

Non-Profit Org.
U.S. POSTAGE PAID
Seattle, Wash.
Permit No. 327

COUNTY & CITY EMPLOYEE
P.O. BOX 750
Everett, WA 98206-0750
RETURN SERVICE REQUESTED



COUNTY & CITY

EMPLOYEE

AFSCME AFL-CIO

Vol. 20 No. 3

<http://www.council2.com>

Summer 2005

NEWS IN BRIEF

AFSCME scholarships available

Applications for AFSCME Family Scholarships are due by Dec. 31, 2005. Thirteen scholarships of \$2,000 each are awarded annually to graduating high school seniors who are children or financially dependent grandchildren of AFSCME members.

The scholarships, which can be used for any field of study, will be renewed for \$2,000 a year for a maximum of four years.

The winners will be announced on March 31, 2006. Application forms are available on the AFSCME Web site, www.afscme.org.

Remember to vote
**PRIMARY
ELECTION DAY
September 20**

Skagit County contract signed

Council 2 has helped negotiate a first-time contract for the 25-strong Skagit County Prosecutor's legal support staff. The contract, covering 2004 to 2006, was signed Aug. 1.

The contract is the first for Local 176-PS since it was organized a couple of years ago. The major issue in the negotiations — arbitration of just cause termination — took about three months' mediation to settle.

Local members Gale Torres, president, and Amy Elliot served on the negotiating committee.

INSIDE

Scholarship pictures
— Page 3

Convention highlights
— Page 4

Convention resolutions
— Page 2

Local member honored for heroism

Local 618 member Cody Roberts has been praised as one of the heroes who saved the life of an East Olympia man who suffered a heart attack earlier this year.

Roberts — who is Thurston County Communications Chapter Chair for the Local — took a 911 call from Sheri Ryan, whose husband Craig Thompson had collapsed unconscious on the floor.

Although Ryan said she did not remember how to give CPR, Roberts walked her through the crucial steps — timed breaths and chest compressions — to keep Thompson artificially breathing. As he did, Ryan started recalling her training.

After a while, Ryan could feel Thompson's breath on her cheek as she administered artificial respiration. Roberts encouraged her to keep going.

Rescue workers arrived in minutes and took over.



Thompson, Roberts and Ryan

See HERO, Page 3



Convention delegates study a resolution before voting on it.

Convention combines hard work and fun

Attended by almost 200 delegates and guests from around the state,

effectively and enjoyed three days of camaraderie with fellow union members.

**More convention coverage:
Pages 2 and 4**

See CONVENTION, Page 3

Council 2's 47th biennial convention was true to the long-standing traditions set by those that preceded it.

Delegates learned from the workshops, played golf, debated significant issues and partied in a balanced mix of productivity and enjoyment.

All agreed the convention was a worthwhile event.

They learned more about how the union works, took away a renewed commitment to work for it more



Here's why Council 2 keeps on growing

Council 2 continues to be the fastest growing union in Washington State, President/Executive Director Chris Dugovich said at the 47th annual convention.

Members now number 16,000, with more than 600 King County library employees having been added in 2004 and more than 100 Lynnwood City employees in 2005, Dugovich said.

He attributed the strong growth to hard work by Organizing Director Bill Keenan, talented staff representatives around the state, Local presidents and members.

"All of you make this a great union to join, a great union that works hard to protect your rights and a great union in which to be an active member," he added. "Compared with most other unions of our size, we have a small organizing staff and a large number of staff representatives. So how is it we keep growing?"

"We have placed a premium on taking care of the members we have, and letting our results around the bargaining table — not flashy organizing drives — speak for themselves."

The union needs to fight for the people

See DUGOVICH, Page 3

Two initiatives affect members

Council 2 opposes two initiatives affecting its members that will feature on the November ballot.

Initiative I-900 would direct the State Auditor to conduct performance audits of state and local governments and dedicate 0.16 percent of the state's portion of sales and use tax collections to fund the audits. Performance audits study how effectively

agencies are achieving their goals.

The initiative — backed by Tim Eyman — would provide about \$10 million a year in funding and would let the auditor, rather than a citizen board, decide who is audited.

The auditor's office is currently authorized to perform financial audits of state and local government's handling of tax

dollars. That authority is limited to state programs and is funded at \$2.8 million over the next two years.

