

# Honoring the People Who Keep Us Safe

Council 2 is proud to represent many of the people who work in our criminal justice system and put our safety first across the state. In this issue of the newsletter, we're proud to showcase a sheriff's deputy that goes above and beyond and a great team of community minded police officers.

Deputy Leiter of the Clallam County Sheriff's Office Local 1619-D regularly goes above and beyond in his duties professionally and for his community.

Deputy Leiter serves as the Search and Rescue (SAR) coordinator for the Clallam County Sheriff's Office and has led seventeen SAR missions this year alone. This work is intensive and requires successfully deploying government resources such as the Navy, Coast Guard, US Border Patrol, etc., along with coordinating dozens of volunteers that go through vigorous emergency management training supervised by Deputy Leiter.

Additionally, Deputy Leiter is an Emergency Vehicle Operations Course (EVOC) instructor as well as a member of the Sheriff's Office Honor Guard.

In the community, Deputy Leiter is well known and recognized for coaching several youth sports. Deputy Leiter coaches youth football, boys and girls basketball, baseball and softball.

Needless to say, Deputy Leiter is a valuable asset to the Clallam County Sheriff's Office and the community he serves!

## Council 2 Delegates Attend AFSCME International Convention



The Goldendale Police Department is a great team of twelve, led by Chief Reggie Bartkowski, and Sergeants Jay Hunziker and Mike Smith. The officers and administrative assistants are experienced professionals and active community members.

In fact, the department participates in events throughout the South Central Washington town like Community Days, Klickitat County Rodeo, Back to School Bash, National Night Out, Santa Cop Program (where officers give out presents to Goldendale children in need).

The department puts on several Town Hall meetings throughout the year on hot topics in the community and have assemblies in Goldendale schools covering topics pertinent to students.

Goldendale Police take on a number of other responsibilities including assisting with security at school events, community events and sports games and conducting presentations for local businesses and organizations on law enforcement topics.

The department frequently meets with other local law enforcement agencies and government organizations to discuss local issues and develop preventative measures to keep Goldendale safe.

Goldendale is lucky to have such an engaged police department in their community!



Deputy Leiter, Clallam County Sheriff's Office Local 1619-D



Goldendale Police Department Local 1533-G — L to R: Reserve Officer Brandon Walter, Officer Leo Lucatero, Officer Mike Kenny, Sergeant Mike Smith, Administrative Assistant and Animal Control Officer Jessica Guthrie, Chief Reggie Bartkowski, Administrative Assistant Supervisor Maria Hutchins, Officer Adam Dymont, Officer Michael Stelljes, Officer Stan Berkshire, Sergeant Jay Hunziker, Officer Kelsey Shelton



This past July, a record number of Council 2 delegates attended the AFSCME International Convention in Boston. President Lee Saunders led a packed agenda of workshops and training events. Thanks to all who made the trip to this important event.

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FALL 2018

# County and City Employee

WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES — AFSCME AFL-CIO



Local 1619 City of Port Angeles general membership meeting.

# Union Members Hang Strong

The Washington State Council of County and City Employees and workers everywhere are standing strong with their union after the Supreme Court's decision in Janus v. AFSCME last June. Locals across the state have held membership meetings addressing what the decision means for workers and their union, and have found workers overwhelmingly support their #FreedomToJoin.

Different Locals have taken different approaches to talking about what the effects of the decision are. Local 1619 City of Port Angeles discussed the Janus impacts at their general meeting, while workers in Spokane have created a comprehensive card drive to keep workers engaged and interested.

Local 1619 City of Port Angeles remains 100% Union members.

When asked why they've chosen to stay, many county and city employees enthusiastically point to the benefits and community delivered by their union.

In addition to collective bargaining, which ensures higher wages and improved benefits, Council 2 also provides an attentive professional staff that supports and informs workers with questions or concerns, scholarship opportunities, and legislative organizing for new labor laws and safety protections.

Though special interests have tried to limit workers' ability to earn a fair wage, Washington's public employees have seen through their misleading claims and ignored potential short-term gains for long-term success, safety, and security.

While the Janus decision's complete fallout remains to be seen, it's up to workers, organizers, staff, Local Unions, and Council 2 to stand together and remain Union Strong. So far, all signs point to a strong Washington State Council of City and County Employees for years to come.



Kitsap County Clerk's Office, Local 1308 — L to R: Cyathia Samuels, Jennifer Knapp, April Monin, Angie Smith, Gwen Warren, Cheryl Beckly, Linsay Jorgensen, Lori Warner, Marisa Zechlin.

City of Olympia Local 618 — L to R: Chief Steward Eric Peller, Tracy Reddick, Tim Mellum, Mark Gayman, Chapter Chair Kristopher Carpenter.

Stay Connected

Have a story to share or want to learn more about what members of Council 2 are up to?

Visit our website to stay informed on the most current trainings, events, political action, and what members are up to in their communities.

www.Council2.com



# Moving Forward



**CHRIS DUGOVICH**

Over the years Council 2 has done a lot to reach out to members and find out how we are doing. Knowing we are not perfect, we are always trying to do a better job and provide the best representation possible.

