



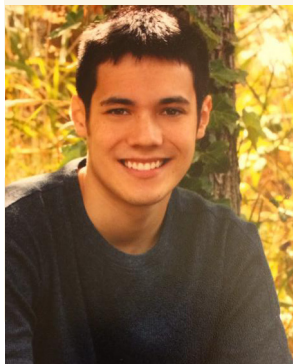
Vera Savenkova



Alexys Torres



Annie Klootwyk



Ben Blackburn



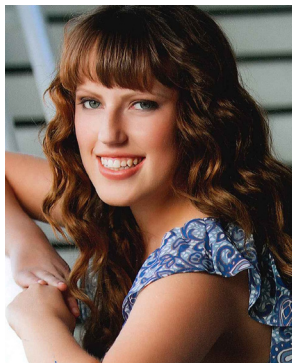
Brendan O'Brien



Colin Albert



Emily Cieslak



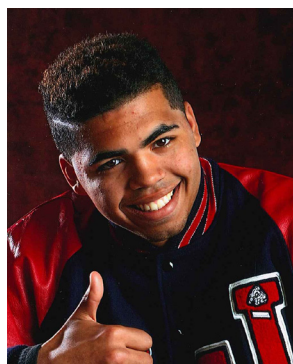
Taryn Fisher



Erin Williams



Everett Kinyon



Garrett Bailiff-Mitchell



Josh Dombal



Kaecee Coates



2015 Scholarship Winners

Dependant Scholarship Awards

\$2,000 Award

In Memory of Donna Bradshaw, Past Member of LOTT Alliance, Local 618, Deceased; In Memory of Duane Cooper, Past Member of City of Spokane, Local 270, Deceased; In Honor of Charlyn Williams, Member of City of Puyallup, Local 1516; In Honor of Lindquist, for their contribution to the Scholarship Fund.

Recipient's Name	Member Name	Member is from Local
Ariana Coates	KaeCee Coates	1308-CS Kitsap County Sergeants
Katherine Frazier	Dorene Frazier	87 Yakima County Courthouse
Nils Gollersrud	Kenneth Gollersrud	2083 Seattle Public Library
Sahara Paulson	Sonijia Paulson	109 Snohomish County Road Dept.
Vera Savenkova	Pavel Savenkova	109-E Snohomish County Engineers
Edward Vlasenko	Natalya Vlasenko	120 City of Tacoma

\$5,000 Award

In Honor of Mark D. Johnson, in Light of His Personal Contribution to the Scholarship Fund, Former Member of Thurston County, Local 618, Retired; In Memory of Dennis Townsend, Past Member of Walla Walla County Road Department, Local 1191, Deceased; In Honor of Karen Kresh, Former Member of King County Library System, Local 1857; In Honor of The Rosen Law Firm, For Their Contribution to the Scholarship Fund.

Recipient's Name	Member Name	Member is from Local
Emily Cieslak	Urszula Cieslak	846-FS Wenatchee School Food Service
Taryn Fisher	Robyn Fisher	21-DC King County District Court
Jesse Fukumoto	Sandra Fukumoto	21-C Seattle City Light
Michael Vitz-Wong	Kathleen Vitz	2083 Seattle Public Library
Erin Williams	Sherri Williams	307-CO Clark County
Marci Zainwel	Leon Zainwel	1811-CA Snohomish County

\$2,500 Golf Award

In Memory of Richard Montgomery, Past Member of Walla Walla County Road Department, Local 1191, Deceased; In Honor of Susan Allen, Former Member of King County Library System, Local 1857; In Honor of Union Bank, For Their Contribution to the Scholarship Fund; In Honor of Welfare & Pension, For Their Contribution to the Scholarship Fund.

