting of three union members of the bargaining unit, who are not on the ballot, shall carry out the nomination and election process.
4. The election committee shall notify the steward committee chair before shop steward elections. If the steward chair is not active, the committee will notify the Local president.
5. The election committee must inquire with the Local 443 treasurer before the election to determine the available funds to conduct an election.
6. Local 443 will reimburse all expenses for the nomination and election process which have been pre-authorized by line item in the steward committee budget or approved at the general membership meeting.

B. Election Process:

A written request asking for nominations for stewards will be sent to each Local 443 member within the bargaining units, agencies, divisions, or office. The written request will state the number of steward positions as designated by contract, the term of office (two years), the date the nominations are closed, the method of steward elections (mail-in ballot, ballot box, etc.), and date of election.

1. There is no limit to the number of stewards a bargaining unit can have unless specifically identified in the collective bargaining unit contract. All bargaining units, agencies, divisions, or offices should strive to achieve ten (10) percent of their membership as stewards; however, no bargaining unit, agency or division, or office should have fewer than two (2) stewards.
2. At the close of nominations, nominees will be contacted to confirm availability.
3. A written list of the confirmed nominees will be circulated to all bargaining units, agencies, divisions, or office members with instructions for the time, place, and/or method of voting. The election committee will assure adequate opportunity for all members to vote.
4. Members are allowed to vote for or against any person becoming a steward. To be certified as a steward, the member must receive more yes votes than no votes of the individual votes cast on his or her behalf. *Example: If fifty (50) members vote in the election and Jane Doe had twenty (20) votes, she must have eleven (11) yes votes to be certified. Any less and she could not be a steward.*
5. Any modification or exceptions from the adopted steward structure can be appealed to the stewards committee chair or the local 443 President.

C. Election Certification:

The elections committee shall send the election results to the Local 443 president or secretary for certification. The election results should include the names of those elected (as indicated on their union card) and their term of office.

1. The Local 443 president or secretary will forward the certified election results to Council 28.

D. Election of Chief and Lead Shop Stewards:

The shop stewards in each bargaining unit, agency, division, or office are encouraged to elect a chief steward and notify the Local 443 president. The election may be done at a steward meeting at the bargaining unit, agency, division or offices or by the bargaining unit as whole.

1. The chief steward must be a certified steward of the bargaining unit, agency, division or office.
2. Upon receiving notification as to who is the chief steward, the Local 443 president will ensure that a membership list for the applicable bargaining unit, agency, division, or office will be sent to the chief steward.

Shop Steward Vacancies Between Elections:

The president will make all appointments of shop stewards between elections.

1. The chief steward may recommend a member to a shop steward position. In absence of a chief steward, the shop stewards of the bargaining unit, agency, division, or office may recommend a member.

Notification of Shop Steward Certification:

- 1) Upon certifying a steward because of election or appointment, the Local 443 president or secretary shall notify WFSE, Council 28 in writing that this member is now a certified steward. This notification must include the steward's name (as printed on union card), place of employment, bargaining unit, and term of office.
- 2) The steward must attend basic steward-training course, sponsored by WFSE before handling any grievance.

WFSE LOCAL 443 DRAFT BUDGET FOR FY 2006-2007
To be discussed at April's Local 443 meeting.

Projected Income (Per Capita)	342,000.00
Reserves (Savings)	75,000.00
Interest Income	
Total Projected Funds Available	417,000.00
Projected Expenditures	309,950.00
Bookkeeping	6,150.00
AFSCME Audit	50.00
Annual CPA Audit	3,500.00
Bookkeeping Expenses	100.00
Officer and E-Board Payroll Admin costs	2,500.00
Collective Bargaining and Member Organizing	53,000.00
Organizing	31,000.00
Collective Bargaining	14,000.00
Communications	8,000.00
Committee General Expenses	10,300.00
Constitution	1,000.00
Diversity	600.00
Finance	1,500.00
Grievance	2,000.00
Elections	300.00
Organizing	1,000.00
Political Action	500.00
Scholarship	100.00
Resolution	300.00
Steward	1,000.00
Communications	1,000.00
Other (Women's, Social)	1,000.00
Community Events/Outreach	9,000.00
Community Events and Outreach	3,000.00
Barb O'Neil Family & Friends Holiday Dinner	1,000.00
Lakefair (Olympia -- July)	4,000.00
Conventions & Conferences	79,200.00
African-American Leadership Conference	1,500.00
AFSCME Regional Conference	1,200.00
AFSCME International Conference (August 2006)	45,000.00
Asian Pacific American Labor Alliance (AFL-CIO)	2,000.00

