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NEWS IN BRIEF

New hope for agreement in talks

Council 2 officials are hoping that the election of two new members to the Spokane County Board of Commissioners will bring resolution to negotiations that have been dragging on for some 16 months.

The negotiations are between Spokane County government and a coalition of unions, primarily Council 2 Locals. The bargaining has been dominated by a dispute over medical benefits that has lasted more than a year.

The new commissioners, Todd Mielke (District 1) and Mark Richard, (District 2) take office in January.

Spokane Staff Representatives Mike Smith and Gordon Smith are involved in the negotiations.

Receive news when it happens—by email

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Your email address will be kept confidential and will not be shared with anyone outside Council 2.

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Our issues now stand better chance of passage

The November general election held welcome news for Council 2 — at least as far as the State Legislative contests were concerned.

Here's why:

- The Democrats, who controlled only the House before the election, will now control both the House and the Senate when the Legislature meets in January.

In the Senate, the Democrats wrested two seats from the Republicans to move from being 24-25 down to 26-23 ahead.

In the House, the Democrats extended their majority by three seats to 55-43.

As a result, some issues favored by Council 2 are likely to stand a better



Local member elected County Commissioner

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chance of being passed by both the House and the Senate in the next two years.

It had not yet been determined at press time whether the governor's seat

will be occupied by a Republican or a Democrat.

An automatic machine recount was ordered after Dino Rossi (Republican) ended 261 votes ahead of Christine Gregoire (Democrat).

"Should Rossi win, it will strike an interesting balance between the governorship and the Legislature," says Pat Thompson, Deputy Director of Council 2. "It is our hope that reasonable, well-thought-out proposals will gain support from both chambers and the governor.

"We have worked with Senator Rossi

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LOCAL PRESIDENTS MEET



Union leaders study grievance procedures and learn about political campaigning

When Local presidents met in Wenatchee recently, they spent much of their time examining successful grievance cases brought by Council 2.

Under the guidance of Council 2's Legal Counsel Audrey Eide, they took an in-depth look at the cases and learned how to determine which grievance issues are winnable. Eide also discussed arbitration issues.

The discussions formed a major part of the annual Fall Local Presidents Conference, which was attended by about 100 Local presidents and other union leaders on October 29 and 30.

"The conference was highly success-

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ful," says Council 2 President/Executive Director Chris Dugovich. "We will repeat it next fall in a location yet to be determined. Everyone will have plenty of advance notice."

Council 2 pays the conference expenses of the Local presidents or their designees.

Among the other presentations at the conference were those from Council 2 Deputy Director Pat Thompson and

political consultant Christian Sinderman. They outlined their views of the current political situation in Washington State as it relates to union issues and advised the Local leaders on how to get out the vote for the November 2 election.

Another presenter was Ron Dotzauer, Q13 TV political analyst who ran the highly successful 1982 campaign to re-elect Henry M. "Scoop" Jackson to the U.S. Senate.

Dotzauer also was involved in the 1984 election of Booth Gardner as Washington State governor and Maria Cantwell's 2000 race for the U.S. Senate.

Contract is benchmark for others

As negotiations start on a 3-year master contract that covers about 1,700 Snohomish County employees, the Local representatives believe they are well prepared for what lies ahead.

The reason: They have been meeting for two months to prepare for them.

"We have been developing our proposals, based on input from the Locals," explains James Trefry, Council 2 Staff Representative who has been organizing the meetings. They have met several

Cost of living and medical are major issues

times over the past six weeks to discuss the issues and the tactics they will use in bargaining.

As negotiations begin, the Local leaders will continue to meet on their own from time to time to discuss the progress they are making and how to deal with new

situations that might arise.

The major issues are improved cost-of-living and medical settlements than those in the existing contract, which expires at the end of this year, Trefry says. The Locals involved are 109, 109-E, 1811-C and 1811-CA.

The contract is important not only because it covers the Snohomish County employees, but also because, as a master contract, it will be used as a benchmark

See SNOHOMISH, Page 3

Local officers and members really make union work

CHRIS DUGOVICH

This year's Presidents' Conference was a well attended event with Local Union Presidents and other leaders attending from across the state.

Council 2 continues to grow and is now approaching the 16,000-member mark with

better than 130 Locals or Chapters of Local Unions. These entities represent members covered by close to 200 separate collective bargaining agreements.

These Local Unions and the officers and members who run and attend their meetings are the people who really make Council 2 work.