Recipient's Name	Member Name	Member is from Local
Colin Albert	Kelly Albert	1341 Lewis County Road Dept.
Garrett Bailiff-Mitchell	Kerri Salas	109-E Snohomish County Engineer
Ben Blackburn	Bruce Blackburn	3845 City of Bothell
Joshua Dombal	Carolee Dombal	1811-CA Snohomish County
Everett Kinyon	Ross Kinyon	1308 Kitsap County
Anne Klootwyk	Dana Klootwyk	1581 Whatcom County Library
Sasha Maiava	Tonya Maiava	618 Thurston County
Brendan O'Brien	Katherine O'Brien	1857 King County Library System
Alexys Torres	Jessica Torres	275 Grays Harbor County
Phuc Truong	Phuong Truong	21 City of Seattle

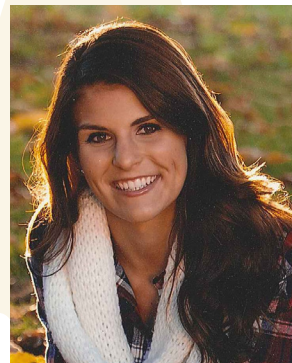
Continuing Education Award \$1,000

In Memory of Sunde R.F. Chaney, Past Member of Grays Harbor County, Local 275, Deceased; In Memory of Leland Johnson, Past Member of City of Spokane, Local 270, Deceased; In Honor of Robin Ricks, Former Member of City of Coeur d'Alene, Local 433, Retired; In Honor of Schroeder, Goldmark & Bender, For Their Contribution to the Scholarship Fund; In Honor of Pacific Dental Alliance, For Their Contribution to the Scholarship Fund.

Recipient's Name	Recipient is from Local
Cindy Borland	21-I Issaquah School Bus Drivers
Mai DeBlieck	2083 Seattle Public Library
Clifford Dunn	2083 Seattle Public Library
Gail Kogle	1553 Spokane County Courthouse
Jean Wright	120 Pierce County Utilities



Sasha Maiava



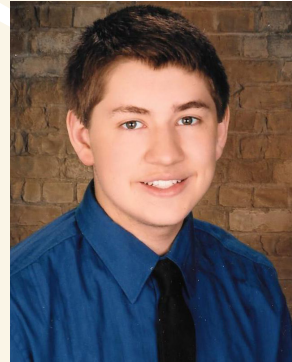
Katherine Frazier



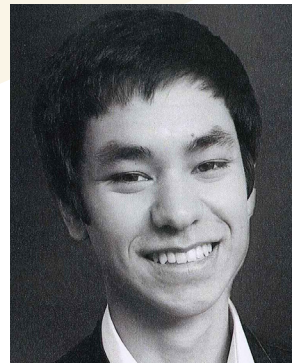
Kaecee Coates



Phuc Truong



Nils Gollersrud



Michael Vitz-Wong



Marci Zainwel



Mai DeBlieck

Non-Profit Org
U.S. Postage
PAID
Seattle, WA
Permit No. 327

WWW.COUNCIL2.COM

THE VOICE OF COUNCIL 2

VOLUME 31, NO. 3 FALL 2015



Executive Board

Summer Council 2 Convention Showcases Unity in Times of Change

Council 2's 52nd Biennial convention was held in Tulalip, Washington. Over 300 delegates from locals across Washington State, including dozens of new faces, were welcomed by Mayor Ray Stephanson and County Executive John Lovick and attended three days of workshops, updates on Council 2 and AFSCME international activities, threats and opportunities facing unions today, and capped by a rousing speech from International President Lee Saunders.

Joining new delegates were the new staff representatives at Council 2—marking two years of rapid change for our growing, dynamic union. Having weathered the fiscal crisis that marked the last two conventions, this gathering was more upbeat—with local government revenues finally on the upswing, a rebound in hiring seen in many communities, and opportunities for new organizing and political action.

Marking this period of growth and change, convention attendees were treated to member-led videos, housed now on the Council2.com website, with testimonials about the importance of our union—and the community it builds in our locals, and as a Council.

"We are financially strong, and over 17,000 members strong," said President and Executive Director Chris Dugovich, who was re-elected along with the Council 2

leadership team at the convention. "While ideological attacks on unions continue here and nationally, we are proving that by taking care of our members, and standing strong on our wages and benefits, we can prepare for the future."

In addition to important workshops on wage equity, organizing tactics and changes in health care laws, many members attended international-led conversations about efforts in Washington, DC to erode union strength. An extremist right wing group here in Washington worked directly—and unsuccessfully—to weaken union negotiating power, something Vice President Ron Fredin believes reflect the strength and mutual respect held by locals and employers statewide.

"We're proving that Council 2 can stand strong for our members because we build trust and relationships with employers that even in tough negotiations are rooted in a pride of service," said Fredin.

More than a chance to learn and share, conventions are important opportunities to build friendships and solidarity, with other members. For all attendees, conventions are when we come together in common purpose to shape the future of Council 2—a critical process in building a better, stronger union for all.



