

In a Win for Union, State Supreme Court Agreed to Fast-Track City of Spokane Appeal

In a win for Council 2 and Local 270 members at the City of Spokane, the Washington State Supreme Court has agreed to a direct review of the City's appeal of a Superior Court ruling rejecting their "open bargaining" ordinance. By agreeing to hear this case directly, the Union will be bypassing the traditional Appeals Court, thereby expediting a final ruling. A decision is expected this fall.

Union attorneys anticipate this Supreme Court decision will reinforce the 2021 Spokane Superior Court ruling invalidating the City's

ordinance, ending this illegal measure adopted at both the City and County levels- and allowing for a return to long-established bargaining practices.

"The lower court judge was clear that the City's position was illegal," said Ed Stemler, Council 2 Legal Counsel. "We were disappointed the City of Spokane chose to further waste time and taxpayer dollars with their appeal, but this Supreme Court review should end debate on this issue once and for all."



State Intervention Results in Spokane County Local 492 Contract Settlement, Mediation for Other

After two years of stonewalling and delay—resulting in a successful Unfair Labor Practice won by the Union—Spokane County Corrections Workers Local 492 have a settled contract. The Public Employee Relations Commission (PERC) also recently applied the same decision to the broader Spokane County Master agreement—opening the door for overdue settlement for all other organized County employees.

games being played by the Olympia based Freedom Foundation and their County Commissioner supporters in Spokane, we have held steady and won the ability to negotiate an agreement for our members."

Union leaders note that while a victory, the County's tactics delayed not only progress toward a contract, but a waste of time and resources during the height of the pandemic and other disruptions.

"This PERC ruling only proves that for over two years Spokane County's leadership violated our rights, broke the law, and wasted taxpayer dollars on frivolous legal action, instead of doing the right thing for the hard-working employees of the County," said Ed Stdemler, Council 2 General Counsel who led the legal fight against the County.

All three Spokane County Commissioners are up for election this November, as part of a Charter change that will also add two additional seats to the commission.

"Voters will have the opportunity this year to make sure their voices are heard, and to bring more transparent representation to the Commission," said Rainey. "For too long now, this group has used the County as their political sandbox, and refuse to listen- or even represent- all the people they serve. That can change this November."

This blistering rejection of the County's illegal ordinance has led to mediation for Spokane County employees and the promise of an overdue contract.

"Because of your patience, resolve, and commitment to getting the wages and benefits you deserve, I am proud to announce that we have recently entered mediation and are working toward a fair resolution," said Michael Rainey, President and Executive Director of Council 2. "Despite the political

COUNCIL 2 MEMBERS

The 21st Annual Council 2 Golf Tournament



At Harbour Pointe Golf Club

Mukilteo, Snohomish County Washington

1:30 P.M. Shotgun start Friday, August 12th 2022
Please arrive by 12:30 P.M.

Get your four-some together for a scramble tournament.

Member, spouse or dependent of member - \$150.00
Guest - \$175.00

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

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

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

Space is limited so send in your form today!

(Carts are provided. Appropriate dress code – collared shirts, no jeans.)



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After a 40 Year Council 2 Career, President and Executive Director Chris Dugovich Retires

Chris Dugovich, who worked for Council 2 over a four-decade career, including over 30 years as President and Executive Director, retired from his position at the April 30 Executive Board meeting. The Board selected Michael Rainey to serve the remainder of Dugovich's term. Rainey, a Staff Representative since 2016 who served as President of the staff union, is a former rank and file member in Snohomish County and local union president (see page 3).

Dugovich's retirement came nearly 40 years to the date of his hiring, which he reflects upon in his final "President's Letter", below.

Reflections on my Council 2 Career: Let's Take Care of What We Built!

By Chris Dugovich

At that time, a big difference between the state employees I had represented and the local government workers I now served was union security. It's sad that 40 years later legal attacks at the highest courts in our nation have undermined this basic principle of fairness and collective strength, allowing workers to decline membership and not help pay for union services that win pay increases and secure benefits.

A challenge since Janus is maintaining our membership. Everyone needs to take ownership and do what we can to make sure that members old and new understand the gains this union has made. In order to continue improving pay and benefits, it will take the strength of numbers. That means members.

Later in that same decade, and into the nineties, we built on this foundation of strength, winning dependent medical care, dental coverage, along with life, vision, and disability insurance.