Their activity is usually determined to a large degree by their size. Large Local Unions such as the City of Spokane's Local 270 meet like clockwork and have to deal with volumes of



Letter from the President

Council 2 continues to grow and is approaching the 16,000 membership mark

issues. Naturally, smaller Locals may meet only quarterly, and some meet only as needed. A handful meet only when the renegotiation of their contract approaches.

In all of these Locals 99% of the time everything works according to plan. The Local Union treasury is handled in a professional and correct manner, grievances are taken care of and contracts are renegotiated on a timely basis.

The system works so well that most of our growth has started with a personal recommendation from a current member or leader.

Naturally, we want this to continue. We want individuals to become involved and feel good about their Union. We want them to continue to enjoy the fact that assisting others with their issues and problems at work is really worth their time and effort. We also want everyone to be informed, to stay involved and to help make the decisions. Additionally, if perchance an issue goes unresolved or a mistake is made, let Council 2 know. We're all human and things certainly happen.

Council 2 Staff is here to assist you and make this whole system work.

If you have an issue or just a question give us a call or drop us an email. Call your Staff Representative or call the Everett office. You'll get a response. Our job is to make this system work.

If we communicate and work together we'll continue to improve the livelihoods of all the members in this union.

2005 scholarships will honor seven Council 2 members

The Council 2 scholarships for 2005 have been named in honor of, or in memory of, seven people, listed below. Tributes from the Locals of which they were members are included. Applications for the scholarships will be available in early December or online at www.council2.com. The deadline is March 15, 2005.

\$2,000 SCHOLARSHIP AWARDS



VELMA STANLEY

Velma Stanley, who died in December 1997 shortly after she retired at age 60, was one of the founders of Local 2083 and its first president. She worked for 34 years at the Seattle Public Library.

"She is one of our heroes and deserves an inspiring memorial such as this," members of the Local 2083 executive board say in a letter suggesting a scholarship be named after her.

In the late 60s, Velma and some of her colleagues reacted to low salaries and to a campaign of personal innuendo waged by the library administration by deciding to organize, not get mad. She worked to establish an AFSCME Local among the classified employees at the library, but the management refused to comply.

Velma and her colleagues turned to AFSCME, and Council 2's John Malgarini and Tom Bartlett helped organize the library clerical workers. The librarians organized separately, but on February 15, 1973, Local 2083-N was born as the representative of the Seattle Public Library's clerical workers. Velma was the first elected president of the clerical workers' local, AFSCME 2083N.

"Her experience in confronting management bore fruit for our contract — a strong grievance procedure, and language preventing arbitrary promotions was an early feature of the agreement," the executive board says.

Identifying common issues proved to be more important than separating into librarians and clerical employees, and the two Locals

became one in 1993. Velma saw many changes over her career in the library, but remained an active and informed member of the union.

"As we round out our 33rd year, it is inspiring to think about some of our heroes whose work made our paths so much easier than theirs were," the board members add.



GAIL ST. JOHN

Gail St. John, an active member of Local 21-I, Issaquah School Bus Drivers, since 1997, died in May 2004.

"Gail's soft-spoken manner and her innate ability to reach out to those in need made her the perfect special needs driver," says C. Angela McSwain, president of Local 21-I. "Her compassion and dedication to her students drew countless words of praise from grateful parents, students and co-workers alike. Although Gail, who was an only child, never married and had no children of her own, her 'kids' thought the world of her.

"Gail was also a constant in our lives. She was a real can-do person, a hard worker and lived her life with honesty and love. She always had a willing ear, a cheery hello, and words of encouragement. I think the most amazing aspect of Gail was that she let people be who they were. I never heard her say a bad thing about anyone. Her presence has been missed by all of us here at Local 21-I."

She was a caregiver from her young childhood in her mother's adult care home, her own adult care home, her dog boarding and grooming business and finally as

a caregiver as a special needs bus driver until her death from cancer in May.

"Gail was a true friend to many," says Sharon Rose, of Local 21-I. "Her heart was huge and she gave a close ear to anyone and was the first one to help anyone in need. She was the fairest-minded person I've ever had the pleasure to know."



PERRY CRANDALL

Perry Crandall, of Pierce County Library Local 3787, died in August in a motorcycle accident.

He began employment with the library in 1996. He worked in five different branches around the county, including the bookmobile. He also worked in the library's graphics department.

"He was well liked and will be missed by many staff members and the public," says Patti Cox, of Local 3787.



MIKE CMOS

Mike Cmos, 46, a member of Local 270, who worked for the City of Spokane for 24 years, died in October when a concrete roof collapsed into a "digester" tank it was covering.

