



Council 2 Members Giving Back

Council 2 members have always valued community and have a long history of giving back. Recently, City of Everett Local 113 members stepped up and donated time and food to the Interfaith Family Shelter, which is operated by the Interfaith Association of Northwest Washington.

Interfaith Family Shelter is a great program that provides shelter and assistance to struggling families to help them go from homelessness to a home of their own. It currently serves 11 families in the Everett area including 25 children.

As part of their annual food drive members of Local 113 gathered over 400 pounds of food, diapers and other household essentials to assist families at

the shelter. The assistance did not stop there as member also volunteered their time and effort for a much-needed maintenance day at the shelter. Members worked to replace lights, update the landscaping, conducted roof maintenance and replaced a failing the drainage system to ensure these families have a quality place while in transition.

Council 2 has always been committed to our communities. If you have a story about local members giving back, please visit our website at www.Council2.com so we can share with our members.

Sending the Freedom Foundation Packing

Members of Local 275 in Grays Harbor recently sent a strong message to the Freedom Foundation: your attacks on working families are not welcome here!

The Evergreen Freedom Foundation is a right-wing organization that has launched attacks on unions throughout Washington trying to destroy our ability to organize and protect workers' rights. They have systematically been working to block our ability to organize new members, collect dues, and collectively bargain. The Freedom Foundation has a track record of opposing policies like raising the minimum wage, providing earned sick and safe leave, equal pay for women, on top of overt attacks on collective bargaining.

Recently a resolution was introduced in Grays Harbor County to try and make the collective bargaining process an "open and public process." This might not sound too bad on its face, but policies such as these

dramatically limit labor unions' ability to bargain in good faith and obtain a fair contract. So when this resolution was introduced before local Grays Harbor Commissioners, Local 275 and unions from around the state packed the house to ensure their voices were heard. With picketers outside of the meeting and standing room only inside the Commission chambers, a clear message was sent to our elected officials. The result was the resolution didn't receive a second and the Freedom Foundation and their minions were sent packing.

President of Local 275, Matt Ancich was impressed by the overwhelming turnout. "This was the strongest show of support by our brothers and sisters that I have ever seen in my 19 years being involved with our union," said Ancich. "Congratulations to Local 275 and the rest of our labor community for rallying together to make sure their voices were heard loud and clear."

Want To Be A Steward?

Steward trainings are designed to help members develop some of the basic technical skills to help him or her become an effective union representative. Participants will be given a copy of the updated AFSCME Steward Handbook and cover a variety of topics. Visit www.Council2.com to learn more and sign up.

UPCOMING TRAINING DATES:

Saturday, April 22, 2017
Advanced Steward Training
Everett, WA

Sunday, April 23, 2017
Basic Steward Training
Olympia, WA

Saturday, April 29, 2017
Basic Steward Training
Port Angeles, WA

Saturday, June 17, 2017
Basic Steward Training
Spokane, WA

** Further details will be available approximately one month prior to the event.*

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Photo credit: Nancy Stewart, Local 1811-CA

Spokane Success Story

Recently members of Local 270 in Spokane scored a big win by agreeing to a new 5-year contract agreement that extends through 2020 with the city of Spokane. The negotiating team was able to maintain a positive and respectful relationship with city officials and ultimately came to an agreement that benefits both members and the City.

The big victory was securing a substantial cost of living adjustment (COLA) over the course of the agreement. Each year in the contract has varying degrees of increase based on seniority, that ultimately secures members anywhere from a 14.45% to 17.45% COLA as part of the 5-year agreement.

Negotiators were able to secure significant changes to members' retirement plans to help ensure they become more viable long term. Both members and the City will increase the amount they contribute to retirement accounts. As part of the contract automatic adjustments of up to 1% can be made to contribution rates based on an recommendation by the City Actuary. Also included was the creation of an additional retirement tier that caps service at 40 years and an agreement by the city to start paying out for more sick days at retirement.

As part of the agreement changes were made to co-pays and deductibles to help share some of the costs with the City. This ultimately helped free up some of the money needed to afford increased COLA's and retirement benefits.

The end result after many months of work was a win-win for the members of Local 270 and the City of Spokane.

