



AFSCME Local 443

Washington Federation of State Employees, AFL-CIO

August 2007 Local 443, Washington Federation of State Employees, AFSCME Olympia, WA

Local 443 Executive Board:

President:

Shellie Savage

1st Vice-President:

Tee Hall

2nd Vice-President:

Sarah C. Wilson

Secretary:

Lisa Randlette

Treasurer:

Mike Wood

Sergeant-at-Arms:

DeFrance Clarke

Organizing Chair:

Matt Grate

Communication Chair

Dara Brooks

Members-At-Large:

Cheryl Flynn

Joanne Bird

Del Jensen

Agency Reps:

Bill Longnecker, DIS

Dara Brooks, WSP

David Swan, BIA



Local 443 celebrated the 2007-09 Contract with a HotDog Lunch event on the DOL campus in Olympia on Wednesday, June 27th.

PARKS WORKERS VOTE NO CONFIDENCE IN MANAGEMENT

Parks and Recreation members have voted to declare “no confidence” in their agency’s management team led by Director Rex Derr.

The vote was 116-88.

Ballots were counted late Tuesday night, July 3, by an election team from Olympia Local 443. Statewide Parks Local 1466 asked Local 443 to count the ballots as a neutral party. (For the record: 473 ballots went out to eligible members; 220 were returned by the June 29 deadline; 16 were voided because they did not have name or address on an outer return envelope, were not marked properly or were not in the required “ballot enclosed” envelope; that left 204 valid ballots with 116 votes to support no confidence and 88 to not support.)

The no confidence vote is a strong public rebuke, but Local 1466 leaders hope it leads to positive changes.

“The agency should understand that employees are frustrated mainly with communications with them (management)—that’s the biggest message,” said Local 1466 President Mohammad Mostafavinassab, a ranger at St. Edward State Park in Kenmore.

Even as votes were still coming in, Parks members and management resolved a major dispute over proposed changes to the Law Enforcement Manual. At the fifth and final meeting resulting from the union's demand to bargain, both sides reached a tentative agreement that stopped many of the proposed changes that would have negatively impacted Parks members.

"The agency was proposing huge cuts in training, reducing the number of certified instructors and their required qualifications, eliminating the Law Enforcement Review Committee, cutting ammunition allotments, among others," said Federation Senior Field Representative Kurt Spiegel.

The Parks union team also negotiated a change to the current policy that requires them to cover the lights (including flashing lights) on top of vehicles when they are off duty or out of uniform. No other law enforcement agency has such a policy. Plus, the agency didn't have enough covers, so employees often had to improvise unsightly garbage bag and duct tape covers.

"As part of the newly negotiated Law Enforcement Manual, Parks agreed to rescind this policy and no longer require light bars be covered," Spiegel said.

A Note from Matt Grate, ESD, Local 443 Organizing Chair

As the new chair of 443 Organizing committee I will be implementing an agency ambassador program; asking members from each agency in Local 443 to have a member ambassador to the Organizing committee. One of the largest problems with organizing is getting information out to all the members at the agencies and getting information back to the Organizing committee. I hope to reduce that problem by having at least 1 ambassador to the Organizing committee from each Agency. If you would like to be an Ambassador to the Organizing committee, please come to the August 4th or September 8th Organizing committee meeting 10:30, South Puget Sound Community College or call the Local at 236-0443 and leave your contact information so we can call you back.

Reminder from your Organizing chair:

If you would like to submit a change proposal for the next round of Collective Bargaining Agreement you have until September 28th to submit any changes you would like to see in the CBA. Change proposals must be passed at a local meeting.

Capitol Campus Emergency Response Committee is planning a Public Employee Safety Awareness Fair on the Capitol Campus in early September (date not finalized but looks like the week of the tenth). The theme is to have your family prepared at home for an emergency/disaster.

WFSE/AFSCME LAPEL PIN LOGO DESIGN CONTEST

Deadline for entries in the contest to design a new union lapel pin logo contest is **5:00 PM AUGUST 15, 2007**. The criteria for entries adopted by the WFSE/AFSCME Executive Board:

- The design should be distinctive, reflecting the uniqueness of Washington state and our union;
 - The contest is open to all members and locals;
 - The WFSE/AFSCME president will appoint a selection committee made up of one representative from each of the union's nine Policy Committees;
 - Members of the screening committee will be ineligible to participate in the design contest;
 - The selection committee will screen the entries and narrow the field to five designs;
 - 2007 Convention delegates will select a winning design from the five finalists;
 - \$500 will be awarded to the winning designer;
 - The logo would then be used for lapel pins for the 2008 AFSCME Convention
- Entries must be sent via US Mail or delivered in person to WFSE/AFSCME Headquarters, 1212 Jefferson St SE, #300, Olympia WA 98501.

ORGANIZING AWARD

Nominations are now open for the Howard Jorgenson Organizing Award. This award was established to recognize a WFSE/AFSCME member who has demonstrated outstanding skills in the area of organizing. Award will be handed out at the WFSE/AFSCME Convention Awards Banquet October 5 in Spokane.
Eligibility:

Locals, individual members and staff may nominate union members, shop stewards, statewide and local officers, staff and other activists. Nominees must have demonstrated outstanding skills in the area of organizing.

Nomination:

Forms are available on Council 28 web-site or in the June 2007 Council Newsletter. Nominations must be received by September 5, 2007.

JOB ACTION OF THE YEAR AWARD

This award is to recognize a WFSE/AFSCME member or members who organized the most creative and effective job action since January 1, 2006.