I spent a few years as Deputy Director, negotiating contracts all over the state. Along with my regular Snohomish to Bellingham circuit, I led negotiations in the City of Spokane, Grays Harbor and a host of contracts in Central Washington. I've always enjoyed the challenges of negotiating alongside local leaders—some real characters I

met along the way. I was first appointed President/ Executive Director after Larry McKibben's retirement. Since that October 1989 transition I was re-elected 9 times, serving more than 32 1/2 years in this position. It went quick!

We put an emphasis on organizing new members, which helped us get out of a financial spot—in the early days staff paychecks would sometimes bounce. Today we are a financial model to other councils.

We went from 6,500 members when I was elected President to a high-water mark of 18,000.

We started a scholarship program for dependents of members and continuing education. To date we have given away nearly a million dollars to help with our kids' education.

In 1994 we had a number of strikes in Spokane County, and a 2-week walk-out in Renton. The locals involved all held their own, and the media coverage that followed fueled our growth in new jurisdictions.

Throughout the years we continued to make strides in the Legislature, enhancing and protecting the PERS pension system, gaining full collective bargaining rights for court employees and deputy prosecutors, and passing the one-year extension of collective bargaining agreements after their expiration. We also gained Interest Arbitration for our represented correctional officers.

In 1996 I was elected to the first of 2 terms on the AFSCME International Executive Board, and learned a lot from the experiences of leaders from throughout the country.

Since the days of bouncing paychecks and phones being shut off, I made it a priority to get Council 2 in good financial shape. The Union now owns



Chris speaks to the media during the 1994 Spoke Correction Workers strike.

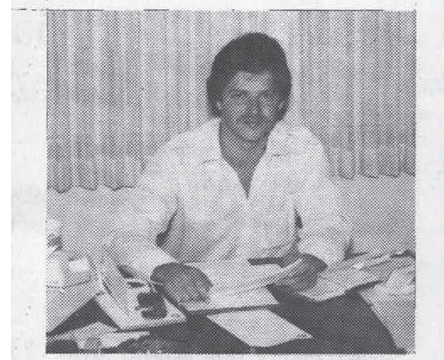
three office buildings and three townhouses, providing non dues-based income to keep our operation going even in the wake of the Janus decision and economic downturns. Council 2 has reserve funds and boasts some of the lowest dues of any union in Washington State. We are more than \$40 per-month lower than the state employees represented by Council 28.

Over many years I had the pleasure to hire and work with a lot of good staff, most of whom came out of our membership. Working as a staff representative for Council 2 is a tough job, but can be extremely rewarding. You never make everyone happy, but in over 180 jurisdictions, our staff consistently manages to gain settlements approved by the majority of members. Balancing personalities, politics, and expectations is not an easy thing to do, and it's a skill set that should be applauded.

I have also worked with hundreds of local union presidents and Council 2 Executive Board members, all of whom gave countless hours and their best judgment to help us through some tough issues. We are a democratic

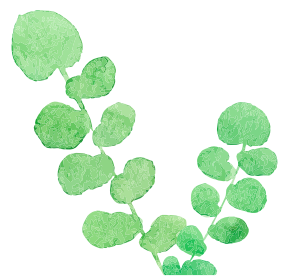


Chris sporting an early Council 2 t-shirt, circa 1995.



Staff Representative Chris Dugovich represents Local 114 and is pictured here in his Bellingham office. Chris also represents our Locals in Whatcom, Skagit, and Snohomish Counties.

Chris in his first Council 2 Field office in 1982.



Meet Our New Staff Representatives!



Cliff Nguyen

Coverage Area: Olympia to Aberdeen

About Me: Before coming on board as a Staff Representative, I worked as a Human Services professional, most recently with Pierce County. I also worked with a number of nonprofits in Washington and California. Overall I provided direct services to vulnerable kids, adults and families for over 18 years. It's a pleasure to now work directly with members and locals to help our union families in challenging times.

Outside of work, I enjoy spending time with my wife and our two year old son. In addition to yard work, I have a couple of hobbies, including collecting and customizing Marvel and Star Wars figures, playing guitar, and eating and cooking Korean BBQ.



Carrie Caffrey

Coverage Area: NW Washington, based in Everett Office

About Me: I was a self-employed single mother at 30, when I applied for an opening with Snohomish County. Seeing how our union fights made me become actively involved as a shop steward. Several years later at the City of Bothell, I was elected Local President.

When college scholarships were offered, I made a deal with my daughter: when she was done with high school we would go to college together. Council 2 provided me with my first degree, and I'm going to work on another soon.