Anti-Union Forces Working Overtime



By Chris Dugovich

Anti-Union forces are on the move in this country— and their target is your ability to earn a living. Sadly, this is not an exaggeration. Regardless of how you feel about a variety of political issues, I must state that the focus of our union—your union— is protecting the rights of our 17,000 members. Council 2 cannot and will not downplay what we view as a very real threat to your livelihood; anything less and we simply would not be doing our job.

The results of last fall's election and the likely appointment of a U.S. Supreme Court Justice, who by all indications does not have views that are pro-labor, puts organized labor, and specifically public sector unions like ours, in real jeopardy.

The opportunity for anti-labor activists to deliver a body blow may lie in an Illinois case titled "Janus v. Council 31". It's a classic "free loader" case where some members do not want to contribute dues to the functioning of a union that has delivered wage and benefits to them for many years. If this case is decided unfavorably in the Supreme Court, the result would create a nation-wide "Right to Work" public sector.

The data in "Right to Work" states is clear: workers earn less and generally have inferior health insurance and other benefits. The Bureau of Labor Statistics details that

employees in "Right to Work" states make 12.1% less than states with full collective bargaining. The loss of individuals participating in unions directly relates to our bargaining power. Should Washington State be forced to comply with a national "Right to Work" decision, losses to the benefits and wage progress this union has made since its inception in 1946 could be significant. Health insurance, working conditions, your ability to protect yourself from unfair treatment or termination, and pensions could all be negatively impacted.

The laws that evolved over time and that govern our ability to collectively bargain with employers started during President Roosevelt's "New Deal". The National Labor Relations Act was passed in the thirties to allow workers to organize, collectively bargain and to provide some basic job protections.

In 1947 a less than friendly Congress passed the 'Taft Hartley Act' that placed many restrictions on how Labor Unions could operate. It also provided that states on an individual basis could choose to be "Right to Work" states. The craziest restriction they placed on labor unions was a portion of the law that required unions to provide representation to individuals whether or not they are dues paying members. Can you think of another good or service that you get for free? It's an untenable situation.

Continued on page 3

Council 2 Makes its Voice Heard In Olympia

On January 20th, members of Council 2 visited Olympia for our annual Legislative Day. Over 100 members joined us from Locals throughout Washington to help lobby on a variety of issues.



Topping the list of priority bills is HB 1764 which would scrap the current arbitrary 1% cap on property tax increases in favor of a rate that would be tied to inflation and population growth.

For the last 10 years, Local Governments have been struggling to provide critical service for law and justice, roads, parks, and virtually every service our members provide. Since the current 1% cap does not account for inflation and population growth, every year sets us further behind.



Arbitrary caps hamstringing our ability to serve the need of our citizens and tying the cap to inflation and population growth just makes plain sense. The cost for essential services rises 3 - 5% yearly. We are pleased to say that House Bill 1764 has strong bi-partisan support including its original sponsors: Representatives Lytton (D), Koster (R), Springer (D), Nealy (R), and Senn (D).



Photo credit: Nancy Stewart, Local 1811-CA

If you would like to get involved or send a note to your Legislators encouraging the passage of this bill and any of our other priorities please visit www.Council2.com to get involved.



AFSCME Free College Benefit Program

The AFSCME Free College Benefit Program is a great resource for members looking to further their education and advance their career. Recently one of our members, Monica Kinsey of Kennewick Local 87A, was accepted into the program to help her earn her AA from Eastern Gateway Community College. Monica who works in aging and long-term care enrolled for classes this past fall.

"Getting enrolled in the program was straight forward and program administrators helped guide me through the whole process," said Monica. "They were quick to answer any questions I had and were incredibly quick to get back to me as I worked through the paperwork. I would encourage anyone who is interested in this benefit to reach out to get further information."

For more information or to read and view further testimonials from those who have participated in the program please visit www.freecollege.afscme.org. Whether you are an active member, a retired member, or the relative of a union member you may qualify for this great program to earn an associate degree completely online and for FREE.