"Most of what is called for in the initiative already is being done," says Council 2 Deputy Director Pat Thompson. "We are not sure exactly what the impact of

See INITIATIVES, Page 3

What biennial convention means for our union

CHRIS DUGOVICH



Letter from the President

Our biennial convention is one of the most significant events on the Council 2 calendar. So much so that its ripple effects are felt through the organization long after the close of the activities. Even those who do not attend benefit indirectly from the convention's impact on our daily union activities.

On the three days that we set aside every two years we conduct an exercise that is democratic, educational, inspirational, rewarding and enjoyable. You'll see those aspects reflected in coverage of the convention in this issue of our quarterly newspaper.

The convention is **democratic** because it provides delegates with the opportunity to participate in the running of the union itself. The resolutions that appear alongside this column reflect that process. Reviewed by committees, they were presented to the delegates who had the opportunity to read them over carefully, to consider them, to refine them and to debate them.

Once the majority has spoken and a resolution is adopted, of course, it becomes a guiding principle for the union and is followed during the next two years.

The resolutions speak not only to the running of the organization, but also to its beliefs and its approach to critical issues. If you did not attend the convention, you have the chance now to read through the resolutions to gain perspective on some of our priorities in the months ahead.

The convention is **educational** because it enables delegates to learn firsthand how the union works.

Workshops held during the convention provide valuable information on key aspects of union activity such as how the collective bargaining process works, how to bargain for health benefits and the importance of understanding the state and federal political processes.

The convention is **inspirational** because delegates hear from dedicated labor and political leaders who put workers' welfare at the head of their agenda.

As a result, delegates rededicate themselves anew to the cause in which they believe and leave the convention with a renewed determination to succeed.

Read extracts on page 4 from what King County Executive Ron Sims and AFSCME Director of Political Action Larry Scanlon told delegates this year and you will glean something of the spirit they conveyed and the inspiration they provided.

The convention is **rewarding** because delegates can interact with other members, both socially and in union business. They get to know one another better and in many cases make lifelong friends.

The Women's Action Committee (see Page 4) is a good example of a group that have bonded together over the years in such a way that one retiring member told the women's breakfast on Sunday that she would miss her fellow committee members more than her job and her fellow employees. "You are like brothers and sisters to me," she said. Another said she would miss them "even more than my dog and cat."

Finally, the convention is **enjoyable** because it presents opportunities for relaxation and fellowship. From the traditional Friday golf tournament to the Saturday dinner-dance and the evening hospitality rooms, delegates have fun between the times of hard work and learning.

It's a well-tuned balance that puts us on the right track for the next two years.

RESOLUTIONS APPROVED AT 47TH CONVENTION

1 WORKPLACE VIOLENCE

That Council 2 work to have employers adopt uniform federal and WISHA programs and OSHA guidelines for preventing worker violence and urges employers who are not in compliance to do so immediately; and

That in order to prevent workplace violence, Council 2 urges our local unions and employers to take responsibility to insure a safe work environment and negotiate policies and procedures with respect to safety devices, staffing levels, training, counseling or debriefing programs, and labor management programs that reduce workplace stress.

Council 2 works with our local union and employers to insure that all workplace violence policies and procedures are properly negotiated and are in compliance with the law and respect the legal rights of our members.

2 PERS REFORM

That Council 2 make it a top priority in the upcoming session to pass the improvements sought by the SPPP and hold all legislators and the Governor accountable for decisions they make regarding the Public Employees Retirement System

3 ORGANIZING CORRECTIONS

That the Washington State Council of County and City Employees continue to maximize our efforts to organize Corrections Personnel wherever possible throughout Washington and Idaho and continue to address the increasing concerns facing Corrections Personnel whenever possible.

4 COLLECTIVE BARGAINING RIGHTS FOR IDAHO PUBLIC EMPLOYEES

That the 16,000 members of Council 2 go on record calling for the State of Idaho to grant full collective bargaining rights for its public employees and that Council 2 support any and all efforts to secure these rights to gain the dignity and respect the Idaho public employees so rightfully deserve.