Patti Cox - Mary Hersey Award Recipient



Chris Dugovich and Lee Saunders

Members Assist in Fighting Devastating Chelan Fires

The wildfires that have gripped Eastern Washington have been at the top of the news, and we have all been saddened by their devastating impact on local families.

As the fires have raged on there was a bright spot in the midst of what have proved to be some of the most damaging fires in Washington State history. The public works members of Local 846-CC recently rose to the occasion to ensure essential City services were uninterrupted in dangerous conditions.

Despite having lost the PUD power supply to the City of Chelan, Public Works staff helped maintain essential services (H2O for fire suppression) and wastewater services as the fires swept through the area. The fire started at 6:00 am but did not reach full strength until 2:30 pm. During that time staff worked hard to fill all the reservoirs that the local fire departments depend on ensuring plenty of water for fire suppression. Local President Eric Gocke stated that some public works crewmembers worked over 20 hours straight making sure that basic services were not lost. It was a total team effort by all public works employees, said Gocke.

Additionally Local 846-CC mechanics ensured generators used to power fire suppression pumps in apartment complexes throughout the community continued to operate, and staff assisted in fire suppression efforts, "making a stand" that prevented a home from burning for one local member family.

"Public Works Employees continue to be committed to community and it is extremely heartening to see so many step up for the City and surrounding communities of Chelan," said Eric Gocke, President of Local 846-CC. "We are so proud of our members and our hearts go

Chelan Fires continued on p.3

The Bogey Man on the Horizon!



CHRIS DUGOVICH

When the Affordable Care Act passed Congress in President Obama's first term, the AFL-CIO and AFSCME's lobbyists in Washington, DC worked hard on many provisions of the law. No portion was scrutinized in more detail than the so-called "Cadillac Tax" due to be enacted January 1st of 2018.

The first thing to get straight is that the days of "Cadillac Health Insurance" plans—

the low premium, comprehensive coverage once enjoyed by many—have been over for quite a while. The plans that cover our membership, and most working people today, are more like compact Chevrolets or Fords, but certainly not a "Luxury Cadillac".

As designed under the law, this provision calls for a 40% tax effective January 1st of 2018 on health care premiums that exceed \$10,200 per-year for single coverage and \$27,500 for family coverage. It is solely paid for by the employer. In other words, it serves as a deterrent to providing high cost coverage at the expense of broader, more affordable coverage available to more people at a lower cost.

The final details of this provision are yet to be determined, and could have an effect on the final tax imposed.

An unintended consequence of the Cadillac Tax, however, is already affecting health insurance negotiations across the state. Many employers are citing fear of the tax to try and extract benefit cuts in our contracts, and we can be sure many more will attempt to use it to their advantage.

It's a bad argument, and one that violates common sense: First and foremost it is very easy for us agree that it just doesn't make a lot of sense to pay a 40% tax for medical premiums that exceed the limit. So even if for some reason our negotiated costs balloon unexpectedly, we will re-open discussions.

Corporations flush with cash like Microsoft have stated they will make up any number that exceed the thresholds with funding health care saving accounts or flat out pay increases. It is not realistic for any of our membership to believe the public sector is going to mirror Microsoft's policy, however, it does show how paying the tax is avoidable.

In many instances the employers across our state have overreacted in the summer of 2015 to the "bogey man" that may never happen. Their short—and cynical— answer is to cap premiums short of the thresholds. The impacts are unnecessary benefit cuts, and the financial impacts are higher deductibles along with higher co-insurance provisions.

This short sided position totally ignores the fact that in 2-1/2 years things could dramatically change. Congress could act, Federal regulations could adjust the parameters and ease the arbitrary threshold numbers. Additionally, common sense cost savings could occur that must include the administration of the many plans across the state prior to January 1st of 2018.

A rational solution for collective bargaining agreements running up to or after the January 1st, 2018 deadline is to provide for an opener to re-negotiate the particular medical plan. This is a position not only advocated by the Union but the Association of Washington Cities at their recent Yakima yearly conference.

It makes sense to wait to see what we are actually dealing with, rather than acting in the dark. The bogey man may not even appear!

