

Locals serving their communities



Union leadership and members at Make a Difference Day 2017 at Fairhaven Park in the City of Bellingham. Volunteers worked on maintaining the park's trails. Pictured from left, Aaron McElroy (steward), Shayla Francis (VP), Tami Miller (member), Rene Sandoval (steward), Jael Kormac (President), and Michelle Mills (member).

Bellingham Union Members Volunteer on Make a Difference Day

Rob Meyers (steward) and his son get down to work.

Local 114 in Bellingham makes volunteering in the community a priority for members. The union, which has membership of about 400 people, has been participating in Make a Difference Day for three years. Make a Difference Day is a national day of volunteerism, but for Local 114 it's also an opportunity to strike up conversations with members of the community and get the word out about what they do.

"It's important for our union to volunteer out in the community,"

says Jael Kormac, Local 114 President. "We're the union in our city that's out there running the city, very visible to the public. As volunteers, citizens can see us in a different role, doing things on our own time."

If other locals are interested in volunteering in their communities, Kormac recommends contacting your local volunteer center to get ideas, and then just starting! It just takes a few people to get going, and everyone looks forward to it.



Sign Shop Supervisor Steve Sawyer won the tickets, which were on the 50-yard line.

Seahawks Tickets Raffle Raises Money for Everett Shelter

The Union Action Committee of AFSCME Local 113 in Everett received two Seahawks tickets as a generous donation. The Committee sold 154 tickets to raffle them off, and raised \$1,540. The proceeds were donated to the Interfaith Family Shelter of Everett. Below, the winner and his son at the game.

Great Turnout for Mead's Annual "Fill the Bus" Food Drive

Local 1135-MT's annual food drive collected 635 pounds of food and \$2,867 in cash this year! The Transportation Department organizes and sponsors the Food Drive, which was held at two locations on Saturday, November 4th. The food and money were donated to the Mead Food Bank.

Also from Mead: Mead School District 354's bus drivers voted unanimously to donate \$500 from union funds to a federally mandated assistance program serving homeless students. The donation will be used to purchase emergency winter clothing items such as boots, coats, hats, and gloves.



Mead School District 354's "Fill the Bus" Food Drive



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THE VOICE OF COUNCIL 2

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Major Threat to Council 2 Members

Supreme Court to decide the Janus Case as early as June



The Facts About the Janus Case

A U.S. Supreme Court case called Janus v. AFSCME Council 31 threatens our union and all working families. This case, which will come before the Supreme Court in February, represents a huge threat to our union. As a member, you are critical to how we defend and protect our union and public services in the face of this threat.

This lawsuit aims to take away the freedom of working people to join together in strong unions to speak up for themselves and their communities. In February, the U.S. Supreme Court will hear the case and a decision is expected by the summer.

What is this case really about?

The case aims to erode the freedom to form unions to improve our lives and the communities we serve. Real freedom is about making a decent living from our hard work; it's also about having time to take a loved one to the doctor, attend a parent-teacher conference and retire in dignity. The corporate special interests behind this case do not believe that working people should have the freedom to negotiate a fair return on their work.

Who is behind this case?

The National Right to Work Foundation is part of a network funded by corporate

billionaires to use the courts to rig the rules against working people. For decades, these wealthy elites have used their massive fortunes to gain outsized influence to chip away at the progress unions have won for all working families. Now they want the highest court in the land to take away our freedom to come together to protect what our communities need: a living wage, retirement security, health benefits, the ability to care for loved ones and more.

Council 2 Members

Our state organization and the Local Unions that make it up has been in existence since 1946. We are all benefactors of the countless number of hours spent by all of us and our predecessors to better our wages, benefits and conditions of employment. Many of our Local Unions and the contracts our members work under pre-date the passage of our collective bargaining law passed in 1966. The change in politics is dramatic since then. That law lobbied by Council 2 was signed by then Republican Governor Dan Evans.

With the passage of the collective bargaining act and the formal right it gave us, local government employees through the bargaining process have made substantial gains.

It also provided for a system in which all that received these gains contributed to the negotiation of these

contracts and their representation in the form of membership and the dues that provide for the expertise to accomplish the task.