Local members recall Cmos, a father and husband, as someone who was "loved by everybody." They remember him as "handsome, gregarious, kind and funny." He was, they add, the kind of person who would help you paint your house.

Fellow employees were hard hit by Cmos's death and felt naming a scholarship after him would be a fitting tribute.

\$500 CONTINUING EDUCATION AWARDS



WALT BAILEY

Walt served on the Local 275 executive board in one capacity or another from Sergeant of Arms to Chapter Chair for the City of Aberdeen for more than 20 years.

An executive board member for the Friends of Labor, he also served as president of that board. He was on the Council 2 Legislative Committee for 15 years. He also represented Local 275 on the Twin Harbors Labor Council for years.

"He was a staunch Democrat who never missed a party meeting unless it was during hunting season," says Kevin James, treasurer of Local 275. "Everyone on the Hill knew who the man in the red

suspenders was and what he stood for. I hope in some small way this gives you an insight into what we all lost."



JUDY TALBOT

Judy Talbot retired from the City of Walla Walla Water Division after more than 30 years at the end of 2003. Judy was president of Local 1991-W for three years, vice president for four years and shop steward for more than 20 years.

"She has been a true union member and has had the members' best interests at heart in everything she did for the Local," says Michael Jackson, president of Local 1191-W. "She always vol-

unteered her time and was the first to be there for her union friends in their time of need. She's been there with her support in the good times and bad."

Judy was a delegate to state convention several times and attended many shop steward trainings throughout her 30 years at the City of Walla Walla.

"Judy looked upon every convention and every seminar as a learning experience," Jackson adds. "She impressed upon our membership that you always come away with some added knowledge from these opportunities.

"We were reluctant to let Judy retire because she has been such a strong support for our Local but she continues to stay connected with us."

SUMMER SCHOOL FOR UNION WOMEN AWARD



PAULA LAWS

Paula Laws, who recently retired, is being honored for the many years of service she gave to the union generally and to workers in Idaho in particular.

She took a leading role in establishing Local 433, City of Coeur d'Alene, of which she was president until she retired from the City in May this year. She played a key role in the 1999 fight to restore bargaining rights to City workers.

In 1997 Paula was appointed to the executive board, representing the new district of Idaho. She held the position until May this year when she retired.

She also has been an active member of the Women's Action Committee.

Overtime dispute: Arbitrator rules in favor of Council 2

An arbitrator has ruled in favor of Council 2 in a dispute involving overtime pay.

The arbitrator, George Lehleitner, said that Klickitat County violated the collective bargaining agreement with workers in the Sheriff's Office by refusing to count holiday hours actually worked and paid for at time-and-one-half toward the weekly 40-hour threshold for overtime.

He ordered that the County:

- Allow employees in the Communications Department of the Sheriff's Office to count hours actually worked on holidays toward their overtime thresholds.



- Reimburse the employees for all compensation lost because they were not allowed to count holiday hours worked toward their overtime threshold. The compensation will be retroactive to the

2003 President's Day holiday.

The dispute between the union and the County arose following negotiations for a new collective bargaining agreement during 2002 in which overtime was the number one priority for the union. The union wanted to change the practice of regularly scheduled hours actually worked on holidays not counting toward the overtime threshold.

An agreement was later signed between the parties which read that "actual hours worked shall not include holiday hours, compensatory time, vacation time and/or sick leave time."

But after employees had worked on Martin Luther King Day the Auditor's office directed that they were not allowed to count time worked on the holiday toward their overtime threshold. Workers signed a letter to their supervisor alleging the County was violating the collective bargaining agreement.

Lehleitner said the only reasonable reading of the agreement is that actual hours worked, including hours actually worked on holidays, count toward the overtime threshold.

Legal Counsel Audrey Eide represented Council 2 at the hearing.

Council 2 files grievance on behalf of correctional officers

Correctional officers felt that officials in the Chelan County Regional Justice Center were so tardy in implementing a new security system that in August they walked off the job for an hour in protest.

The officers, all members of Council 2, felt they had waited long enough for action from the authorities. After all, inadequate security had led to several incidents — outlined recently in "The Wenatchee World" — over more than two years.

- On New Year's Eve 2002 inmates broke a window in a cell block and smuggled in liquor, cigarettes and possibly drugs by pulling them up on a string. The broken window was undetected for three days because the jail's alarm system did not work.