The Union probably doesn't talk about its accomplishments enough but they are considerable. Wage increases, benefits, and a well-funded pension system are

all part of that. And while we may have our detractors, our last scientific poll of Union membership found that 62% of Council 2 membership believe we do an excellent or good job and an additional 22% judge it as fair.

Those numbers are a lot better than any politician!

Our strength and the ability to continue making gains is based on our numbers and our ability to keep those up in our bargaining units. To be blunt, some of the conversation we are having with newly hired employees in our units are memorable. Such as, "I am not sure the Union can do anything for me." My response is there is a reason you applied for the position and at least part of your decision to apply and accept was the wages, benefits, and your pension. Hey, the union gets a little credit for that!

If we want to make sure these positions in counties and cities across the state are still desirable and offer a reasonable reward for your hard work, it will take all of us working together.

The Supreme Court has thrown us a real curve, but our continued resilience is a testament to the good work all our Local Unions have done over the years. Public sector budgets have a lot of interest groups tugging at their purse strings—if our Local Unions don't maintain their strength, rest assured we will drop back in that priority list.

It takes an organization, a Union, to hang in there and make sure the individuals who perform the services are reasonably compensated. This Union has come a long way in this state since the late 80's when there were only 6,500 members and we were a couple hundred thousand dollars in the red. We now are more than 17,000 members, have dues that are \$30 per-month less than the state employees with Council 28, and have a strong balance sheet that provides a great deal in terms of service.

Council 2 makes all of that happen.

**To update your contact information go to [www.council2.com](http://www.council2.com) or call us at 1-800-775-6418.**

## City of Wapato Wastewater Operator Works Hard and Defies Discrimination



When the main objective of your work is to make wastewater clean, it is safe to say that it's a dirty job. Few careers require a more difficult combination of physical strength, certification requirements, and perseverance than wastewater operation.

Operators are required to maintain pumps throughout their purview, monitor stations to make sure they are fully operational, and ensure wastewater flow. It's also a field that's almost exclusively male, making it exceedingly difficult for women to join the ranks.

But for Amber Musgrave, taking on a difficult job in a male-dominated industry is a challenge she approaches head-on.

Musgrave is a wastewater operator for the City of Wapato Local 1122-W. Located in Yakima County in Central Washington, Wapato is a town of about 5,000 people and requires three certified operators to manage all of their wastewater processes.

Musgrave began her career as an electrician after she was inspired by her father, an electrician himself, who told her there were few women in his line of work. As an electrician, she worked on a variety of jobs in different places and with different crews. She at times found herself working on construction crews where she was the only woman among more than one hundred laborers.

After working as an electrician at Wapato's wastewater treatment plant, Musgrave was encouraged to complete wastewater certification and then join the city's staff as a wastewater operator.

Earning a wastewater certificate—one of the most challenging certifications in the state of Washington—took Musgrave five tries. Unlike her studies to be an

electrician, where she earned strong grades and had regular classes, wastewater certification was mostly self-taught. Earning the certificate took drive, a skill Musgrave says is necessary in her career field.

She says other important skills for wastewater operators involve temperament, such as an ability to remain calm in difficult situations and being skilled at interacting with the public.

Musgrave believes that the most difficult part of her job isn't turning dirty water clean, but rather the unique challenges she faces as a woman in this field. When she first began as an operator, men asked her if she was married and why she wasn't a homemaker. She believes comments like these, along with frequent dirty jokes and other sexist comments, are driven by the vast disparity in the number of men and women working in wastewater treatment.

At a conference she attended with wastewater operators from across Central Washington, Musgrave estimated there were ten women out of one thousand total attendees.

Musgrave feels supported by family members like her husband, brother, and father. In the face of rude comments, sexist discrimination, and coworkers who wanted her to quit, Musgrave often chooses to smile, ignore them, and go back to work.

She's also grateful for Council 2 and her local union, Local 1122-W. Musgrave says she loves the support of the union, "they're always there," and that she can always count on them to answer questions. Council 2 has always been supportive of her drive and determination—and Musgrave has benefited from their advice, guidance, and action when facing trouble and discrimination at work.

Musgrave values the strong community at Local 1122-W and has recently become more involved after being nominated to serve as Secretary Treasurer. In addition to her expanded union participation, Musgrave now hopes to earn advanced wastewater certifications that require additional studying and more hands-on experience.

Amber Musgrave isn't afraid to prove doubters wrong and demonstrate her abilities as a great worker, capable leader, and trailblazer, and these new opportunities offer her yet another avenue to achieve success.

## New Contract Agreed Upon with City of Coeur d'Alene

Last issue of the Council 2 Newsletter detailed how The City of Coeur d'Alene Local 433 was thriving in the "Right to Work" state of Idaho.

In yet another example of the success Local 433 is having, they recently settled a new contract with the City of Coeur d'Alene that gives workers regular wage increases, improved benefits, and contractual stability.