Eligibility:

Locals or individuals members or staff may nominate a WFSE/AFSCME member or members who organized the most creative and effective job action since January 1, 2006.

Nomination:

Forms are available on Council 28 web-site or in the June 2007 Council Newsletter. Nominations must be received by September 5, 2007.

SHOP STEWARD OF THE YEAR AWARD:

Eligibility:

Locals or individuals members may nominate shop stewards who have demonstrated outstanding skills to help their members and to build up the union at the grassroots level.

Nomination:

Forms are available on Council 28 web-site or in the June 2007 Council Newsletter. Nominations must be received by September 5, 2007.

ROSELLA CHARVET LEADERSHIP AWARD:

Eligibility:

Locals or individual members or staff may nominate union members, shop stewards, statewide and local officers, staff and other activists. Nominees must have demonstrated outstanding leadership skills.

Nomination:

Forms are available on Council 28 web-site or in the June 2007 Council Newsletter. Nominations must be received by September 5, 2007.

MEDAL OF VALOR AWARD:

Eligibility:

Locals or individuals members or staff may nominate union members who are public safety officers. Nominees must have demonstrated bravery and valor in a specific situation or situations since January 1, 2006.

Nomination:

Forms are available on Council 28 web-site or in the June 2007 Council Newsletter. Nominations must be received by September 5, 2007.

BULLETIN BOARD CONTEST

Have you got a union bulletin board you're proud of? If so, snap a photo of your office's bulletin board and send it or e-mail it to the WFSE/AFSCME Communications Committee by August 15, 2007.

WEARING OF THE GREEN AWARD

The Local has created a new award for any member caught wearing the green in situations not directly associated with union activities. Our first award winner was Sarah C. Wilson from Employment Security who managed to get on the front page of the Olympian wearing the green at her daughter's school parent meeting.

The local meetings are where members pass motions and or resolutions to spend your dues. If you want a say in it, come to the meetings. These decisions can affect you!

	<h1 style="text-align: center;">Local 443 General Meeting</h1> <p style="text-align: right;">6/19/07 6:00 PM to 9:00 PM GA Building</p>
	<i>Draft</i>

The meeting was called to order by President Shellie Savage at 6:10 p.m. at the Auditorium of the General Administration Building in Olympia. Flag salute.

Roll call of officers was taken. All officers were present.

ADOPTION OF AGENDA

Agenda was approved.

Copies of the May meeting minutes were not available for review and will be provided at the July 19th meeting for approval.

NEW OFFICERS

Shellie Savage was sworn in as President of Local 443 for a full two-year term.

Shellie paid special tribute to the dedicated efforts of outgoing Executive Board members Don Vaughan, Joe Nilsson, Alanna Gehr, Tom Newcomb, and Susie Rathke.

Sherrie-Ann Burke presented Shellie a framed historical newspaper article related to the formation of Local 443.

NEW BUSINESS

PRESIDENT'S REPORT

Obligation of New Members

The meeting attendees recognized two new Local 443 members and President Savage read the oath of obligation to Maria Pedersen, Health Care Authority, Lawrence Springstead - Washington State Patrol

ELECTIONS COMMITTEE REPORT

2007 WFSE Local 443 Election Committee Report

Tuesday, June 19, 2007

The election committee has completed its assignment of the WFSE Local 443 Officer, Executive Board and Trustee positions and presents this final report.

The candidates elected to the 2007-2009 executive board are:

President: Shellie Savage
1st Vice President: Tee Hall
2nd Vice President: Sarah C. Wilson
Secretary: Lisa Randlette
Treasurer: Michael Wood
Member-at-Large: Cheryl Flynn
Member-at-Large: Del Jensen
Member-at-Large: Joanne Bird
Organizing Chair: Matt Grate
Sergeant-at-Arms: DeFrance Clarke

The candidates elected as trustees:

Trustee Position 1 (One-Year 2007-2008): Susie Rathke
Trustee Position 2 (Two-Years 2007-2009): Mark Childs
Trustee Position 3 (Three-Years 2007-2010): John Geppert

We wish to express our appreciation to the following special individuals who gave freely of their valuable time and service in the work of this committee: Wendy Conway, Susan Jackson, Al Papas, Dona Piercy, Roberta Carpenter and Georgina Willner.

A special thanks to Mary Donnelly at WFSE Council 28 for providing guidance, organizing the mailing of the ballots and getting us organized for the election counting.

We have sealed all documentation and materials relating to this election. The ballots and all records shall be retained and preserved on file by the secretary one-year.

In solidarity,
Ginger Bernethy
Gail Richardson
Nancy Healy

President Savage swore in Joanne Bird as Member-at-Large.

TREASURER'S REPORT

Treasurer Susie Rathke presented the proposed two-year budget.

M/S/P - Adopt the budget as presented

COMMUNICATIONS COMMITTEE REPORT

Cathi Bailey, Co-Chair of the Communications Committee, presented recommendations for endorsement of candidates by Local 443.

M/S/P to Endorse:

City of Tumwater Council #1 - Ed Stanley
City of Tumwater Council #2 - Pete Kmet
City of Lacey Council #1 - Russ Olsen
Port of Olympia Commissioner #1 - George Barner
City of Olympia #1 / Mayor - Doug Mah
City of Olympia #2 - Matthew Green

M/S/P - to table endorsement for City of Olympia #3 pending action by Council 618

M/S/P - Defer to August Meeting

Evaluating the funding level for workplace events category in the approved budget.