The local union that you belong to is solely reliant on your participation. It is your group, your band of fellow employees who continue on a daily basis to maintain and improve your career. If individuals drop out, it hurts everyone and in all instances the pay in "Right to Work" states goes down. Employers will know who is "in and out" and the effect will be real.

All studies show that pay is 10 to 15% less in "Right to Work" states. Working conditions are eroded and coupled with the moves in Washington D.C. to abandon the Affordable Care Act, medical could become increasingly worse. Pensions could change!

What can you do now?

Stay informed, talk to your fellow members, and explain to them how important it is for everyone to maintain our Local Union.

As always, Council 2 and our Staff is here to help. Call or email your questions and concerns and together we will build an even stronger Union! 1-800-775-6418 or c2everett@council2.com

COUNCIL 2 NEWS

The annual Council 2 golf tournament raised over \$31,000 for the scholarship program! Council 2 has given over \$718,000 in scholarships to Union members and their dependents over the past 11 years. Applications for the 2018 scholarship cycle will be due on March 15th.

Legislative Action in Olympia

Did you know that the union maintains an office in Olympia with a full time lobbyist charged with pursuing the membership's goals before the State Legislature? The 2018 Regular Washington State Legislative Session commenced on Monday, January 8th, and our union representatives are hard at work promoting beneficial state laws that not only protect, but also enhance, guidelines for collective bargaining, worker's compensation, and the Public Employees Retirement System.

Although the union is represented in Olympia, if you feel strongly about an issue, speak up! It's important to remember that your legislators work for you, and will pay attention to a letter, postcard, or telephone call from you. Every district in Washington State elects a senator and two representatives. To find contact information for the legislators representing your district, go to www.council2.com/legislature/legislators-list.html. When writing or calling, be brief, specific, and polite - and ask for a response!

If you would like to get more information please contact Pat Thompson at 1-800-775-6418.

Council 2 Expands Benefits to Help Members and Families



CHRIS DUGOVICH

If you read this newsletter, check our Council 2 website, or attend local meetings, you are probably aware of the longstanding commitment our Council has made to the health, education, and well-being of our members and their families.

Council 2's 16,000 members are eligible for a number of free benefits outside of those

bargained at the local level, including scholarships, insurance coverage, and much more. Two great benefits that you may be unaware of are the free college benefit and a recently expanded free life insurance benefit.

The Free College benefit is a partnership with Eastern Gateway Community College. You and your family members can earn an associate degree online from a public, accredited community college — with no out-of-pocket costs to you. All you need to do to claim your eligibility is simply apply for federal financial aid. If you receive any grants or tuition reimbursement, they will be applied to your EGCC bill. The Free College benefit will cover the rest.

As a Union member, you're also eligible for a free \$10,000 life insurance benefit through Colonial Life. Consider updating your benefits to protect you and your family from out-of-pocket costs if a crisis should happen. Download a form from our website or call our office for one. ONLY members that enroll are eligible! So sign up!

In addition, Council 2 members and their families are eligible to apply for Council 2 scholarships. This popular program has been helping kids earn degrees for years. As college costs increase and Federal cuts to loan and grant programs make it harder for working and middle-class families to cope with the costs of higher education, Council 2 scholarships are a great help to our families.

The application for this scholarship is open to high school seniors and college undergraduates who are dependents of, or under the legal guardianship of, a Washington State Council of County & City Employees member or a non-association member in good standing. The Council offers five awards for Union members and 25 awards to dependents of Union members every year. 2018 Scholarship applications are available on our website. Deadline: Postmarked no later than March 15th.

If you want to learn more about the benefits available to you through your membership with AFSCME, you can access the New Members' Kit in the 'members' section of the Council website.



Washington Aging and Long-Term Care Programs Rated #1 in the Nation

The National Association of States United for Aging and Disabilities recently ranked Washington State's Aging and Long-Term Care groups first in the nation for customer service and patient quality. This acknowledgement, in partnership with AARP, is a prestigious award that union members have worked incredibly hard to earn by providing top quality care to all clients and families of caregivers.



The NASUAD scorecard ranks states on a wide range of issues pertaining to older adults and people with disabilities. States are ranked on five wide domains: affordability and access, choice of setting and provider, quality of life and quality of care, support for family caregivers, and effective transitions.