The two parties agreed to a five-year contract, an unusually long agreement, which will provide both workers and the city with stability for the coming years. The contract establishes consistent wage increases and benefits that will give employees a strong grasp of what to expect.

Workers will receive a 2.5% wage increase every year, and will have some of the best available medical coverage to ensure health care is affordable and available.

It's an impressive feat, not only to orchestrate a long-term contract, but also a contract with minimal concessions where both workers and the city will benefit.

Unions in Washington State facing new challenges for the first time can look to Local 433's success. By maintaining a strong union in the face of "Right to Work" laws and attacks from special interests, Local 433 has ensured a strong position at the bargaining table, paving the way for better contracts and higher wages.

## Missouri Voters Reject "Right to Work" Law

Proposition A	YES	NO	Total Votes	3228 of 3228 Precincts Reported	32.534%	67.466%
	453,283	939,973	1,393,256			

In a strong display of support for the Labor Community, Missouri voters rejected a "Right to Work" law at the ballot box in August. More than two thirds of voters opposed Proposition A, which would have implemented "Right to Work" laws throughout Missouri, crippling the ability of local unions to collectively bargain, reducing wages, and hurting workers.

The Missouri State Legislature previously passed a "Right to Work" law in 2017, but workers and union organizers refused to accept the attack on their livelihood without fighting back.

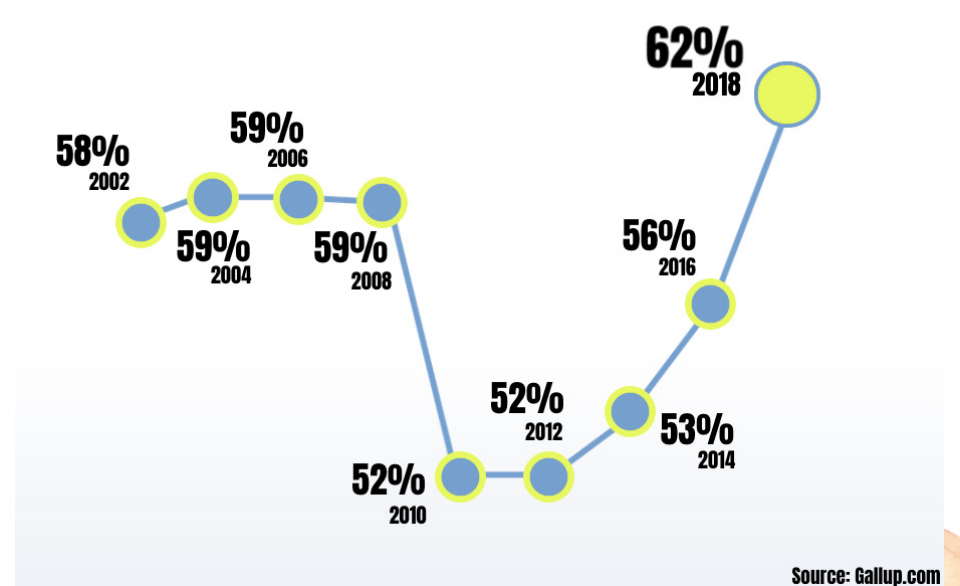
So, as the labor community does, they worked overtime gathering signatures to halt the implementation of the law

and placed this referendum on the ballot. But they didn't stop there—they kept organizing, raising money, and knocking on doors to stop the measure once and for all.

In a state that has voted for anti-labor politicians in the past, this vote demonstrated that people overwhelmingly support unions and working people.

This is an important reminder of the legislative work that Council 2, AFSCME, and unions around the state and country do to stand up for labor rights. It also shows that when working people are passionate about an issue, see a challenge, or want to solve a problem, it's hard to stop them.

## Union Approval Throughout the Years



A new poll shows the strongest support for unions in over 15 years. People across the United States understand the value of collective bargaining and support a strong labor community.

## Addressing Janus in the Legislature

Your Union is already working with the Legislature to address the anti-worker Janus decision. Thankfully, Washington State still leans pro-worker and pro-union as we saw last session with the passage of the New Employee Orientation Bill. That bill allowed union representatives at least 30 minutes to meet with all new hires and explain the benefits of Union Membership.

Our efforts this year will center around creating a post Janus bill that will require all public employers to honor the provisions of Union Authorization Cards. This shouldn't come as a surprise to anyone since it's been our position long before the decision was issued. This goal was made much easier, as Governor

Inslee already championed the issue and made it the law of the land for all state workers. Unfortunately, many Local Governments, led by the Summit Law Group, have muddled the water and dragged their feet when it comes to negotiating the decision. Rather than being neutral, Summit Law saw it as an opportunity to increase their billable hours and far too many of our employers happily obliged.

Other important issues will include increasing local government funding, protecting pensions and increasing the bid limits for public work projects.

The session begins on Monday, January 14th.



**Keep your eyes peeled for Council 2 scholarship opportunities.**

More information will be available in January and the submission deadline is March 15.

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