



LEGISLATIVE REPORT:

A Banner Year for Council 2 in the Washington Legislature

Washington State Responds to Janus Decision with Strong Support for Workers

The legislative session wrapped up in April this year, and Council 2 is happy to report that several measures important to our members are on their way to becoming law. Nearly 100 members went to the Capital this year and our agenda included several priorities. Happily, most will become law upon Governor Inslee's signature.

COUNCIL 2 PRIORITIES THAT PASSED

SHB 1575 - Strengthening the Rights of Workers through Collective Bargaining

This omnibus bill addresses the Supreme Court's Janus decision. It requires all employers to honor the terms of each union's membership cards. It also provides indemnity to employees and unions that acted in good faith and under the legal requirements prior to the Janus decision. This will help us defend against the frivolous lawsuits the anti-worker groups file.

SB 5360 - Plan 2 Default

Our 10 year effort to change the default from Plan 3 to Plan 2 finally passed the legislature. Currently new

members who didn't choose between the Plans were automatically moved into Plan 3. This bill will strengthen everyone's pension system by providing for a more secure pension plan.

SB 5350 - Optional Life Annuity Plan

This bill allows all local government employees the option of using their deferred compensation account to purchase a guaranteed annuity plan through DRS. This would take away the market risk and provide more secure predictable income. SB 5350 is in addition to the current option of purchasing up to 5 years of service credit.

ESSB 5418 - Increasing City Bid Limits for Public Works

This measure will allow Cities to do more work in house with our members instead of using outside contractors. We've long stated that our members can do this work more effectively. It raised the limit for the 1st class cities from \$90,000 to \$150,000 and 2nd class cities from \$65,000 to \$116,500. This bill will provide more job security to our Public Works members and save tax dollars for our citizens.

ESSB 5272 - Increasing Tax Rate for Emergency Communication Systems

This bill gives more authority to local governments in need of improving their Emergency Dispatch and 911 systems. Our union represents many employees who provide this critical service.

HB 1589 - Correctional and Community Correctional Officers

This bill eliminates the current requirement that these officers pay for any background check to obtain a concealed pistol license.

SHB 1326 - DNA Samples

This bill, among several other things, addresses the collection of DNA samples that our Seattle City Assistant Prosecutors were required to collect. These members have a difficult enough job and should not be required to collect biological samples from the very people they are prosecuting. This task will now be done by qualified law enforcement and correctional personnel.

ONE BAD BILL THAT DIDN'T PASS

SB 5240 - Seattle, Spokane and Tacoma Retirement Systems

This bill would have moved the investment funds from these three

retirement system to the state system WITHOUT a vote of the members of the system. Thankfully, it did not make it out of the Ways and Means Committee.

This was a great year for Council 2 in the Legislature, let's keep up the great work the rest of the year!



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

Moving Forward



CHRIS DUGOVICH

In early 1990 this union was at barely 6,500 members, was in the hole financially and except for a few diehard staff suffered from a higher than normal turnover rate, making the job of representing our members more than challenging. Things had to change—and they did.

Letter from the President

The key was organizing, we had to grow. We had to improve our product (our services) and start to let the word out that Council 2 was here to help and provide effective representation.

Council 2 was having trouble hiring qualified staff from the membership. The members, at least active members, who were local union officers were turning us down. Honestly, our rates of pay were not competitive, and the real kicker was our staff was not able to participate in a pension system. It took us to the year 2000 to remedy that problem.

But with growth (and the 90's were good) came the needed resources to provide better and more representation through better staff. As most of all our members realize, being a staff representative is a tough job and on this day of voluntary membership it just got tougher. Sadly, with some members every issue becomes a litmus test for whether they will continue as members or at least threaten that they may leave. That in itself with a small number of members makes the job tough.

The good news is we continued to grow to close to 17,000 pre-Supreme Court decision. Since June of last year even with the relentless onslaught from the Freedom Foundation we've had less than 3% drop membership. We are told from AFSCME that the national average is 10%. We are doing extremely well!

With the officers and Council 2 executive board, over the year's general policy of trying and being a good employer, we've attracted good staff. True, we've had some bumps over the years and individuals have come and gone, but if we are not a good employer, I don't know who could be.

Council 2 is now well on its way to weathering the storm that the Supreme Court threw at us. Our financial stability has allowed us to spend the necessary resources to add staff and to provide legal resources that these tough times call for in order to survive.