When not working I like to garden, travel, and ride dirt bikes. I've also been known to rehab squirrels or other animals in need of a little help, and stay up too late watching TikToks. One of these days I'm going to make time to practice golf.



Scott Davies

Coverage Area: Sixteen Locals throughout NE Washington, based in Spokane Office

About Me: I worked as a Heavy Equipment operator for almost 24 years for Spokane County. I was the Vice President of the local for the last five years, and on the negotiating committee for about seven. I was involved with Spokane Regional Labor Council, and served on Council 2's Executive Board for about five years as well.

I've been married for almost 15 years; we have 4 children combined, ages 9-28 (along with one grandchild). We love to watch our youngest daughter play soccer, go camping and take the 4-wheelers out to explore the wilderness. I look forward to helping the locals that I represent get the best contracts we can in the future.



Tracie Champion

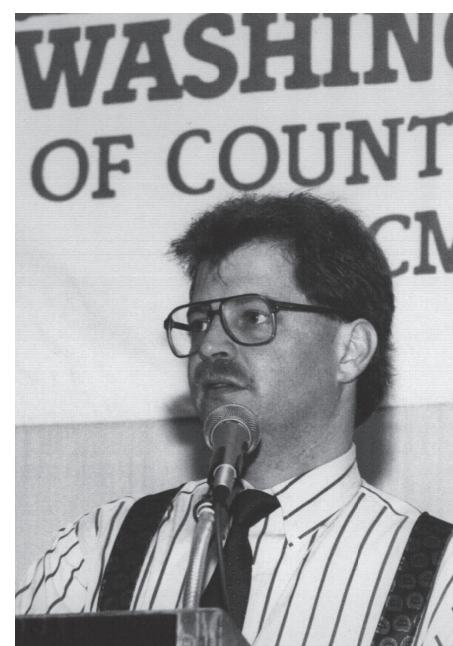
Coverage Area: Seattle and Central Puget Sound

About Me: My first Union job was as a Safeway bagger when I turned 16. I quickly got involved, and became a UFCW Shop Steward. I was later asked to be on the Eboard and help negotiate two contracts. In 2014 I started working at SEIU1199NW as an organizer working on the Swedish contract for all 7 campuses. I also helped the first contract for the Swedish Social Workers and the UW Neighborhood Clinics.

I live on the island of West Seattle, a single mom to an almost 14 year old who is my greatest accomplishment. This fall A'ja will be starting high at Kings High School where she wants to become a surgeon. In my spare time I take my daughter to archery practice as she prepares for Nationals next February, volleyball practice, and go to church on Sunday and Tuesday nights.

cont'd from front page

It is now just over 40 years since I started this work—on April Fool's Day, 1982. In a lot of ways, I feel like I could do another 20! But, it is time to do other things. I will miss this work, this union, and the people who make it a dynamic, diverse, and at times joyous job. I'm grateful to have spent my career working with all of you—past and present, and I am eager to see how the future unfolds. It has been a great ride. Take care of what we built. We have done a lot of good for a lot of people. I am glad I could be of some help!



Contract Progress In King County Shows Strength of Union

Contract negotiations across 10 King County Locals continue to make real progress as some employees return to office settings and others continue front line and in person work.

Results so far show the strength of membership engagement and solidarity—including an additional 1% in 2023 and 2024, meaning that King County employees would get 1.5% in 2021, 3% in 2022, 4% in 2023 and 4% in 2024.

There is also a retro pay provision dating back to 2021. On top of this, employees are eligible for an average one time bonus of \$4000, with that number decreasing for higher wage earners.

"We have shown the strength we can bring to negotiations when we have strong, engaged membership," said King County Staff Representative Suzette Dickenson. "As we wrap up negotiations in early summer we will be on a stable footing for the future, with compensation reflecting the hard work and sacrifice of the past two years."



Michael Rainey Appointed New Council 2 President

Rainey will fill final year of term, with plans for innovation

At the April 30th Executive Board meeting Michael Rainey was appointed President and Executive Director. In his message to the Board, Rainey shared his personal connection to the union, as well as his thoughts on the direction the union must take in the coming year, with a focus on member engagement and organizing.

"Like many, I began this journey as an interested member who wanted to stand up for my rights in the workplace and make sure management honored our contract," said Rainey. "I believe in the strength of our union because it provided a secure job that paid a fair wage for me and my family, with health benefits and a protected pension. The life I have built is proof of our union in action. Every day I'm motivated and driven by the chance to make life-changing, positive impacts in our members' lives."

When did you start at Snohomish County, and in what role?