AFSCME Women's Conference (November 2007)	-
WFSE Convention (October 2007)	-
WFSE Policy Committees - Travel/Lodging	6,000.00
WFSE Presidents Council	2,000.00
W SLC Convention	15,000.00
W SLC Legislative Conference	500.00
W SLC Convention - COPE	3,000.00
WFSE Shop Steward Conference	3,000.00
Education/Training/Workshops	4,700.00
Union Training (Executive Board)	1,000.00
Books/Publications/Videos	200.00
Constitution Rewrite/Publication	500.00
Secretary/Treasurer Training	500.00
Elections	10,200.00
Officer and Executive Board Election	4,200.00
Local 443 Shop Steward Elections	4,000.00
Executive Board Expenses	18,000.00
Officer's Bond	400.00
Board Authorized Expenses	1,000.00
Executive Board Meetings	1,600.00
Social Fund	2,000.00
Local Meetings and Events	20,700.00
General Membership Meeting/Refreshments	7,200.00
General Membership Meeting/Door Prizes	1,000.00
General Membership Meeting	
Expenses (Interpreter Svs, Child care, etc)	3,000.00
Member Recognition/Awards	1,500.00
Annual Recognition Meeting	3,000.00
Local 443 Events	5,000.00
Newsletter and Publicity	11,550.00
Newsletter/Postcard Printing & Mailing	10,000.00
Camera/Photo Supplies	750.00
WLPA Annual Membership Fee	200.00
International Labor Communications Assoc	100.00
Web Page Maintenance	500.00
Office/Office Expenses	21,100.00
Storage Unit	3,600.00
Office Space	12,000.00
Copying Expenses	2,500.00
General Supplies	1,000.00
Postage	1,000.00
Telephone	500.00
Other (Bank fees -- checks)	500.00
Equipment/Software	10,000.00
Software	2,000.00
Equipment - Other	8,000.00

<u>Bargaining Unit Expenses</u>	33,000.00
AFSCME Retirees Dues(50)	3,000.00
Workplace Events	30,000.00
<u>Political Actions</u>	7,550.00
Political Contributions	4,000.00
Door Bell Act/Get out the Vote	500.00
Events	3,000.00
Miscellaneous Expenses	50.00
<u>Scholarship</u>	7,000.00
High School Scholarships	1,000.00
Local 443 Grant-in-Aid Scholarships	3,000.00
Barb O'Neil Scholarship	3,000.00
<u>Steward and Member Action Team</u>	5,500.00
Steward and Member Action Training	1,000.00
Steward Visibility	2,500.00
Steward Actives	500.00
Interpreter Services	1,500.00
<u>Solidarity</u>	1,000.00
Labor Day Celebration -- Olympia/Centralia	1,000.00

Local 443 General Meeting

3/21/06

6:15 PM to 9:15 PM

GA Building

Draft

The meeting of Local 443 was called to order by First Vice-President Don Vaughan at 6:15 pm at the auditorium of the General Administration building in Olympia.

Roll call of officers was taken by Recording Secretary Shellie Savage. All Officers were present with the following exceptions: John Geppert, Laura Bradley, Susie Rathke, Del Jensen, and Sarah C. Wilson were excused, Stan Leja was absent.

The membership performed the flag salute.

M/S/C (Motion/Seconded/Carried) to adopt agenda.

OBLIGATION OF NEW MEMBERS

None.

ADOPTION OF MINUTES

M/SC Move to adopt February 2006 general membership meeting minutes

SIGN LANGUAGE INTERPRETER

Wendy Carbonel was present. *Notify the president at the beginning of the meeting if you wish to have her stay past 7:00 pm.*

**SPECIAL ORDER OF BUSINESS
GUEST SPEAKER**

Greg Devereux, Council 28 Executive Director

June meeting of the Southwest Locals of WFSE on Collective Bargaining

Date: Saturday in June 2006

Time: 9:30 am to 3:30 pm

Place: Longview Red Lion, Longview, Washington

Attendees: SW Regional Local Members (approximately 200 to 250)

Costs authorized by Our Local: Up to \$3,000

(Current Fiscal Year 2005-2006 Budget Item status – Collective Bargaining has \$14,000)

ROOM RENTAL FOR EVENT \$1,500

Food for Lunch \$1,500

Proposed Agenda Items:

WFSE: Contract Negotiations Overview and Update

POLITICAL ACTION: Presentation related to Collective Bargaining and getting a good contract given by Joe Nilsson, Organizing Chair & Don Hall, Local 1466.