Keeping the eye on the ball and providing the best representation is the key. Something Council 2 will continue to strive for!

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.



King County Agrees to New Contract with More than 60 Unions

Strong partnership between Council 2 and King County will continue through Master Labor Agreement

In Washington's biggest county, more than 60 labor unions represent 5,500 public workers, including many Council 2 workers. These unions together form the King County Coalition of Unions, an alliance that negotiates with King County to determine contracts, wages, and benefits. Early last month, the coalition came to a groundbreaking new agreement with King County that will ensure higher wages and improved benefits for years to come.

The new contract, called a Master Labor Agreement, will bring wage increases of 4% this year, and 3% more in 2020. Additionally, the agreement includes a one-time \$500 signing bonus for each of the 5,500 workers, available next January.

The deal protects health care coverage for both current workers and early retirees. It also establishes a task force of Union and King County representatives to study new options for the County to help

provide improved, comprehensive child care to workers.

"Valuing public service means valuing public servants, and that is what this Total Compensation Agreement does," said King County Executive Dow Constantine. "It makes investments in employees so they can continue to learn, grow, and advance in our organization and do the work they care so deeply about."

Representatives of Executive Constantine's Office worked with coalition leaders to develop the new contract. The Master Labor Agreement was then approved by the King County Council, allowing it to take effect.

By bringing all voices to the table both sides can negotiate and collaborate to develop agreements that make sure all needs are met. Being a member of Council 2 makes collective bargaining for public employees possible--leading to contracts like the King County Master Labor Agreement along with higher wages, better benefits, and a strong team you can count on.

Giving Back: Port Angeles Local 1619 Collects Holiday Gifts for Community

Last Winter, City of Port Angeles Local 1619 members came together to gather holiday gifts and supplies for families, giving back to the Port Angeles community. Aiming to make the holiday season enjoyable for families across the Quimper Peninsula, union workers used their holiday parties to round up toys and other gifts, as well as to donate money raised through auction toward clothes and meals for the local families. The union joined forces with Operating Engineers Local 302 to maximize their impact.

Like so many other Council 2 Locals across the state this winter, 1619 worked tirelessly to respond to weather events, for example

returning electricity to Port Angeles just one day after December windstorms knocked down 100-foot tall trees—and powerlines along with them. Put together by Local 1619 VP Jason Paynter, this act of charity is yet another example of how the union has put the Port Angeles community first. Do you have ideas for how your local can get involved in your community? Let us know at c2everett@council2.com!

Thurston County Courthouse Shop Steward Signs Up Multiple Former Hudson Fee Payers



Kris Plant (left) and Mary Kincy (right)

Kris Plant is a Shop Steward for the Thurston County Courthouse chapter 618 and works in the Assessor's office. As a Shop Steward she talks with Union members and potential Union members in her office. Last year, she facilitated getting her field staff members protective footwear and county provided rain gear despite initial pushback from management.

Kris's biggest accomplishment is that since the Janus ruling, she has met with every employee covered by the contract in her office and explained what our Union does. Prior to talking with each employee, there were several former Hudson payers, and Kris was able to motivate five non-members to join the Union!

When asked what she did to encourage them to join the Union, she stated,

"most of the Hudson payers were not educated on where their dues went. I explained that a portion of your dues go to AFSCME International, State Labor Council, and that the majority go towards direct services for members for contract negotiations and general representation."

"I also described the added benefits of being a Union member like the \$10,000 Life Insurance, Free College Benefit, Scholarships, various Insurance programs and we that have power with numbers," she continued.

These one-on-one conversations allowed Kris to uniquely outline the value of the Union and explain the difference between having a Union job and a non-union job. Kris concluded each meeting with a direct invitation to attend the next Union meeting.

Mary Kincy, 618 CO Chapter Chair stated that by having monthly Shop Steward meetings she was able to create the foundation for her Shop Stewards to have the tools they needed to have crucial conversations with their colleagues. Mary is thrilled by Kris's success in bringing more employees into the Union, and feels that her Chapter is stronger than ever.