My first job at SnoCo was as a summer help employee in 1995. I was fresh out of the Navy. It was quite a shock going from the military, where you shut up and did what you were told, to the county where the Union rules played a strong role in helping shape job assignments, wages, and benefits.

I worked two summers as a seasonal worker, and was hired full-time in 1997 as a Road Maintenance Worker.

When did you become President of Local 109?

I was elected as Local President in 2012. Before that, I was a Shop Steward, Sergeant at Arms, and Recording Secretary. I learned early in my career that being engaged and involved in my Local was not only enjoyable, but a way to help my co-workers—the same way they helped me when I first came to the County.

Why make the move to Staff Representative?

In 2016, after nearly 20 years at the County, career-wise there was nowhere else to go unless I wanted to go into management. I believe in the mission of the Union and couldn't see myself switching sides.

So when (longtime Staff Representative) Bill Dennis retired, the timing was perfect for me to move into the next phase of my life. Becoming a Staff Rep gave me the chance to dedicate myself to the mission of our Union on a full-time basis. I will be forever grateful to Chris for giving me that opportunity.

Why run for president in these challenging times for Unions and working people?

I ran for President of Council 2 for the same reason I ran for local president and why I became a Staff Representative—because I believe in the power of our Union. The opportunity to make a positive impact in people's lives drives me.

We have so much work to do right now, and it's going to be a team effort.

What are three goals you have for Council 2 in the coming year?

I'd like to improve communication with our members, especially after the disruptions of the past couple of years. We need to be reminded of our solidarity.

We also need to improve communication and collaboration with the Executive Board—the member leaders of our Union are a tremendous asset, and their voices and experience can be better engaged to shape policies and direction for our Union.

I want to create new ways to engage and empower our local leaders, such as providing more access to resources that support locals. Some ideas I have include improving our website, making contracts and other necessary information readily available to our members, and better sharing information about organizing and building local power for our members.

Expanding our online training is also a priority. We are a unique union in that we have a decentralized organization that is truly centered around local communities—this allows us to bargain and organize to meet the specific needs of our members, but too often without the benefit of ideas, innovations and best practices elsewhere in the State.

Tell us about your family.

I have four children: two adult daughters in their 30's and two teenagers, 17 and 19. I also have two grandchildren. We have a great, dynamic household—wouldn't have it any other way.

What are your favorite hobbies and things to do when not working?

I'm a lifelong Chicago Cubs fan, and love (nearly) all Chicago sports teams. To stay active, I love to golf and play ice hockey. It's great that we have the Kraken—and so many great developmental teams around the state—but I'll always be a Blackhawks fan.



Michael Rainey, left, receives a handshake from outgoing President and Executive Director Chris Dugovich at the April 30 Executive Board meeting.

COUNCIL 2 EXECUTIVE BOARD

OFFICERS

- Michael Rainey**, President/Executive Director
- Ron Fredin**, Vice President
- Kathleen McConnell**, Secretary/Treasurer

DISTRICT ONE

- Caredio Duffy**, Local 1811-A (Alderwood Water District)
- Brian Earnheart**, Local 109 (Snohomish County)
- Jeff Jesmer**, Local 113 (City of Everett)
- Chuck Johnson**, Local 1811-CA (Snohomish County)

DISTRICT TWO

- Jessica Lucas**, Local 2083 (Seattle Public Library)
- Jayson Gallaway**, Local 2170 (City of Renton)
- Carrie Rolph**, Local 1857 (King County Library System)
- Gini Griesbach**, Local 2617 (City of Kent)

DISTRICT THREE

- Cynthia Samuels**, Local 1308 (Kitsap County)
- Vacant**

DISTRICT FOUR

- Tonya Sullivan**, Local 618 (Thurston County)
- Mark Sigler**, Local 275 (Grays Harbor County)

DISTRICT FIVE

- Karen Krohling**, Local 307-VC (City of Vancouver)
- Ben Kemp**, Local 307-CO (Clark County)

DISTRICT SIX

- Sherry Bingman**, Local 874-HC (Benton County)
- Dusty Morford**, Local 1122 (City of Yakima)

DISTRICT SEVEN

- Pam Fitzgerald**, Local 1191-W (City of Walla Walla)
- Jenni Rayson**, Local 846 (City of Wenatchee)

DISTRICT EIGHT

- Fred Bozanich**, Local 492 (Spokane County)
- Dave Hanshaw**, Local 270 (City of Spokane)
- Vacant**

DISTRICT NINE

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

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