Lunch will be provided

BARBECUE after the meeting at a nearby park to meet local legislators to lobby for a good contract.

Sisters and Brothers of Local 443,

The purpose of this meeting is two-fold, first, to provide members the most recent information from Council 28 on the status of the contract negotiations for general government and higher education, second, to create the first organized cooperative effort among the southwestern WFSE Locals. Information was provided to our members to invite local legislators. The purpose of this effort would be to impress upon them how important a good contract is to us.

This event would be hosted by the Longview Local 1400 with Don Barber, Council 28 staff, coordinating with other WFSE Locals. Local 443 will sponsor \$3,000 for the meetings. Support will be provided by other Southwest WFSE Locals for costs over our \$3,000.

My apologies for not presenting this to you in person. I am in New Orleans participating in the Hurricane Katrina recovery effort. Your Local 443 Executive Board recommends approval of this expenditure from the Collective Bargaining line item of our current budget. I ask for your vote to approve this proposal. This will be our first opportunity to work with our sisters and brothers from neighboring WFSE Locals for a common effort. We have the obligation to our members to inform them on contract negotiations.

In Solidarity,

John Geppert
Your Local President

M/S/C To have the motion regarding SW Regional Locals meeting be published on the website and in the Newsletter and voted on at the April 18, 2006 general meeting.

Local 443 Constitution Draft Revisions
M/S/C To remove the Local 443 Constitution off the table.

STAFF REPORTS

Dave Pardy, Senior Field Representative – worked with Joe Nilsson presenting Unions 101 that went very well. Dress code issues at Employment Security Department (ESD), Utilities and Transportation Commission (UTC) and other agencies.

Tana Gann, Field Representative – Evening Shop Steward Training (on the next four Wednesday evenings) is going well. There are 15 in attendance. Future evening trainings will be scheduled.

Sherri-Ann Burke, Senior Field Representative – There are four teams working on contracting out. Staff assisting with teams are Sherri-Ann Burke, Jeanine Livingston, and Debbie Brookman.

COMMITTEE REPORTS

Organizing – Joe thanked Bill Longnecker, Joanne McCaughan and Dave Pardy for working with us on Unions 101. This Saturday event is geared to educate members on who the union is and how the union can work for you. We will be trying to put this on once a month.

Shop Steward Committee – will be meeting quarterly with the first meeting Saturday, April 29 from 12:00 pm to 1:30 pm at the Tumwater Valley Bar and Grill.

Political Action Committee – met last week, would like to encourage local members to attend these meetings. Working on a plan for election year 2006. Contact Bruce Zeller if interested.

Communication Committee – working to build a usable workable website. A proposal has been put forward for a more dynamic site that will be more user-friendly.

Sergeant-at-Arms – After almost 2 ½ years as Local 443's Sergeant at Arms I must now submit my resignation. As I have mentioned before, my pending move, and building of a new home does not provide me with storage, nor time to do the job. I have considered my time on the board as a way to give back to the Local. It has opened my eyes to all the work and time that the executive board officers give and I want them to know that I appreciate them.

If necessary I can continue through April, but if someone else would like to take over the responsibilities before then I would be greatly appreciative.

Sincerely,
Robyn Steacy

OLD BUSINESS

M/S/F (Motion/Seconded/Failed) To support Laura Bradley in her June walk for Cancer Survivors in the amount of \$500 out of the Community Outreach budget.

M/S/C – move to untable the Micro Fiber wipe

M/S/C Micro Fiber Computer Screen Wipes for Department of Social & Health Services (DSHS)

Whereas the employees at DSHS DCS Central Services (DCS CS) are not allowed to use the computer screen wipes without checking them out from their supervisor and washing/drying them before returning them to their supervisor; and

Whereas, the new “wipe check-out” policy is demeaning to the employees and places an undue burden on employees who want to keep their computers clean; and

Whereas, this situation provides a unique opportunity for Local 443 to show support for our members at DCS CS as well as an opportunity to raise visibility and awareness of the Union, Local 443, and the stewards.