There was general agreement that the security system needed to be repaired for the safety of the officers, the inmates and the public.

- Nothing had been done when, on November 8, 2003, inmates removed a brick from the jail wall and smuggled in drugs. County officials said they were still working on a new security system.

- On August 7 2004 inmates used a

broken window to smuggle in a hacksaw and hydraulic jack for an escape attempt. No alarm had sounded because discussions were still continuing on a new security system.

- On August 11, county commissioners asked for "a list of workers' security concerns." That was when the officers walked off in protest.

The protest worked.

As a result, the Regional Jail governing committee declared an emergency and bought \$45,000 worth of security equipment, including screens for the windows and surveillance cameras.

But the protesting jail staff received a letter of complaint from the county commissioners saying their protest was illegal and had endangered the "public health, safety and welfare of the citizens of Chelan County."

In addition, the County cut an hour's wages from the officers' pay.

In response, Council 2 filed a grievance on behalf of the workers, charging that the county had failed to conduct a proper investigation into the circum-



stances of the protest, who exactly had taken part in it, and how long they had protested.

The union has not received a response to its grievance complaint yet, says Don Boxford, Wenatchee Staff Representative.

The County, in turn, filed an unfair labor practice against the union with the Public Employees Relations Commission.

The commission responded by issuing a deficiency notice against the county, saying their charge had not been properly worded.

PERC gave County officials 21 days to rewrite the filing.

Local member elected to Kittitas County Commission

After working for more than 22 years as a heavy equipment operator for Kittitas County's Public Works Department, Alan Crankovich, 50, will move on to higher office in January.

He was elected in November to be one of three Kittitas County Commissioners. Crankovich, who continues as a member of Local 792 until the end of the year, beat an incumbent in the primary earlier this year and went on to soundly defeat his opponent in the November race by 65 percent to 35 percent.

"This is something I have thought about doing over the years," Crankovich — who is a former president of Local 792 — says. "As a long-time County employee, you look and see how things are done and how you would have done things differently."

He adds that Kittitas County's population is the fourth fastest-growing in the state, creating growth problems. "I am not anti-growth," Crankovich explains, "but I believe we need better planning and we should not do things haphazardly and then wonder afterwards what happened."

"I wanted to be part of the leadership that faces the challenges that lie in the future."

Crankovich is married with four grown children and eight grandchildren.

ELECTION, from Page 1

on issues such as retirement in the past. He is not a stranger to the process.

"We will work with whomever wins."

- Tim Eyman — against whom Council 2 has fought several battles — lost initiative I-892 that called for an additional 17,000 slot machines in Washington

SNOHOMISH, from Page 1

for other contracts.

The negotiations take place at a time when Snohomish County is facing a tight budget and is considering eliminating positions across the county.

The difficulties are compounded because taxpayers have voted against two efforts to fund the costs of operating a new jail in Everett.

But the state has provided some relief by agreeing to lease at least two floors of the new facility.

The contract covers employees in most general fund departments and elected offices as well as planning and development services, and public works.

Trefry thanked those who have worked hard on preparing for the negotiations.

Among them are Scott White, Gerri Delisle and Loydean Wood of Local 109-E; Roger Moller, Pete Dykstra of Local 109; Tom Blum of Local 1811-C; Jay Crockett and Jay Fraser of Local 1811-CA; and Brian O'Neill, president of 1811-JPD who has participated at times in the preparations even though his Local is not directly involved.

State.

Voters rejected the initiative by a 60-40 ratio.

"It was a pretty solid defeat, but nevertheless you can expect to hear more of him in the spring," Thompson says. "He is speaking about several new initiatives."

Earlier this year Eyman failed to gather sufficient signatures for Initiative 864 that proposed a radical 25 percent local property tax cut.

Council 2 helped defeat the initiative by spearheading a campaign to educate voters about the potential devastating impacts of I-864 as well as the corruption of the initiative process itself through Eyman's use of paid signature gatherers.

Eyman has failed to pass any initiatives in the last two years.

"But we know as long as there is money to be made from the process he will be back," Thompson says.