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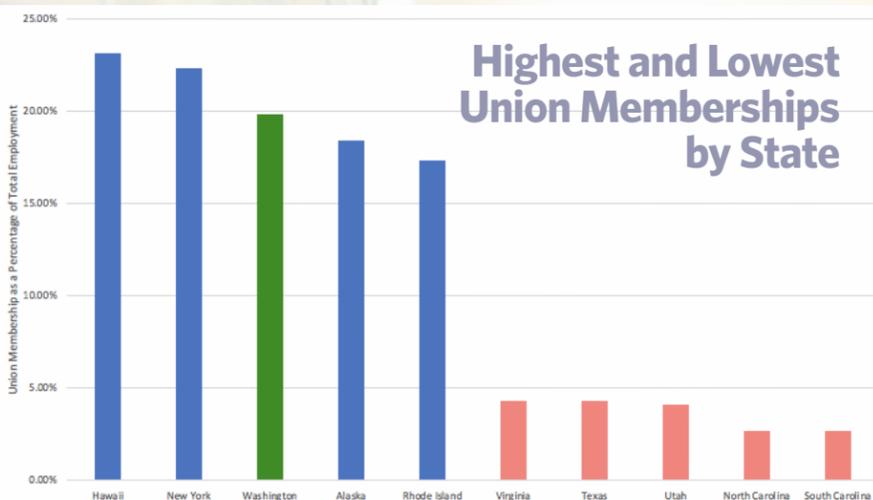
UNION DUES COMPARISON

COUNCIL 2	1.45% of pay up to \$56.55 per month
SEIU 925	1.7% of pay up to \$115 per month
OPEIU Local 8	1.5% of pay plus initiation fee based on salary no cap
Council 28 AFSCME (State Employees)	1.5% of pay up to 84.40 per month
Council 75 AFSCME (Oregon)	Up to \$68 per month
Teamsters Local 174	2.5% of pay + \$6.00 Special Assessment & \$250. Initiation fee \$110.17 monthly based on 50k income.
Teamsters Local 117	2.5% of pay + .5% Special Assessment & \$300. Initiation fee \$125. Monthly based on 50k income.

THE UNION DIFFERENCE



Highest and Lowest Union Memberships by State



COUNCIL 2 EXECUTIVE BOARD

OFFICERS

- Chris Dugovich**, President/Executive Director
- Ron Fredin**, Vice President
- Kathleen Etheredge**, Secretary/Treasurer

DISTRICT ONE

- Brian Earnheart**, Local 109 (Snohomish County)
- Colin Maycock**, Local 1849 (San Juan County)
- Caredio Duffy**, Local 1811-A (Alderwood Water District)
- Terry Van Wyck**, Local 1811-CA (Snohomish County)

DISTRICT TWO

- Carrie Rolph**, Local 1857 (King County Library System)
- Pat Miller**, Local 2170 (City of Renton)
- Cher Ravagni**, Local 2083 (Seattle Public Library)
- Gini Griesbach**, Local 2617 (City of Kent)

DISTRICT THREE

- Conni Uhinck**, Local 1308 (Kitsap County)
- George Hermosillo**, Local 120 (Tacoma/Pierce County)

DISTRICT FOUR

- Mark Sigler**, Local 275 (Grays Harbor County)
- Tonya Maiava**, Local 618 (Thurston County)

DISTRICT FIVE

- Ben Kemp**, Local 307-CO (Clark County)
- James Fields**, Local 307-VC (City of Vancouver)

DISTRICT SIX

- Mike Haider**, Local 1122 (City of Yakima)
- Sherry Bingman**, Local 874-HC (Benton County)

DISTRICT SEVEN

- Julie McWiggins**, Local 846 (City of Wenatchee)
- Pam Fitzgerald**, Local 1191-W (City of Walla Walla)

DISTRICT EIGHT

- Dave Hanshaw**, Local 270 (City of Spokane)
- Tom Trarough**, Local 492 (Spokane County)

- Scott Davies**, Local 1135 (Spokane County)

DISTRICT NINE

- Keith Clemans**, Local 433 (City of Coeur d'Alene)

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Local 21-I Issaquah School Bus Driver Wins, Learns at Bus "Roadeo"

Sam Resa is a school bus driver for special needs students in Issaquah, starting every weekday at 6:20am and picking up elementary, middle, and high school students as he drives 80 to 100 miles round trip along his route.