5 JUVENILE CORRECTIONS STAFFING

That Council 2 will support measures that provide more resources for the Juvenile justice system; and

That Council 2 will continue to advocate for no less than the safety of the children within the Juvenile Justice system and of our members working there; and

That Council 2 will continue to advocate for no less than minimum staffing standards in juvenile detention facilities.

6 ORGANIZING

That our affiliates, members, and staff continue to identify and contact public and private sector workers for organizing; and

That Council 2, along with our affiliates, members, and staff make a commitment to re-double our organizing efforts through our commitment of resources and funding for organizing throughout Washington and Idaho.

7 TEMPORARY/SEASONAL EMPLOYEES

That locals of Council 2 bargain aggressively to curb the use of Temporary/Seasonal employees or to get them recognized as

part of the bargaining unit if they work 1/6 of the time of a fulltime employee.

8 OPPOSING THE IMPLEMENTATION OF CERTAIN PROVISIONS OF THE USA PATRIOT ACT

AFSCME, Council 2 opposes any use of governmental power to suppress the free and open exchange of knowledge and information; and

That AFSCME, Council 2 encourages all library workers and advocates to defend and support user privacy and free and open access to knowledge and information; and

That AFSCME, Council 2 considers certain provisions of the USA Patriot Act to be a danger to the constitutional and privacy rights of library users; and

That AFSCME, Council 2 urges its members to contact their elected representatives in the United States Congress in a call for oversight of the implementation of the USA Patriot Act and the repeal of provisions of the Act that threaten the rights of inquiry and free expression.

9 RIGHT-TO-WORK

That AFSCME and Council 2 continue to fight Paycheck Deception wherever it occurs.

11 INITIATIVE 900

That Council 2 continue to oppose I-900 through member education and public outreach that exposes this scheme for what it really is, another hoax designed to make Tim Eyman rich.

12 AFL-CIO RESTRUCTURING

That Council 2 and its affiliates take an active role in providing input to both our International Union, AFSCME and the AFL-CIO that emphasizes the need to provide quality service to our membership as the best method to strengthen the labor movement.

13 PEOPLE CHECKOFF

That all Council 2 locals without PEOPLE checkoff rights be urged to obtain an agreement or a contract clause to establish voluntary PEOPLE checkoff for their members.

14 SUPPORT FOR HUMAN RIGHTS

That this convention goes on record as supporting our fellow Americans in their pursuit of Human Rights for all mankind; and

That Council 2 notifies our International Union of our action so that it might be included in AFSCME's lobbying in Congress.

15 SAFETY IN PUBLIC LIBRARIES

That the Washington State Council of County and City Employees will continue to advocate for staffing minimums and safety in public libraries.

16 ORGANIZING LIBRARIES

That Council 2 continues its commitment to organizing libraries throughout Washington and Idaho.

17 PRESERVING SOCIAL SECURITY

AFSCME, Council 2 rejects President Bush's plans to privatize the Social Security program and the recommendations of his Social Security Commission; and

That AFSCME, Council 2 reaffirms its faith in Social Security as the risk-free foundation of retirement income for American workers and the premier system of income protection for American working families.

18 PRIVATIZING OF PRISONS AND JAILS

That AFSCME Council 2 shall monitor prison and jail privatization throughout the state and apprise all Council 2 affiliates of its findings on an ongoing basis; and

That AFSCME Council 2 and its Locals use such strategies as cost comparisons and feasibility studies, lobbying state and local government officials, publicity campaigns, appropriate legal action and the passage of legislation restricting contracting out in order to stop prison privatization and hold our elected officials accountable on this important issue.

19 PRIVATIZATION/ CONTRACTING OUT

That Council 2 opposes all efforts to contract out or privatize public services currently provided by state and local governments.

20 RETIREE HEALTH CARE

That Council 2 continues actively pursuing health care options that provide affordable alternatives for public employee retirees.

21 DEFERRED COMP

That Council 2 helps educate our membership on deferred compensation programs so that members may enhance their retirement funds and/or retire prior to 65 years of age.

22 SUPPORTING ERGONOMICS

That Council 2 opposes all efforts by any party, business or political organization to further weaken the protection that workers have under State or Federal law.

That the Washington State Council of County and City Employees work with other Unions to reinstate the regulations on Ergonomics that have been lost, and strive to improve worker safety in the workplace.