COUNCIL 2 EXECUTIVE BOARD		
OFFICERS		
Chris Dugovich, President/Executive Director Ron Fredin, Vice-President Judy Johnson, Secretary/Treasurer		
DISTRICT ONE Roger Moller, Local 109 (Snohomish County) Lee Lehman, Local 1849 (San Juan County) Jay Crockett, Local 1811-CA (Snohomish County) Darrell Stuart, Local 113 (City of Everett)	DISTRICT TWO Doug Peterson, Local 21 (City of Seattle) Kathleen Senecaut, Local 2617 (City of Kent) Michael West, Local 2084-SC (King County Superior Court)	DISTRICT THREE Patti Cox, Local 3787 (Pierce County Library) Conni Uhinck, Local 1308 (Kitsap County) John Ohlsen, Local 120 (City of Tacoma)
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DISTRICT SEVEN Chris Wood, Local 1476-AC (Asotin County) Pam Fitzgerald, Local 1191-W (City of Walla Walla)	DISTRICT EIGHT Ken Thomas, Local 492 (Spokane County) Dave Hanshaw, Local 270 (City of Spokane) Amie Swenson, Local 1553 (Spokane County)	DISTRICT NINE (Vacant)

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Representatives of the parties sign the contract. They are (from left): Cindy Richardson, Local 1857 President; Bill Ptacek, KCLS Director; and Bill Keenan, Council 2 Director of Organizing. The bargaining committee members for Local 1857 pose with copies of the contract. They are: (from left) Marsha Iverson, Cindy Richardson, Diana Prenzger (Staff Representative for Council 2), Laura Ritter, Keenan, Don Isaacs and Susan Veltfort.

Spokane workers win big increases

A successful contract, with significant annual pay increases, has been negotiated between 1,100 employees, represented by Council 2, and the City of Spokane.

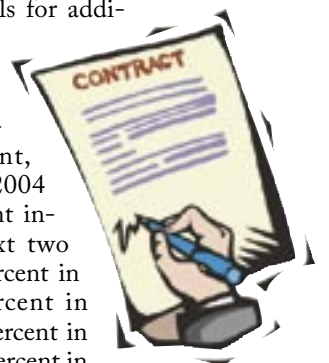
Negotiations on the contract, which covers 2004 through 2006, began in September 2003 and were recently completed.

"The negotiations were amicable," says Mike Smith, Council 2 Staff Representative in Spokane, who handled the talks for the union.

"Their success was largely due to the president of Local 270, Joe Cavanaugh, and the Spokane Mayor, Jim West, who was elected in 2004 during the negotiations.

"The negotiating committee also did an outstanding job."

The contract calls for additional cost sharing on the medical benefits program, but includes an increase of 5 percent, paid in October 2004 as well as 5-percent increases in the next two years, paid as 2 percent in April 2005, 3 percent in October 2005, 3 percent in April 2006 and 2 percent in October 2006.



The contract covers prosecuting attorneys, street, sewer and garbage disposal workers, and secretaries.

As a result of budget restraints, some 120 to 140 positions will be lost in the city, Smith adds. "Almost half of those will be police and fire workers. Some are positions that are not filled now. Only 25 to 30 workers represented by Council 2 will be affected."

It's official: King County Library contract is signed

It took a while, but it was worth the wait.

Almost two years after 550 King County Library employees elected to join Council 2, they overwhelmingly approved a first-time 3-year contract that lasts until 2006.

Members of Local 1857 voted 274-4 in September to ratify the tentative agreement reached earlier this year with the King County Library System.

The contract includes all the essential ingredients for which the workers were looking, such as union security, a grievance procedure with arbitration, se-

niority language, layoff and recall provisions and, most important, just-cause termination for all bargaining unit employees.

It also adds a one-time bonus called a "stay and completion bonus," which pays full-time employees an amount ranging from \$1,390 to \$4,570.

The bonus recognizes the contribution made by library staff to developing, learning and implementing new ways of doing business.

Work began on negotiating a first-time contract for the employees in April 2003.

The negotiations proved demanding and led to a mammoth

15-hour mediation session held July 15 2004 and moderated by State Mediator Ken Lasch.

The resulting tentative agreement has now been approved.

Local 1857 President Cynthia S. Richardson and Bill Keenan, Council 2's Director of Organizing signed the contract on behalf of the King County Library staff.

King County Library's Human Resources Manager Charlene Richards said everyone involved had contributed their creativity and communication skills as they worked through the process of understanding everyone's interests to produce the agreement.

SCENES FROM THE PRESIDENTS' CONFERENCE

October 29 - 30, 2004



Ron Dotzauer discusses running successful political campaigns.



From left, front: Deanna Davis, president of Local 3752-LT, Liz Fowler of Local 113-E and Steve Berry, president of Local 3752.



From left: Local 846-AA's vice president Linda DeLaCruz and president Betty Rae Adams; Local 1135-F's May Wheaton and Judy Gard.