Next Generation of Leaders Receive Scholarships



Nini Hong

Congratulations to Nini Hong our 4 Year Scholarship Award Winner! (\$5,000 per year for 4 years)

Scholarship in Memory of Mitchell James Parido, Deceased Son of Member Cyndi Parido, Pierce County Library, Local 3787; In Honor of Peterson, Russell, Kelly, PLLC, for their contribution to the Scholarship Fund.

Member Name and Local:

Xuan Phuong Tran,
2083 Seattle Public Library

**2015 PRESIDENTS' CONFERENCE
OCT 23 - 24, 2015**

**Campbell's Resort
Chelan, WA**

Visit www.council2.com/calendar for more details or to register.

Champions of This Year Scholarship Golf Tournament



Fred Olander, Ozzie Norris, Scott Slater and Stan Nelson

(Group from Local 176-T – Skagit County Transit)

This Year's Council 2 Scholarship Golf tournament raised enough funds to provide ten \$2,000 scholarships for the upcoming year. Applications for the 2016 Council 2 Scholarships will be available at the beginning of January on our website and must be post-marked by March 31st.

Other scholarships offered by Council 2 for the upcoming year include, six \$2,000

The Washington State Council of County & City Employees believes in helping the next generation achieve their dreams. Recently, Council 2 awarded annual dependent scholarships, which range in amounts from \$2,000 to \$20,000 along with six \$1,000 continuing education scholarships to a number of deserving students.

Grateful recipients were excited to put their scholarships to work as they begin the next big steps in their lives. Michael Vitz-Wong from Seattle sent a big thank you for his scholarship and spoke of how he hopes to support his fellow workers when he enters the professional world. "Your contribution...will not be forgotten; as I become a professional I will place priority of joining a union, treating my peers and employees with the respect all workers deserve..."

Marci Zainwell of Mukilteo expressed thanks for the financial support, "Thank you very much for your generous scholarship award of \$5,000. The union's outstanding work on improving the lives of its members and others has fueled my passion of helping others." Another recipient, Kate Frazier of Yakima, hoped to be able to, "give back to the community and help students achieve their goals, as you have helped me."

To see a complete list of Council 2 Scholarship Award Winners and their photos check out the back page of this newsletter. Additionally, if you would like to view all of the thank you notes from our winners, head to our website, www.council2.com.

awards, six \$5,000 awards, and one 4-year scholarship award worth \$5,000 a year for 4 years (\$20,000 total). In addition to Council 2 awards, AFSCME offers additional scholarships of their own, so please visit our website for more information about deadlines and application processes.

Members Earn Backpay for Standby Policy Violations

Recently Local 1533-G and the City of Goldendale were able to come to a resolution on an issue dating back over two years involving two city wastewater employees. Upon discussing standby policies at a local union meeting, Staff Representative Eddie Allan learned that the city had been requiring their workers to be on standby 24 hours a day, 7 days a week without compensation.

Allan quickly went to work submitting documents and showing violations of the WAC code and on Monday, August 31, 2015, Local 1533-G and the city signed a MOA that agreed to pay the employees retroactive pay to the sum of \$13,298.00 and to establish a city standby compensation policy — a big victory for the union and the members.

All Politics is Local

Snohomish County Politics Get Ugly

In a blatant political move, three out of the five Snohomish County Council members rejected a Tentative Agreement that was reached with Snohomish County Executive John Lovick and Council 2's affiliated locals. The reason: The Chair of the County Council, Dave Somers, is running against the incumbent John Lovick. Mr. Somers wants everyone to believe that the County's budget won't support modest COLAs and healthcare costs. He's willing to leverage the livelihoods of 2,000 County workers to advance his political career after being term limited out of his County Council seat.

Like thousands of employees around the State, Snohomish County union members made enormous sacrifices during the recession. They agreed to wage freezes, furloughs, and increased contributions to their medical plans. Now that times are better, the Lovick Administration recognized the value of employees and was able to reach a reasonable agreement.

Unfortunately, when you are running as a challenger you have to manufacture a budget crisis to convince voters that the sky is falling. Mr. Somers, assisted by council members Terry Ryan and Ken Klein, seized this political opportunity and voted to kill the deal. Thankfully, two longtime worker allies, Brian Sullivan and Stephanie Wright, stood with County employees and voted to

support the agreed upon deal.

All Council 2 members are encouraged to support John Lovick, Brian Sullivan, and Stephanie Wright in their reelection bids this fall. The choice couldn't be more clear and the stakes any higher.