23 STEWARDS TRAINING

That local unions be more active and supportive in participating in Council 2's steward training program.

24 WORKERS' MEMORIAL DAY MOURN FOR THE DEAD/ FIGHT FOR THE LIVING

That Council 2 and its affiliates continue to support and participate in Workers' Memorial Day activities each year; and

That Council 2 and its affiliates continue the fight for safe workplaces; and

That this convention observes a moment of silence to honor our brothers and sisters who have lost their lives since we last convened.

25 HOST LOCALS

That the assembled delegates of the 47th Council 2 Convention go on record to thank and express their appreciation to the host locals of District 8 and their

CONVENTION, from Page 1



The Spokane host committee did not disappoint them, enlivening proceedings with a colorful "Mardi Gras" theme that evoked many favorable comments.

Special features were inspiring talks by King County Executive Ron Sims, AFSCME Director of Political Action Larry Scanlon and Council 2 President/Execu-

tive Director Chris Dugovich (see reports on Pages 1 and 4).

Vern Brown became the first male to receive the Mary Hersey Award (page 4) and three retirees from the Women's Action Committee were honored (see page 4).

INITIATIVES, from Page 1

this initiative will be."

"Certainly everyone is in favor of a top level of services and performance from their local governments," Thompson adds. "But it will not make up for the lack of revenue local governments have suffered that hinders their ability to provide those services. Ironically the revenues were cut by the same person who is behind Initiative 900."

Thompson adds that the initiative is another example of how Eyman is filling his pockets from the initiative process.

Initiative I-192 would repeal the 9.5-cent-a-gallon gas tax that was imposed by the State Legislature in its 2005 session.

The first 3 cents of the tax kicked in on July 1; the other increases will be phased in over the next three years.

Thompson says the gas tax provides a lot of funding for critical infrastructure projects.

"A lot of our members' jobs are related to that revenue," he says. Roads are the economic lifelines of our state and this tax is essential for their maintenance and improvement, Thompson adds.

Council 2 understands that the increase in the gas tax, coming at the same time as strong increases in gas prices generally, is tough on everyone, Thompson says.

"But that hardship does not compare with the hardship we will experience if the state's infrastructure is neglected.

"Ironically, with the manipulation of oil prices, it is less of a percentage of overall gas prices than it would have been had the oil price not risen so sharply."

HERO, from Page 1

"Thompson is alive today — and fully functioning — likely because of Roberts' persistence, patience and care in conjunction with Thompson's wife's actions," according to a report in The Olympian newspaper.

In a letter to the newspaper, Ryan and Thompson wrote, "We extend our gratitude, appreciation and praise for the 9-1-1 dispatcher, Fire Chief Ettore Castellente and his excellent medics at East Olympia's Fire District 6."

Roberts, 25, was honored at a Real Heroes Breakfast in Lacey earlier this year not only for his role in saving Thompson's life, but also for his assistance in a similar situation.

In that occurrence, he walked Nancy LaGasa through the steps of CPR so her husband, Bruce, could help a friend who also had suffered cardiac arrest.

"Cody was great," LaGasa told The Olympian. "He was just very calm and thorough."

DUGOVICH, from Page 1

it represents, to organize and grow, and to remain vigilant and protective of its members, Dugovich said.

Over the past two years Council 2:

- » Has been a real leader in a broad coalition to protect members' pensions.
- » Helped ensure counties and cities earned a share of the transportation budget.
- » Has been an acknowledged leader in contesting initiatives that would harm local government.
- » Introduced legislation, passed this year, to reform the signature-gathering process.

In addition, Council 2 members devoted time and effort to keep I-864 off the ballot.

This year, Tim Eyman returned with a performance audit initiative that is little more than a massive unfunded mandate on our employers, Dugovich said.

"It requires cash-strapped local governments to tell us what we already know: that there aren't enough resources to help us do our jobs as efficiently or effectively

as we would sometimes like to do.

"Let's face it. There is no group of employees under more scrutiny, who do more with less, and still try to smile, than local government employees. We should all be proud of what we do, proud to serve the people of our communities and proud to be a part of this great union."

Council 2 is now financially strong enough to rise to an unforeseen financial challenge, such as a strike, a lawsuit or a costly ballot initiative fight, Dugovich said.