Washington State Labor Council Convention, August 2007

Bill Longnecker opened the floor for nominations of 14 delegates to the Washington State Labor Council Convention. The Local 443 President is an automatic delegate.

M/S/P by Acclimation - Delegates to Washington State Labor Council Convention

Del Jensen	Susie Rathke
Matt Grate	Bridget Florey
Cathi Bailey	Kirk Talmadge
Bruce Zeller	Zach Smith
Joan Gallagher	Marcelline Love
Lori Butterfield	Joe Nilsson
Bill Chrisman	

M/S/P by Acclimation - Alternates to Washington State Labor Council Convention

Lisa Randlette, Jess King, Meghan Walsh

PEOPLE Event Held June 2

Cathi Bailey reported a good turnout (over 120 people). The auction raised over \$2,000. 11 new members signed up as PEOPLE contributors and 19 members increased their regular contributions. Cathi gave special thanks to Representative Brenden Williams (D) -22 Leg., Senator Karen Fraser (D) - 22 Leg, WFSE Executive Director Greg Devereux, and WFSE State President Carol Dotlich. Cathi recognized Alanna, Sally, and Jane for helping with arrangement.

M/S/P - “First Things First” Resolution (text of approved resolution follows)

Whereas, a key purpose of the Washington Federation of State Employees is to achieve and maintain excellent wages, benefits and working conditions; and,

Whereas, full-scope collective bargaining is a powerful tool for achieving this purpose; and,

Whereas, the Washington Federation of State Employees needs to use every resource at its disposal in a strategic manner to achieve this goal; and,

Whereas, negotiations for 2009 to 2011 Collective Bargaining Agreements will be conducted with the backdrop of the 2008 Gubernatorial election; and,

Whereas, there will be tremendous pressure from numerous forces, entities, and individuals during the 2008 election cycle to reduce state expenditures at the expense of state employees’ wages and benefits; and,

Whereas, no candidate for Governor will be immune from these pressures; and,

Whereas, a key purpose and strength of the Washington Federation of State Employees is the ability to empower individuals to create a powerful collective voice; and,

Whereas, a major expression of that collective State Employees; and,

Whereas, no candidate should ever take WFSE’s endorsement for granted; and,

Whereas, WFSE’s endorsement is of great value;

Therefore, Be It Resolved, that Local 443 supports delaying any WFSE endorsement of a Gubernatorial candidate until such time as negotiations for 2009 to 2011 Collective Bargaining Agreements are concluded; and,

Be It Finally Resolved, that Local 443 does submit this resolution to the 2007 WFSE Convention for the purpose of convention delegates’ consideration of affirming that WFSE shall not endorse any 2008 Gubernatorial candidate for election until such time as negotiations for 2009 to 2011 Collective Bargaining Agreements are concluded.”

M/S/P - “Fair Day’s Pay for Day’s Work” Resolution (text of approved resolution follows)

“Whereas, all employees deserve a day’s wages for a day’s work; and,

Whereas, the State of Washington conducts salary surveys which document that many state employees are paid substantially less than their counterparts in other divisions of government and the private sector who do the same type of work; and,

Whereas, some employees are paid up to 25 percent less than their counterparts in other divisions of government and the private sector who do the same type of work; and,

Whereas, these salary shortfalls run counter to the principles of equity and fairness and respect embraced by both the Washington Federation of State employees and the Labor Movement;

Therefore Be It Resolved, that Local 443 does affirm that one of the principal purposes of full-scope collective bargaining for the 2009 to 2011 Collective Bargaining Agreements (CBAs) and subsequent CBAs will be to reduce, and eventually eliminate, the salary survey gaps between state employees and their counterparts in other divisions of government and the private sector who do the same type of work; and,

Be It Finally Resolved, that Local 443 does submit this resolution to the 2007 WFSE Convention for the purpose of Convention Delegates' consideration of affirming that one of the principal purposes of full-scope collective bargaining for the 2009 to 2011 Collective Bargaining Agreements and subsequent CBAs will be to reduce and eventually eliminate the salary survey gaps between state employees and their counterparts in other divisions of government and the private sector who do the same type of work."

M/S/P - "WMS Accountability" Resolution (text of approved resolution follows)

"Whereas, the Washington Federation of State Employees (WFSE) represents nearly 40,000 public service employees in a tremendous variety of jobs; and,

Whereas, approximately 2500 of these employees represented by WFSE are in supervisory positions; and,

Whereas for many state supervisors their only promotional opportunities are Washington Management Service (WMS) positions; and

Whereas, WMS positions may be filled by direct appointments or through use of competitive registers; and,

Whereas, legislative intent was that use of direct appointments to fill WMS positions be rare and only employed when significant and emergent business needs dictated use of such an extreme method; and,

Whereas, it is unclear whether all state agencies adhere to this legislative intent; and,

Whereas, any failure to employ a competitive register process whenever possible damages equity and fairness for state employees and the public interest;

Therefore Be It Resolved, that Local 443 does call for an immediate public accounting of how many WMS positions have been filled in each agency by direct appointment and how many WMS positions have been filled through use of competitive registers each fiscal year, starting July 1, 2005, and,

Therefore Be It Finally Resolved, that Local 443 does request that the WFSE Executive Board consider and initiate steps to cause such a public accounting to occur, and if necessary, direct staff to file public disclosure requests to obtain this information."