After just a short time on the job, co-workers suggested he sign up for a driving competition—a specialty Bus Driving "Roadeo" competition to be exact. "I'm very competitive," said Resa, and although he was initially unsure about participating, his competitive spirit and his desire to be a better driver for his students pushed him over the edge.

Many ask, "what does a rodeo for buses look like?"

No, it doesn't require riding on top of a bus with one hand; instead, it's a test of driving skills and a mock bus ride where anything can—and typically everything does—go wrong. Organized in this state by the Washington Association for Pupil Transport, the competitors, a driver and an aide, work to get judges, who play the role of students, on and off the bus following standard procedures with minimal interruptions. However, the judges are prepared to disrupt and challenge the driver, testing the competing team's ability to respond to surprising, difficult, and even

dangerous situations.

After the first round, where he placed well enough to advance from the local regional competition, Resa hit the books—or rather the pavement—to improve his craft. He started to take the Roadeo seriously, practicing during his breaks and contemplating the best strategies to succeed.

The hard work paid off. At the state competition in Pasco, Resa and his teammate Bonnie Van Valkenberg placed first, earning an all-expenses paid trip to Roadeo nationals in Frisco, Texas. Nationals took place almost a full year after the original regional tournament, and Resa had to avoid any incidents or accidents for fear of being disqualified in the meantime.

At Nationals, Resa was the only competitor to discover a hidden knife—an object that definitely shouldn't be on a bus where special needs students can get their hands on it. The discovery propelled the team to fourth place, a great showing for a novice competitor.

With all this early success, one can wonder what sets Resa apart. "The difference is Bonnie. She's invaluable," said Resa. While many competing teams simply use another driver to assist the lead, Van Valkenberg

is a trained paraprofessional, well experienced in identifying riders in need of assistance, solving problems, and keeping the bus on the right track. Resa believes her expertise is crucial, and that it gives him greater capacity to focus on the task at hand.

Resa is also grateful for his coaches Lynn McArthur and Cathy Garrison, who have spent countless hours volunteering their time—even out in the rain and on weekends—to help Sam improve his skill as a driver.

It takes a full team to compete in the Roadeo, let alone to actually get students to school on time each day. Resa believes he's found a good home with Council 2 and Local 21-I, calling it an "awesome union." In fact, it was members of Local 21-I who first challenged him to participate in the Roadeo. Resa is thankful for the support Council 2 offers outside of the bus yard, having utilized tuition assistance and serving in an active, involved role in union activities.

Overall, Resa is confident that the practice and competition have made him an increasingly thoughtful and more attentive driver. Even as he pursues higher education and a future in management, he's still committed to practicing every day for the next Roadeo competition, but more importantly, to make sure he's

putting the kids on his route first.

"I talk to every new driver who is hired on and I stress the importance of participating in this, even if it's just one time," said Resa. "I just lay out the facts. Look at the drivers who do participate in rodeo—most of them have a nearly flawless driving record and they're adding to their skill set."



Sam Resa (left) and Bonnie Van Valkenberg (middle) celebrate their victory at the state competition.



Resa and Van Valkenberg pose at the Roadeo competition.



Facing Record Snowfall, Public Works Crews Step Up

Local 120 City of Orting Public Works Crew makes 50 mile journey to clear snow

During one of the largest snowfalls in recent memory, Public Works Crews across the state worked countless hours and responded to extraordinary requests to clear roads, help those in need, and get people back to work.

After receiving a call from King County Emergency Management, Mark Barfield and Matt Bingham, Local 120, hopped in their snowplow and drove more than fifty miles from Orting to help clear snow in Redmond and other parts of King County's Eastside.

In 12 hour shifts, Orting crews worked night and day and through the weekend to clear roads and driveways, so King County residents could get back to work.

The crews strategically plowed to address melting snow and prevent roads from freezing over.

Many King County residents couldn't believe that public works crews all the way from Pierce County came to help—but for Local 120, it was all part of the job. One Redmond neighbor had this to say, "It's amazing that some other city like this, that far away, would be coming up and doing this."

For Supervisor Mark Barfield, it was just another example of the collaborative spirit that makes local government work. "Being able to come together as a community, even though local jurisdictions are so far apart. We're still a group that works together. It's nice to be able to help when you can in situations like this," said Barfield.

It just goes to show that even when the weather gets tough, Council 2 workers aren't afraid to step up and go above and beyond to help those in need and get things back on track.