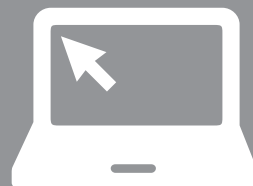
Kathy McNulty is a Case Manager for Southeast Washington Aging and Long Term Care. She was previously the President of Local 87 for more than ten years. She says that what sets Washington State apart from the rest of the nation is the quality and breadth of services offered by ALTC workers.

"ALTC's main goal is to be able to keep people in their homes, and it's the caregivers' job to get people the help they need to make that possible," she says. "The majority of clients are Medicare/Medicaid, but ALTC offers services to anybody who needs it. They maintain a list of highly qualified caregivers that anyone can access, and information specialists are available to help people figure out the best insurance policy for their needs."

If anyone has questions, they can call their local aging and long-term care office to learn about available resources.

"We often get calls around the holidays from adult children with parents visiting for the holidays who aren't doing as well as the children thought," McNulty says. "We have staff that can help direct them — maybe to organize someone to go to their parents' house to cook a meal, clean their house, or even to transport them to a doctor's appointment."

Being in the union helps Aging and Long-Term Care workers provide a high level of service. "We benefit from the Union," McNulty says. "Being able to have a say, negotiate contracts, and work together with ALTC to provide services gives people a sense of security, and fosters a high level of professionalism in all of the employees."



Stay Connected

Have a story to share or want to learn more about what members of Council 2 are up to?

Visit our website to stay informed on the most current trainings, events, political action, and what members are up to in their communities.

www.Council2.com

Thurston and Lewis County Equipment Operators Win National Competition

Kris Asche, the 618T Chapter Chair, paired up with Matt Mohny from Lewis County, Local 13471 Public Works to take first place in 3-axle truck event at the 2017 APWA National Snow and Ice ROADeo this September in Loveland, Colorado. Asche and Mohny are the first Washington State winners in the competition's 26-year history.

Asche and Mohny qualified for Nationals at the October 2016 local Western Snow and Ice ROADeo in Spokane. ROADeo competitions test the speed, accuracy, agility, and reaction time of heavy equipment operators with a series of obstacle courses. Operators compete on five pieces of equipment: the grader, the skid steer, the loader, a 2-axle truck, and a 3-axle truck.

The grader, skid steer, and loader events are individual competitions, but the 2- and 3-axle truck events are undertaken by teams. Together, Asche and Mohny scored 2,175 points — beating the closest team by 25 points. Teams are also judged on their preliminary equipment safety and diagnostic inspection. Congratulations, Kris and Matt!



Kris Asche and Matt Mohny, with the trophy at the Snow and Ice ROADeo.



WSCCCE Wins Unfair Labor Practice Decision 127

Last November, WSCCCE won an unfair labor practice decision in court against Franklin County. The union had filed a complaint with the Public Employment Relations Commission (PERC) a year prior in November 2016, alleging unfair labor practices against Franklin County.

The complaint outlined the case brought by WSCCCE against Franklin County, alleging that the county had breached its good faith bargaining obligations by presenting the union with a draft of the 2016-2018 collective bargaining agreement that contained reductions and unilateral changes to employee insurance that had not been agreed to by the union in bargaining. The complaint also alleged that the county had then refused to make changes to the draft.

Audrey Eide, General Counsel for WSCCCE, recalling the basis of the original filing, said, "PERC held that communication is the cornerstone of good labor management relationships, and is essential for the parties to come to a meeting of the minds in contract negotiations."

According to Eide, "Franklin County failed to clearly communicate their intentions in negotiations, and committed an unfair labor practice when they made substantial unilateral changes to the contract after it was ratified."

After losing in court, Franklin County was ordered to immediately cease and desist from failing or refusing to bargain in good faith, or from interfering with, restraining, or coercing its employees in the exercise of their collective bargaining rights.

Council 2 is run by and for people like you. WSCCCE/AFSCME Council 2 currently employs 17 professional staff representatives who are highly experienced in collective bargaining, contract enforcement, and other aspects of the employee/employer relationship. The union also retains some of the best labor lawyers on the West Coast to provide both staff and members with the best available legal advice. If your local requires legal assistance from WSCCCE, do not hesitate to reach out. Contact information is available on the Council 2 website, www.council2.com.

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