M/S/P - Compensate Ms. Angie Grate for Serving as Outside Door Monitor During Local 443 General Membership Meetings

"Motion to compensate Ms. Angie Grate a sum of \$25.00 or minimum wage, whichever is higher, for serving as outside door monitor during Local 443 General Membership Meetings."

M/S/P - Local 443 Delegates to WFSE State Convention

"Motion to accept as delegates the 36 people that signed up during the June 18, 2007 General Membership Meeting to serve as Local 443 delegates at WFSE Fall State Convention in Spokane."

WFSE STATE CONVENTION DELEGATES / OCTOBER 2007

Signed up at June General Membership Meeting

Gail Richardson / L & I
Vickie Hollinghead
Janet Grigsby / L & I
Evelyn Templar
Ed Danielson
Katherine Bilanka
Tom Newcomb
Les King
Maria Pedersen
Steven Shippee, LNI / L & I
Joel D. Head
Susan Kneeland
Leslie Novy
Wardell Dye / ESD
Alanna Gehr / SPSCC
Donna Vaughn / L & I
Allen Miller / DSHS
Steve Pointec / ESD
Megan Walsh / HOR

Dara Brooks / WSP
Lori Butterfield / L & I
Cathi Bailey / DSHS
John Templar (retired)
Bruce E. Zeller / L & I
Wendy Palores (sp)
Richard L. Champayne / ESD
Jess King / L & I
Marcelline Love / L & I
Mark Childs
Shannon Head
Donna Carpmail
Todd Gavey
Bridget Flory / L&I
Don Vaughn / L & I
Joan Gallagher / WFSE staff
K. Kirby Lougheed / DSHS / HRSA / DASA
Lisa Randlette / DNR
Zach Smith / WFSE staff

M/S/P - LakeFair Parade Float

"Motion to approve expenditure of up to \$1500 for purchase of supplies to prepare Local 443 Float for the Olympia LakeFair Parade."

M/S/P - Wearing of the Green Award

"Motion to recognize Sarah C. Wilson for her front page photograph in the Daily Olympian wearing a green AFSCME shirt."

M/S/P - Labor & Industries Contract Information Meeting

"Whereas, the 2007-2009 Collective Bargaining Agreement goes into effect on July 1, 2007, the 1800 member Labor & Industries Bargaining Unit plans a celebratory lunch on July 25, 2007, to take place at L & I Headquarters in Tumwater.

"Therefore, be it Resolved, that Labor & Industries requests an amount, not to exceed \$2,500 dollars for the purpose of funding a bargaining unit lunch."

"Motion to approve up to \$2500 for a 'lunch and learn' meeting to celebrate the new contract and educate members about contract benefit gains.

M/S/P - Employment Security Re-occurring Meeting and Organization Budget for Local 443 Membership

"Whereas ES has multiple re-occurring meetings each month to inform and organize its members and all members of local 443,

"Whereas the ES shop stewards hold monthly meetings to develop strategies and tactics to increase support of ES employees within local 443 and across the bargaining unit,

"Whereas ES has 9 buildings in the local 443 chapter that it's members are housed in and the difficulty of organizing such a diverse and dislocated membership has increased cost for organizing and logistics,

"Whereas shop stewards, activists and members of the ES Bargaining Unit believe that effective organization starts with the members and that funds can be allocated most effectively by those as close to the membership as possible.

"Therefore be it resolved that ES co-chief shop stewards or their designees are authorized to spend up to \$350 a month for food, beverage and related expenses for the Maple Park campus monthly "Lunch with the Union", and

"Therefore be it resolved that ES co-chief shop stewards or their designees are authorized to spend up to \$100 a month for food, beverage and related expenses at the Thurston County Work Source monthly lunch, and

"Therefore be it resolved that ES co-chief shop stewards or their designees are authorized to spend up to \$350 a month for food, beverage and related expenses for the Lacey campus monthly "Lunch with the Union", and

"Therefore be it resolved that ES co-chief shop stewards or their designees are authorized to spend up to \$150 a month for food, beverage and related expenses for the monthly Shop Steward meeting, and

"Therefore be it resolved that ES co-chief shop stewards or their designees are authorized to spend up to \$200 a month for organizing materials for ES Shop Stewards including but not limited to paper, markers, ink, office supplies and services and other organizing materials as needed and,

"Therefore be it resolved that ES co-chief shop stewards or their designees are authorized to spend up to \$100 a month for other organizing activities as needed, and

"Therefore be it resolved that a total of \$1250.00 a month will be allocated for the re-occurring expense of the Employment Security Department Bargaining Unit until July 31st 2008."

UPCOMING MEETINGS

Monday, July 9, 2007, 6 PM - Local 443 Executive Board meeting will be held at the WFSE Council 28 Headquarters, first floor meeting room, 1212 Jefferson St., Olympia.

Tuesday, July 17, 2007, 6 PM - Local 44 General Membership Meeting will be held at the GA Auditorium on Capitol Campus, Olympia - Will be the final opportunity for Local 443 members to sign up for the October Convention.

PEOPLE Fund - Meeting attendees contributed \$24.20.

Meeting adjourned at 8:55 PM.

	<h1 style="margin: 0;">Local 443 General Meeting</h1> <p style="margin: 0;">7/17/07 6:20 PM to 8:55 PM GA Building</p>
	<i>Draft</i>

The meeting was called to order by President Shellie Savage at 6:20 p.m. in the Auditorium of the General Administration Building in Olympia. Flag salute.

Roll call of officers was taken - quorum.