Therefore be it resolved that Local 443 allocate up to \$150 from the Organizing budget to purchase a supply of computer screen micro fiber wipes that will be given to the stewards and activists in DSHS DCS Central Services so that employees will have an option of asking for a wipe from their Local 443 Steward rather than their supervisor with a union logo/sticker to be placed on the box.

M/S/C – Whereas, South Puget Sound Community College has 120 bargaining unit members,

Whereas, the Bargaining Unit will be electing new shop stewards, a new executive board member and new members to the Council 28 Policy Committee, and

Whereas, activity at the Bargaining Unit meetings for the past year has been minimal and when food and beverages are provided membership participation increases and

Whereas, the college has a policy that requires anything beyond “light refreshments” be ordered through the Food and Hospitality Services Department at the cost of \$5 per person;

Whereas that if it is well advertised it is anticipated that approximately 30 members will attend the meeting;

Therefore be it resolved that we are requesting the amount of \$150 to cover food, and beverages for the May 17, 2006 meeting.

NEW BUSINESS

Resolution in Support of Creation of an AFSCME Conservative Caucus and Council Conservative Caucuses

Whereas meaningful and empowered political expression is one of the most precious and important forms of freedom of speech; and

Whereas public employees in general and AFSCME members in particular are directly affected by initiatives, laws, and budgets passed at all levels of government; and

Whereas AFSCME members, more so than other unions’ members, have the opportunity to directly affect their conditions of employment through the political process, including the right to bargain

collectively; and

Whereas AFSCME's membership is the finest expression of the diversity of America; and

Whereas an important part of AFSCME's diversity is the hundreds of thousands of members who self identify as Conservatives; and

Whereas conservative members in Council 28 (WFSE/AFSCME) have found full expression and participation working within Council 28 through creation of a Conservative Caucus; and

Whereas the activities of the WFSE Conservative Caucus in it's first year has not only provided conservative WFSE members with a valuable means of self expression but contributed to achievement of resounding bipartisan support for and passage of crucial legislation, such as voluntary paycheck deduction for PEOPLE and protection of full rights to engage in union communications in the workplace; and

Whereas the future is brighter and better for all WFSE members because of the efforts of the WFSE Conservative Caucus.

M/S/C Therefore be it resolved that the 37th Biennial Convention of AFSCME go on record as supporting creation of an AFSCME Conservative Caucus in all AFSCME Councils.

M/S/C Local 443 direct Council 28 to set customer service standards for all union staff that place much more emphasis on member services and member satisfaction. (Council 28 should hire a private third party consultant to assess the weakness of WFSE employees, their customer service skills, as well as develop model processes, procedures, and best practices that will assure all WFSE members the highest quality services from WFSE employees in order to provide high quality standards or performance measures for member customer service. These standards and the actual services and member satisfaction should be reviewed on a quarterly basis.

Door Prize: Zach Smith

PEOPLE: \$21

Adjourned: 8:45 PM

SPECIAL NEEDS?

If you or anyone interested in attending a Local 443 meeting should need any ADA accommodations in order to attend please contact the Sergeant At Arms, Robyn Steacy or email Secretary443@aol.com or call the local message phone at (360) 754-8437.

Committee Contacts

Finance – **Susie Rathke** Treasurer@wfse443.org
Grievance – : **Don Vaughan** GrievChair@wfse443.org
Political Action -- : **Bruce Zeller**
Shop Steward – **John Geppert** President@wfse443.org
Organizing – **Joe Nilsson** OrgChair@wfse443.org

Diversity -- **Open**
Media – **Shellie Savage** Secretary443@aol.com
Contracts – **Open**
Scholarship : **Michele Elhardt**
Women's & Family Issues – **Open**



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UPCOMING EVENTS

April 11 May 11	Executive Board Meeting @ 6:30 p.m. @ WFSE Conference Room, 1212 Jefferson Street, Olympia
April 18 May 16	General Meeting @ GA Building, Capitol Campus @ 6:00 p.m. (3rd Tuesday each month)
April 19 May 17	Thurston-Lewis County Labor Council Meeting at the Labor Temple in 6:00 p.m. -- 119 ½ N Capitol Thurston-Lewis County Labor Council Meeting at Carpenter Hall In Centralia, 417 N Pearl at 7:00 pm
Check out Local 443's website at: www.wfse443.org Local 443's Phone Number: (360) 754-8437	



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