ONLINE DEGREE PROGRAMS INCLUDE:

- Associate of Arts
- Associate of Criminal Justice
- Associate of Business Management
- Associate in Early Childhood Education

*Family of AFSCME members are defined as children (or stepchildren), grandchildren (or step-grandchildren), spouses, domestic partners, and financial dependents.

JOIN US FOR OUR 16TH ANNUAL SCHOLARSHIP GOLF TOURNAMENT

Chambers Bay Golf Course
University Place,
Pierce County
Washington

Friday, August 4, 2017

12:00 P.M.
Shotgun start

Get your four-some together for a Best Ball format tournament.

Member, spouse or dependent of member - \$150.00

Guest - \$175.00

Eighteen holes of golf, an awards barbecue after the round and a chance to win a host of golf prizes.

All proceeds will go to support the Council 2 Scholarship Program!

How about having your local union sponsor a hole? Receive special recognitions at the \$250, \$500 and \$1000 level!

Space is limited so send in your form today!

(This course is walking only; no power golf carts are available. Hand carts only. Caddies and forecaddie services available upon request. Appropriate dress code - collared shirts, no jeans.)



Anti-Union Forces continued from front page

In the state of Washington we have always benefited from forward thinking politics—upheld and even expanded by members of both parties. When the National Labor Relations Act was passed it covered all private sector workers nationwide. In the Public Sector each state had to pass a separate "Collective Bargaining Act". The collective bargaining bill that this union passed in 1966 was a bi-partisan bill, signed into law by then Republican Governor Dan Evans. With just a few small changes over the years this law, RCW 41.56, has done a good job serving the 17,000 Council 2 members who are covered by over 270 collective bargaining agreements throughout the state. It has not only provided for a reasonable way for employees to have a voice in the work place, it's been good for employers. In almost all instances this union works together with employers to improve the workplace and the services we provide. This is done at the local, state and federal levels.

The Anti-Union forces at this point really have the wind at their back. In the last few years states such as Michigan, Indiana, Wisconsin, and within the last couple of months, the Kentucky and Iowa Legislatures, have enacted "Right to Work" laws.

While there is no real concern that the Washington State Legislature would follow suit, the threat and potential anti-labor majority on the Supreme Court is real. The Janus v. Council 31 case could be heard early next year. The best things we all can do is stay informed, active, and to talk to colleagues and family. We should also take a few minutes to contact Senator Murray and Senator Cantwell through their websites—they are great allies and we need to support their efforts to ensure a labor friendly Supreme Court exists.

Nothing less than our job security and benefits are on the line.

Victory in a "Right to Work" State

Recently, Council 2 had some new members join our family in the form of Local 1124, representing the Lewiston City Employees in Idaho. The interesting dynamic that added difficulty to the formation of this Local, is that it took place in Idaho which is a "Right to Work" state, meaning employees are stripped of their right to unionize unless the employer mutually agrees to them forming a union.

Despite these challenges, members were able to negotiate a successful 3-year contract that was ratified this past month by 100% of its members. To date, 38 people have signed cards recognizing the value of being a member of Council 2. Through negotiations they were able to get additional money for city employees as well as a set contract with COLAs

What was great about the formation of Local 1124 is that the City of Lewiston, despite some initial apprehension, ultimately recognized the advantages of having a clear long-term contract negotiated with their employees. Lewiston could better budget for the future by clearly knowing expenses going forward and through negotiation built a more positive relationship with their employees.



Local Helps Out Their Own

When tragedy strikes it is important to know you have friends, family and even co-workers who will stand with you during challenging times. This past December one of Alderwood Local 1811-A's own members had the unthinkable happen. In the middle of the holiday season their house tragically caught fire, resulting in the loss of many of their belongings

Local 1811-A members sprung into action. They quickly organized a campaign to collect donations to help their brother-in-arms. Through the generosity of members, and in the holiday spirit, they were able to collect over \$1,200.00 in gift cards to Fred Meyer to help with rebuild efforts. We are all stronger when we stand together and support one another. Many thanks to the members of Local 1811-A for their support for one of their own.



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

SAVE THE DATE! Council 2 Convention

Where: Spokane, WA

When: Friday, June 9 - 11, 2017

Location: Davenport Hotel, Spokane

Visit www.Council2.com for further details.



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