- President: Shellie Savage - present
- 1st Vice-President: Tee Hall - excused
- 2nd Vice-President: Sarah C. Wilson - present
- Secretary: Lisa M. Randlette - present
- Treasurer: Michael Wood - present
- Member-at-Large: Cheryl Flynn - present
- Member-at-Large: Del Jensen - excused
- Member-at-Large: Joanne Bird - absent
- Organizing Chair: Matt Grate - present
- Sergeant-at-Arms: DeFrance Clarke - excused

ADOPTION OF AGENDA

Agenda was approved.

Copies of the May and June General Membership Meeting minutes were available for review and approved with corrections. May meeting minutes are corrected to recognize Wardell Dye as a nominee for Trustee Position 3. June meeting minutes are corrected to recognize that Sarah C. Wilson, second Vice-President was excused; The Political Action Committee Report was presented by Ms. Cathi Bailey, Co-Chair of the Committee; 38 people that signed up to serve as Local 443 delegates at the WFSE State Convention. Katherine Bilanko and Steve Pointec were elected as delegates to the WFSE State Convention.

GUEST SPEAKER

Jerry Beckendorf of Tacoma described his fundraising efforts for a scholarship program to benefit union and community members in Pierce County. The program has funded twenty-two (22) scholarships in the last three years. Six (6) new scholarships will be awarded this year. Please consider sponsoring a student scholarship by participating in a bowling tournament being held this September 23, 2007 at Pacific Lanes in Tacoma, from 1 - 4 pm / \$50 per person. Contact Nadine Glass at (253) 272-4263 for more information.

OLD BUSINESS

M/S/P - Bring back for consideration the endorsement motion for City of Olympia Council Position #3 that was tabled at the June meeting.

M/S/F - To amend original motion to make a dual endorsement.

M/S/F - Original endorsement motion.

STAFF REPORTS

Joan Gallagher – Described the many agency events celebrating and informing members about details of the new contract.

TREASURER'S REPORT

New Treasurer Michael Wood provided the monthly financial report. He requested that people make prior arrangements with him in order that he has adequate time to prepare necessary billing and payment documents.

NEW BUSINESS

M/S/P - Contract Proposal to WFSE Council 28, AFSCME, AFL-CIO for 2009-2011 State and Higher Education Contract Negotiations

"The next round of collective bargaining should seek to lower the 'catch-up for those behind on the salary survey to 10 percent behind versus 25 percent behind. It is ridiculous to think that in a state with some of the richest people in the world, that state employees should be considered adequately compensated when they are 'only' 25 percent behind their peers in other states or similar occupations. But, the catch-up should be done at a maximum of 10 percent a year until they are within 10 percent on the survey, which should make it easier on the budget."

M/S/F – Resolution for Recommended Political Contributions from Local 443

"WHEREAS we have endorsed candidates running for local office and would, in the interest of promoting our political activities in the community, like to support these candidates with cash contributions from our Local. THEREFOR BE IT RESOLVED that we contribute \$200 to each of the six (6) endorsed candidates for a total of \$1,200 to be taken from the Political Actions Contributions line item account."

M/S/P – Labor and Industries Shop Steward Training – August 7, 2007

"WHEREAS training on the new collective bargaining contract is required in order to make shop stewards effective in their enforcement of the contract and

WHEREAS Labor & Industries will be having training on the new contract on 8/7/07 for stewards.

"THEREFORE LET IT BE RESOLVED that Labor & Industries be provided up to \$100 out of Steward Training Budget Category to provide food for the new contract training meeting on this date [August 7, 2007]." [\$100]

M/S/P – Labor and Industries Shop Steward Training – August 9, 2007

"Provide up to \$100 out of Steward Training budget category for Labor & Industries shop steward training on the new contract / August 9, 2007." [\$100]

M/S/ – Consider for Action at the August 21, 2007 General Membership Meeting

"WHEREAS, Labor and Industries Headquarters is a bargaining unit of over 1200 people, and has 40 shop stewards, and

"WHEREAS, the shop stewards at Labor and Industries Headquarters meet on a monthly basis,
"THEREFOR BE IT RESOLVED that up to \$100 per month over the course of the next budget cycle shall be allocated to the shop stewards at Labor & Industries for the purposes of providing food at the monthly meetings."
[\$1,200]

M/S/ – Consider for Action at the August 21, 2007 General Membership Meeting

Proposal for DSHS / Lacey

"This is a request for continued funding for the monthly steward meeting lunch and contract training that has been ongoing in our agency in Lacey. "We are requesting no more than \$125.00 per month beginning this month (July) for the next fiscal year for a maximum total of \$1,500.00."
[\$1,500]

****M/S/ - Proposal for DSHS / Pear & Quince Street**

"The request is for 3/\$5.00 coffee cards per month to be used to promote reading our monthly union-distributed materials and to also engage members to read the Collective Bargaining Agreement.

"We are proposing an additional interactive flyer.

"This flyer would contain a question created by the shop stewards of Quince and Pear DSHS and would be added to the monthly union information from WFSE staff.

"Every month in our distribution literature we would include a contract question that would relate to the distributed materials.

"Members would submit the correct written answer to the question to the shop steward identified in the flyer. We would allow 4 working days to answer the question. Those members with the correct answer would have their names placed in a drawing and the first 3 would receive the coffee cards.

"We are requesting for funding for coffee cards until the end of the year. For a total of 15 cards at \$5.00 each for a total of \$75.00.