Scholarship awards

Wayne Barthule — who was formally presented with Council 2's four-year Dependent Scholarship Award during the 47th biennial convention in Spokane in June — earned a grade point average of 3.97 when he graduated from Olympia's Capital High School last year.

In his first year at the University of Washington he received a grade point average of 3.65.

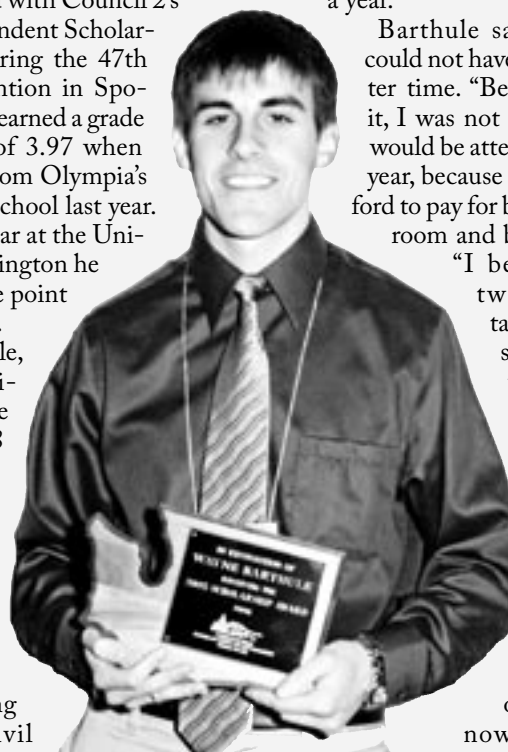
Now Barthule, 20, son of Michelle Barthule of Local 618 in Thurston County, is working toward graduating from UW with a bachelor of science degree and is planning a career in civil engineering. He also is interested

in chemistry and would like to minor or not." Barthule adds he would like to thank everyone who made the award possible.

Barthule says the award could not have come at a better time. "Before I received it, I was not sure whether I would be attending UW this year, because I could not afford to pay for both school and room and board," he says.

"I began to work two jobs while taking a full-load spring quarter, which consisted of calculus, physics and computer programming.

"I am thankful that I will be able to focus more on my studies now and less on trying to figure out if I can afford to be here



in chemistry and would like to minor or not."

The award, presented to Barthule by Council 2 President/Executive Direc-

or not."

Barthule adds he would like to thank everyone who made the award possible.



Jennifer Weiland (above) and Calie Boyd (right) were each awarded a \$2,000 dependent scholarship.

COUNCIL 2 EXECUTIVE BOARD

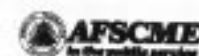
OFFICERS

Chris Dugovich, President/Executive Director
Ron Fredin, Vice-President
Judy Johnson, Secretary/Treasurer

DISTRICT ONE	DISTRICT TWO	DISTRICT THREE
Roger Moller , Local 109 (Snohomish County) Lee Lehman , Local 109-E (Snohomish County) Gerri Delisle , Local 1811-CA (Snohomish County) Monte Turner , Local 113 (City of Everett)	Doug Peterson , Local 21 (City of Seattle) Kathleen Senecaut , Local 2617 (City of Kent) Michael West , Local 2084-SC (King County Superior Court)	Patti Cox , Local 3787 (Pierce County Library District) Conni Uhinck , Local 1308 (Kitsap County) John Ohlson , Local 120 (City of Tacoma)
DISTRICT FOUR	DISTRICT FIVE	DISTRICT SIX
Kevin James , Local 275 (Grays Harbor County) Dennis Finegan , Local 618 (Thurston County)	Tracy Ross , Local 307-VC (City of Vancouver) Bill McEntire , Local 307-CO (Clark County)	Carol Travis , Local 874-H (Prosser Memorial Hospital) Yvette Lewis , Local 1122 (City of Yakima)
DISTRICT SEVEN	DISTRICT EIGHT	DISTRICT NINE
Chris Wood , Local 1476-AC (Asotin County) Pam Fitzgerald , Local 1191-W (City of Walla Walla)	Tom Trarough , Local 492 (Spokane County) Dave Hanshaw , Local 270 (City of Spokane) Amie Swenson , Local 1553 (Spokane County)	Robin Ricks , Local 433 (City of Coeur d'Alene)

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
 AddressP.O. Box 750, Everett, WA 98206-0750

heard and seen at the

2005 Convention



LARRY SCANLON
Director of Political Action, AFSCME

It takes resources to fight back

Workers are under attack as never before in the history of this country.