Local Spokane Member Working to Hold City Council Seat

Just over a year ago, former Council 2 member Karen Stratton was appointed to fill a vacancy on the Spokane City Council and is now seeking to hold her seat in this year's November Election.

Stratton, who previously worked as a clerk in the city clerk's office, is a great example of members getting active in local politics. She comes from a family that has been engaged in Spokane politics for several decades, with her mother and father both having served on Spokane's City Council and her mother as a Democratic state legislator in Olympia. Karen has lived in the Spokane area for over 10 years and brings a strong voice for working families to the council.

Karen is endorsed by Council 2 and now must run to retain her seat. We are excited to support her candidacy and encourage members to offer support in any way they can by visiting PeopleforStratton.com.

Heart Attack Victim Suspended for Defective Notice of Absence

A member of Council 2, Local 114-L recently received good news in relation to a grievance filed in the City of Bellingham. The member, a librarian at the Bellingham Public Library, recently received notice that she was suspended for not following proper sick call-in procedures.

She had woken up not feeling well and started to experience symptoms of a heart attack. She attempted to notify her supervisor by calling their cell phone two times prior to the start of her shift as well as calling a co-worker at the reference desk ten minutes after the start of her shift.

The calls, which were made under duress, were made from the back of an ambulance with paramedics on route to the hospital. Unfortunately, the City determined that the correct procedure was to call the absence line after her supervisor did not pick up her cell phone and incredibly attempted to suspend the Local 114-L member for two days for a defective notice of absence.

A grievance was filed citing extenuating circumstances that mitigate a defective notice and finally, after a lengthy mediation, the City was told to drop the suspension — which was ultimately the fair decision.

COUNCIL 2 EXECUTIVE BOARD

OFFICERS

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

DISTRICT ONE

Michael Rainey, 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)

Vacant

DISTRICT THREE

Conni Uhinck, Local 1308
(Kitsap County)

Donna Sigo, Local 120
(Tacoma-Pierce County)

DISTRICT FOUR

Mark Sigler, Local 275
(Grays Harbor County)

Tonya Maiava, Local 618
(Thurston County)

DISTRICT FIVE

Nicole Snider, Local 307-CO
(Clark County)

Tracy Ross, 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 Trarrough, Local 492
(Spokane County)

Vacant

DISTRICT NINE

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

Chelan Fires continued from front page

out to families that have faced loss due to these tragic fires."

The city administrator of Chelan, Paul Schmidt shared his thanks for the hard working men and women of Local 846-CC as well. "On August 14, 2015, City of Chelan Public Works personnel responded to wildfire conditions that began early in the morning and didn't end until 52 hours later. Through their efforts and expertise, the Public Works personnel contributed greatly to saving a residential neighborhood and reducing the potential huge losses in our industrial area. Without the dedication, response and work ethic of the City of Chelan Public Works Department, the Chelan Complex Fire would have been absolutely catastrophic to this community. Thanks to our Public Works personnel."

For individuals wanting to donate to the relief efforts for the Chelan Complex Fires, the Community Foundation of North Central Washington has set up a Chelan Valley Fire Relief Fund. Donations can be made online at cfncw.org or by calling (509) 663-7716.

Spokane Local and City Partner to Save Jobs

There was some recent good news for more than a hundred workers in the Spokane area due to the hard work of leadership from Local 270 and Spokane city officials.

After two years of work, the City of Spokane was able to take over the operations of the city owned waste to energy plant that was previously outsourced to a private entity, Wheelabrator, Inc. The deal created union positions with the city at their main waste to energy plant and city run satellite transfer station.

In addition to taking over the management of this facility, the City of Spokane had been in heated talks with the Spokane County officials on taking over the operations of transfer stations that were owned by the city, but outside of the city limits. Upon transfer of operations of these facilities to the County, a large number of workers faced the prospect of losing their jobs. Due to the hard work of union leadership, 40 workers were able to keep their jobs by being placed in other departments throughout the city.

This was a win for working families and a great example of Spokane workers and a local government partnering together for shared success.



COUNTY AND CITY EMPLOYEE

Official publication of the Washington State Council of County and City Employees | AFSCME, AFL-CIO | Published quarterly
President/Executive Director Chris Dugovich | P. O. Box 750, Everett, WA 98206-0750