"In addition we are requesting funding for a BBQ that we intend to have on August 23 between the two buildings. The focus of the BBQ will be contract celebration and educating members about PEOPLE participation. Our expectation is that we would have approximately 50 members to attend. The cost to be approximately \$125.00.

"The total proposal for DSHS Pear and Quince Buildings (Darth Vader 1 and 2) is \$200.00"

****M/S/ – Consider for Action at the August 21, 2007 General Membership Meeting**

Proposal for Cherry Street DSHS and Town Square L&I, WSP & DSHS

"With DSHS, L&I and the WSP there are at least 750 people in these buildings, we believe that we can provide an event for \$2.00 per person. This is a request for \$1,500 to be used for a member lunch and learn, contract celebration and member education of our PEOPLE program. We have planned a BBQ on Chestnut Street in front of the Cherry Street DSHS Building. Our date is 8/15/07."
[\$1,500]

OBLIGATION OF NEW MEMBERS

Rebecca Velayas, Department of Social and Health Services

Peter Shaw, Department of Social and Health Services

John Moothart, OSOS

Susie, Seip, The Evergreen State College

M/S/P – Contribute \$100 toward sponsorship of the 4th Annual Jerry Beckendorf Scholarship Bowling Tournament. [\$100]

M/S/P – Welcome Bags for New Ecology Bargaining Unit Members

[Motion] from the Ecology Bargaining Unit, Local 443

“The Department of Ecology is experiencing an unprecedented number of new hires.

“The stewards of the Ecology bargaining unit have created a ‘welcome bag’ program to provide basic information about union membership.

“These bags include a promotional item like a travel mug to promote union membership, and have been a great success.

“The bags are delivered by stewards and volunteers that also make sure each person signs their payroll deduction card.

“Since the Organizing Committee was not convened during July, we have come to this body to make a request for our current (and urgent) needs to continue to deliver welcome bags to new employees.

“It is requested here that the following resolution be passed on the floor of the Local 443 general meeting:

“BE IT RESOLVED that the sum of up to \$300 is set aside for the ordering of promotional items from AFSCME International for Ecology’s welcome bag program. This may include, but is not limited to, travel mugs, mouse pads, or ceramic mugs with the AFSCME logo, and if any funds are left from this order, the remainder may be used for candy bars or other small items for the bags.” [\$300]

M/S/ – Consider for Action at the August 21, 2007 General Membership Meeting

“WHEREAS getting the word out to members and the community through ‘Volunteer Organized Events’ is important to the survival of a Union. The logical way to be organized is to purchase ‘event items’ in advance and in bulk through Union Made in the USA stores with our logo on the items. Event items would be kept in storage with a monthly inventory report to the Local 443 Executive Board and could be checked out by members participating in organizing events.

THEREFOR BE IT RESOLVED that WFSE Local 443 does allocate up to \$25,000 for the Organizing Committee to purchase event supplies and items (A list of items will be attached at the August 443 meeting).”

M/S/ – Consider for Action at the August 21, 2007 General Membership Meeting

“WHEREAS Local 443 and the WFSE Olympia Field Office will be participating in the Public Employees Safety Awareness Fair on September 11, 2007 (10 AM – 2 PM), as vendors where an estimated 2,000 people will be attending; to learn about how to prepare your family for a disaster. The group would like to be able to provide up to 1,000 pocket first aid kits (\$1.70 each, 4 junior Band-Aid, 1 large Band-Aid, 2 wipes and a first aid card) with our Logo on them. They would also like to give out healthy snack items like the Public Employee Appreciation Day. The group would also like to give a special gift to the dozen or so Washington State National Guard who will bring and set up tents for the event.

“THEREFORE BE IT RESOLVED that WFSE Local 443 allocate up to \$5,000 for the event.” [\$5,000]

M/S/ – Consider for Action at the August 21, 2007 General Membership Meeting

“WHEREAS Local 443 has a low participation rate for its 10,880 members at local, policy, and state conventions. Member participation is important for the base, the foundation of a Union. To gain a strong contract a large support team needs to be prepared and organized throughout all agencies in Local 443.

“THEREFOR BE IT RESOLVED that Local 443 allocates up to \$25,000 for time-loss for members participating in organizing events to increase member awareness and participation in the Union as recommended by the Organizing Committee and approved by the Executive Board.” [\$25,000]

M/S/F - “Contribute a \$250 donation to the Mary Bridge Children’s Hospital child abuse prevention program out of the community events budget item. Discussion about the appropriateness of contributing union funds to general community charity organizations.”

M/S/P - by Acclimation Local 443 Delegates to WFSE State Convention

“Motion to accept as delegates the [29] people that signed up during the July 17, 2007 General Membership Meeting to serve as Local 443 delegates at WFSE State Convention in Spokane.”

Michael Wood
Joy Collins
Donald Cline
Edward Tilton
Michele Auset
Rebecca Velayas

Susie Seip
Joe Nilssen
Matt Grate
Ed Danielson
Cheryl Flynn
Ben Labelle

Karen Moek
John Moothart
Candy Holstine
Samantha Salizer
Kari Newitt
Robert Spaulding

Linda Dupertuis
 John Gerecht
 Sarah C. Wilson
 Lynn Crowley

Peter Shaw
 Kerry Graber
 Georgina Willner
 Ingrid Hansen

Thornton Alberg
 Cheryl D'Augelo-Gary
 Bill Longnecker

NOTE: These are delegates in addition to the people who signed up at the May and June General Membership Meetings.