We are paying the price for going from a national to an international economy.

Pension systems are under attack in virtually every state of the union.

How are we going to fight back? Think about how we communicate: cell telephones, TiVo. How are we going to do political advertising in the future? How are we going to do organizing?

How do we build capacity at the national and local level? How do we grow the union?

Millions of workers would like to be part of our

union: we ought to be bringing in those workers who have an affinity and bring them into our union.

We are looking at ways to do that, but we would welcome your comments.

You are the future of the labor movement and you need to help us figure out how we are going to grow the labor movement.

It takes resources to fight back. It is hard whenever we say: We need more money. No one likes to ask for dues increases, but you have to pay the freight.

If we succeed we will take back our country and make it a great place to live and work in again.

Believe – and you will be effective

If you belong to a union, believe in it. It does not mean you have joined a club or an organization. It means you have a fundamental belief in your right to organize and bargain. It's important for you to believe that you are effective and you will prevail, even though there are challenges.

You are in a growing, dynamic union whose voice is heard in city, county and state. Walk like a champion. Act like a champion.

Organized labor is a credible part of this great experiment that is America. The issue is whether your hopes and dreams will be realized. I want you to believe. Life is short, life is wonderful, but it is magnificent when you believe.

Change the world; it waits for you.



RON SIMS
King County Executive

Three retirees are honored

Three retirees from the Women's Action Committee who gave many years of service to Council 2 were honored during the convention.

They were:

PAULA LAWS

Laws retired from the Women's Action Committee after resigning her position with the City of Coeur d'Alene last year.

Laws played a key role in the 1999 battle to restore collective bargaining to workers at the City of Coeur d'Alene and gave many years of service to the union generally and to workers in Idaho in particular.



'Mr. Union' receives Mary Hersey award

Many people in Yakima, particularly those who work for the City, know him as "Mr. Union." Vern Brown has earned the name for his active involvement in Local activities over nearly 30 years, for his ability to recruit new workers to the union and for his organization of the annual Central Labor Picnic.

And now Brown has been honored for his life-long work for the union. At the 47th biennial convention, he was presented with the Mary Hersey Award, established in honor of Hersey, who revitalized the Women's Committee after being appointed the Women's Committee Advisor in 1980. She retired in 1992 and was presented with the first "Mary Hersey Award" in 1997. She died shortly thereafter.

Brown, employed by the City of Yakima's Parks Department since 1974 and a Local 1122 member since it was formed in 1978, is the first male to receive the award.

"Vern's passion for the welfare of his fellow employees throughout the City of Yakima has been second to none," Yvette Lewis, president of Local 1122, told the Women's Action Committee breakfast at which the award was presented.



VERN BROWN
Local 1122, Yakima

"The interests of others came before his own."

Brown was a source of inexhaustible energy, Lewis added. Mary Hersey knew that if she needed someone to do something, Brown was the one on whom she could depend.

"It would take three books to outline everything he has done."

Brown, a shop steward in the Parks Department, served on the executive board for most of that time — until this year. The reason he stepped down was that he plans to retire in December and felt someone new needed to be trained to take his place.

Aside from the union, he has served in various activities in the Yakima Arboretum, Boy Scouts, Cancer Walk and Kidney Foundation. He also is active in the Democratic Party in Yakima. "Where there was a cause Vern was there," Lewis said. "He is the most selfless individual I have ever met. I am sure everyone in his Local would agree."

Brown thanked the Women's Action Committee for the award and said it was an honor to have been Mary's friend.

JOANNE VAUGHN



When Vaughn became secretary treasurer of Local 270 (City of Spokane), she succeeded in the challenging task of restoring the books to a professional level.

At that time she joined the Women's Action Committee and remained a member until her retirement earlier this year.

She was one of only two women in the Solid Waste Department office and was shop steward in the Refuse Department when no one else would undertake the task.

JACKI UNGER

A member of the Women's Committee for 14 years, Unger retired earlier this year from the City of Vancouver where she was a member of Local 307-VC.