Local 443 Communication Committee Chair – Dara Brook will be recruiting for open committee chair positions and encourages members to contact her for more information

Final updates to the Local 443 Constitution will be discussed at the August General Membership Meeting.

UPCOMING MEETINGS

“Super” Saturday, August 4, 2007, 10 AM

Local 443 Shop Steward meeting will be held at South Puget Sound Community College (SPSCC). The Local 443 Political Action Committee and Local 443 Organizing Committee will be holding meetings later the same day and location. Flyers will be mailed out the end of July

Wednesday, July 25, 2007, 6 PM – Local 443 Communication Committee meeting will be held at 404 72nd Ave NE, Boston Harbor. Please phone 951-5159 for more details.

Wednesday, August 8, 2007, 6 PM - Local 443 Executive Board meeting will be held at the WFSE Council 28 Headquarters, first floor meeting room, 1212 Jefferson St., Olympia.

Tuesday, August 21, 2007, 6 PM - Local 443 General Membership Meeting will be held at the General Administration Building Auditorium on the Capitol Campus, Olympia.

Meeting adjourned at 8:55 PM.

Approved Budget for 2007

Reserves (Savings)	400,000.00
Projected Income (Per Capita)	352,700.00
Interest Income	8,000.00
Total Projected Funds Available	360,700.00
Projected Expenditures	501,906.16
REVENUE - EXPENDITURES = NET GAIN/NET LOSS	(141,206.16)
Bookkeeping	8,600.00
AFSCME Audit	100.00
Annual CPA Audit	6,000.00
Bookkeeping Expenses	1,000.00
Officer and E-Board Payroll Admin costs	1,500.00
Collective Bargaining and Member Organizing	47,500.00
Grants to Units Fighting Decerts	10,000.00
Radio Ads	5,000.00
Printing Expenses	5,000.00
T-Shirts/Buttons, Etc	7,500.00
Bulletin Board Materials	5,000.00
Committee General Expenses	15,600.00
Constitution	200.00

Diversity	1,000.00
Finance	1,800.00
Grievance	1,500.00
Elections	300.00
Organizing	1,800.00
Political Action	2,000.00
Scholarship	100.00
Resolution	300.00
Steward	4,800.00
Communications	800.00
Other (Women's, Social)	1,000.00
Community Events and Outreach	8,000.00
Community Events and Outreach	3,000.00
Barb O'Neil Family & Friends Holiday Dinner	1,000.00
Blacks in Government (Martin Luther King Celebration)	1,500.00
Lakefair (Olympia -- July)	2,500.00
Conventions & Conferences	134,800.00
African-American Leadership Conference	1,500.00
AFSCME Regional Conference	1,200.00
AFSCME International Conference (June 2008)	35,000.00
Asian Pacific American Labor Alliance (AFL-CIO)	2,000.00
AFSCME Women's Conference (November 2007)	5,000.00
WFSE Convention (October 2007)	55,000.00
WFSE Policy Committees - Travel/Lodging	2,000.00
WFSE Presidents Council	1,000.00
WSLC Convention	10,000.00
WSLC Legislative Conference	500.00
WSLC Convention - COPE	3,000.00
WFSE Shop Steward Conference	15,000.00
Labor Notes Conference	3,000.00
Ecology--BU table @ various events	600.00
Education/Training/Workshops	6,200.00
Summer School for Union Women (TESC Labor Center)	2,500.00
Union Training (Executive Board)	2,000.00
Books/Publications/Videos	200.00
Constitution Rewrite/Publication	500.00
Secretary/Treasurer Training	1,000.00
Elections	5,000.00
Officer and Executive Board Election	2,000.00
Local 443 Policy Comm. Delegate/Alternates Elections	1,000.00
Local 443 Shop Steward Elections	1,000.00
Local 443 Bargaining Unit Elections for Executive Board	1,000.00
Executive Board Expenses	18,000.00
Officer's Bond	400.00
Board Authorized Expenses	1,000.00
Executive Board Meetings	1,600.00
Officer and Executive Board Stipend (constitution chg +/-)	15,000.00
Social Fund	2,000.00

Local Meetings and Events	23,300.00
General Membership Meeting/Refreshments	3,000.00
General Membership Meeting/Door Prizes	800.00
General Membership Meeting Expenses (Interpreter Svs, Child care, etc)	1,500.00
Member Recognition/Awards	1,000.00
Annual Recognition Meeting	3,000.00
Local 443 Events	5,000.00
Local Travel Fund @ .10	9,000.00
Newsletter and Publicity	72,050.00
Newsletter/Postcard Printing & Mailing	70,000.00
Camera/Photo Supplies	750.00
WLPA Annual Membership Fee	200.00
International Labor Communications Assoc	100.00
Web Page Maintenance	1,000.00
Ecology -- newsletter editor reimbursement	1,040.00
Office/Office Expenses	37,044.00
Storage Unit	4,000.00
Office Space	13,200.00
Copying Expense	2,000.00
General Supplies	3,000.00
Postage	100.00
Post Office Box Rental Fee	2,000.00
Telephone	1,000.00
Other (Bank fees -- checks)	1,500.00
Internet Services	1,200.00
TOTAL OFFICE SUPPLIES REQUESTED BY AGY	5,244.00
ESD	2,790.00
L & I	250.00
WSP	300.00
SPSCC - \$300 copies \$500 office supplies -- postage \$1,104	1,904.00
DOH	565.00
ECOLOGY	1,323.00
DSHS	
DIS	
OIC	
TESC	
Equipment/Software	8,400.00
Software	2,000.00
Equipment – Other	5,000.00
REQUESTS BY AGENCY:	1,400.00
L & I (Stewards)	500.00
Ecology-- conference phone \$600 and jump drives \$300	900.00
Bargaining Unit Expenses	48,212.16
AFSCME Retirees Dues(50)	2,000.00
Workplace Events	15,000.00
WORKPLACE EVENT(ORGANIZING) BY AGY:	31,212.16
ESD	13,150.00
WSP	600.00
OIC	660.00

TESC	3,400.00
SPSCC	3,040.00
OWMBE	600.00
ECOLOGY	2,500.00
DOH (\$6,600 for meetings, \$662.16 for travel for employees outside of local 443	7,262.16
Political Actions	34,100.00
Political Contributions	4,000.00
Door Bell Activities/Get out the Vote	5,000.00
Events(Two(2) PEOPLE Events\$10K ea, JJ Dinners, etc	23,000.00
Miscellaneous Expenses	100.00
Political Objector Rebates	2,000.00
Radio/TV ads	10,000.00
Mailings	5,000.00
T-shirts/Buttons	500.00
Scholarship	7,800.00
High School Scholarships	1,800.00
Local 443 Grant-in-Aid Scholarships	3,000.00
Barb O'Neil Scholarship	3,000.00
Hydro-geology Symposium Scholarships (Ecology)	1,200.00
Steward and Member Action Team	24,300.00
Steward and Member Action Training	1,000.00
Steward Visibility	2,500.00
Steward Activities	1,000.00
Interpreter Services	1,000.00
Stewards Awards (250 @ \$50 ea)	12,500.00
STEWARDS EXPENSES REQUESTED BY AGY	5,000.00
ESD	3,000.00
L & I	2,000.00
ECOLOGY- new employee outreach/member education	1,300.00
Solidarity	1,000.00
Labor Day Celebration -- Olympia/Centralia	1,000.00

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, DeFrance Clarke or call the local message phone at (360)236-0443.

Announcements

Committee Vacancies

Are you interested in serving on a committee? All of our committees welcome anyone interested in attending their meetings. The meeting times are posted monthly on the website.

New Phone Number

Local 443's local area office has a new phone number, (360) 236-0443.

Communications Committee

Next meeting will be Aug. 29, 2007 and Sept. 26, 2007 at 5:45 @ Local 443 Office 1610 Bishop, Tumwater WA.

Organizing Committee

1st Saturday of every month at South Puget Sound Community College from 10:30-12:30 except in September will meet September 8

Political Action Committee

1st Saturday of every month at South Puget Sound Community College from 2:00-3:00 except in September will meet September 8

Women's and Diversity

1st Saturday of every month at South Puget Sound Community College from 2:00-3:00 except in September will meet September 8

Shop Steward Committee

1st Saturday of every month at South Puget Sound Community College from 12:30-2:00 except in September will meet September 8

Thurston/Lewis/Mason County Labor Council will hold it's annual Labor Day Picnic on Labor Day, September 3, 2007 12-5 pm in Centralia at 13th Street Park. Take exit 76 off I-5 South to park on 13th Street. Bring the family and come down for the fun. Food and beverages provided.

SHARED LEAVE REQUEST:

Cesar Morales, secretary supervisor at Labor and Industries is in need of shared leave. He is undergoing back surgery to fuse 3 vertebrae and have rods inserted. He will be off up to 3 months. If you can assist Cesar with a donation of eligible unused annual or sick leave or all or part of your personal holiday, contact Candy Peppard at (360) 902-5705.

Ashu Rohila, an office assistant 3 with DSHS in Olympia and a member of Local 443, is in need of shared leave because of a medical condition. If you can assist Ashu with a donation of eligible unused annual leave or sick leave or all or part of your personal holiday, contact Dinah Stender at (360) 725-4640.

Trish Howland, medical assistant specialist 3 for DSHS is in need of shared leave. She is undergoing surgery for cancer and will be off 4-6 weeks. If you can assist Trish with a donation of eligible unused annual or sick leave or all or part of your personal holiday, contact Jennifer McCaslin at (360) 725-2058.

Committee Contacts

Finance – **Mike Woods**
Communications – **Dara Brooks**
Political Action -**Bill Longnecker & Cathi Bailey**
Scholarship -**Michele Elhardt**
Women's & Family Issues – **Susie Rathke**
Cards - **Del Jensen**

Diversity – **Sarah C. Wilson**
Grievance – **Don Vaughan**
Shop Steward – **Alanna Gehr**
Organizing – **Matt Grate**
People – **Gail Richardson**
Convention – **Susie Rathke**

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

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UPCOMING EVENTS

August 8 September 5	Executive Board Meeting @ 6:00 p.m. @ WFSE Conference Room, 1212 Jefferson Street, Olympia
August 21 September 19	General Meeting @ GA Building, Capitol Campus @ 6:00 p.m. (3 rd Tuesday each month)
August 22-Cen Sept 20 - Oly	Thurston-Lewis County Labor Council - Labor Temple, 6:00 p.m. – 119 ½ N Capitol, Olympia Thurston-Lewis County Labor Council - Carpenter Hall, 7:00 pm, 417 N Pearl, Centralia
Check out Local 443's website at: www.wfseLocal443.org Local 443's Phone Number: (360) 236-0443.	



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 and 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 OR PHONE: (360) 236-0443