

Council 2 - Chronicle



Washington State Council of County and City Employees — AFSCME AFL-CIO

COUNCIL2.COM

THE VOICE OF COUNCIL 2

VOLUME 36, NO. 3

FALL 2025



Council 2 delegates show some spirit during the 57th Biennial Convention for Washington State Council of County and City Employees.

Convention draws record numbers

Attendees at the 57th Biennial convention for the Washington State Council of County and City Employees crushed its attendance record set in 2011. Held June 27–29 at the Hilton Hotel in Vancouver, Washington, the gathering drew 235 delegates from 134 Locals.

This year's convention brought keynote speaker AFSCME Secretary-Treasurer Elissa McBride to the podium, speaking about the importance of holding

elected officials from both parties accountable to working families and the need to “Get Organized” to prepare for upcoming contract negotiations.

Council 2 President/Executive Director Michael Rainey, Secretary Treasurer Kathleen McConnell, and Vice President James Tieken delivered reports to the delegates, highlighting the work they accomplished since the last convention

See **Convention**, p. 3



Above: Mary Hersey Award Winner Karen Krohling (center) with WSLC President April Sims (left) and Council 2 Secretary Treasurer Kathleen McConnell.



Above: Council 2 officers, from left, Secretary Treasurer Kathleen McConnell, President Michael Rainey, Vice President James Tieken.

Below: New Executive Board members are sworn in during the convention.



Spokane County Library District staff and supervisors file for Union recognition

Workers at one of the last non-unionized public Library Districts in Washington took a major step on Aug. 14, filing for recognition of their Union, Spokane County Library District United. The Union is forming through AFSCME Council 2, which represents

almost every large library system in Washington.

The new Union will represent approximately 140 workers across Spokane County Library District (SCLD) and include two bargaining units, one for supervisors and another for

rank-and-file employees. The two groups filed for Union recognition together but as separate bargaining units after securing supermajority support from co-workers across the District Library's 10 branches.

As Spokane County Library

District United, staff and supervisors aim to address long-standing issues such as scheduling, policy changes that are made without input from employees, fair wages, and a lack of communication and transparency from administration. Supervisors, in particular, also expressed growing frustration over not being included in major

See **Spokane Library**, p. 3

from the PRESIDENT

Your voice makes a difference
and your participation
makes our Union stronger.



Every great movement begins with a single step. For me, that step was joining the road crew in Snohomish County. I didn't just find a job; I found a purpose, a community, and a family within AFSCME Council 2.

From day one, it was clear: We are more than employees—we are dedicated public servants united by a belief that every job has meaning, every voice deserves respect, and every worker has the right to dignity.

I've seen firsthand how our Union's spirit of solidarity transforms challenges into victories. Whether we're negotiating fair contracts, standing together in difficult moments, or celebrating hard-earned wins, our strength comes from our connections to one another. It's this unwavering commitment to each other—and to the communities we serve—that powers our progress year after year.

We hope you enjoy the stories in the newly rebranded *Council 2 Chronicle*. But don't just read about our progress—be part of it. We stand on the shoulders of those who came before us: workers who fought courageously for the wages, protections, and benefits we value today. Their legacy is ours to nurture and expand. Let's honor their sacrifices not simply with words, but with action.

I ask you to take that first step. Get involved! Join us at our upcoming meetings, get involved in Local committees, and connect with fellow members by sharing your workplace experiences. Lend a hand to your co-workers and share your own stories. Together, we create lasting changes for every member and every future member to join our cause.

We aim to inspire action, one "Chronicle" at a time.

Michael Rainey, President
Council 2

Local 1122 member hosts baby delivery

Bus driver Nick Wallace has a story he'll probably tell for the rest of his life.

Nick belongs to Local 1122 Uniformed Transit Employees and drives for Yakima Transit. On Aug. 2, around 1 p.m., Nick picked up a pregnant woman. About 15 minutes later, as the bus approached a stop at Knob Hill Blvd. and 10th Ave., another female passenger yelled, "Hey, this lady's going into labor!"

Nick parked the bus and called 911. Meanwhile, another female passenger who knew the pregnant woman jumped in to help. She and another woman tried to make the pregnant woman comfortable.

So did Nick. He gave the women all the nitrile gloves he had on

board—both pairs. He wadded up a safety vest for a pillow. He and a passenger peeled off their shirts for a makeshift blanket.

The ambulance arrived in five minutes and the paramedics delivered the baby right there on the bus.

Here's a twist: The paramedics knew the woman because they had taken her—in labor—to a hospital less than an hour before that, but the hospital had kicked her loose. "She jumped on my bus and had the baby 20 minutes later," said Nick, who has two kids of his own, both born in a hospital.

The most senior person at Yakima Transit told Nick that in their 36 years on the job, nothing like this had happened on a bus.

Nick is modest about his role in the adventure. "I was presented with a situation that had to be dealt with," he said. "I did the best I could with the materials at hand."

Council 2 provides support and resources to local Unions, empowering our members to improve their work lives through collective bargaining, contract enforcement, and group advocacy.

Council 2 Chronicle is published quarterly by Washington State Council of County and City Employees (WSCCCE) AFSCME Council 2. President/Executive Director Michael Rainey. Physical address: 3305 Oakes Ave., Everett, WA 98201. POSTMASTER: Send address changes to 3305 Oakes Ave., Everett, WA 98201. Print editions printed by Capitol City Press, Bellingham, Washington. Contents © 2025 Washington State Council of County and City Employees (WSCCCE) AFSCME Council 2. All rights reserved.



Local 275 Grays Harbor County took first place at the annual Council 2 Scholarship Fundraiser Golf Tournament. From left, Troy Freeman, Mark Sigler, Matt Ancich, Mike Zabiaka.

Golf tourney raises \$25,000

More than 100 golfers representing 25 Locals from across Washington got "teed off" for a great cause during the 24th annual Council 2 Scholarship Fundraiser Golf Tournament.

The tournament pulled in \$25,000 for the program.

The Aug. 8 event was held at Legion Memorial Golf Course in Everett, where grounds maintenance is performed by members of AFSCME Local 113 Everett Municipal Employees. Council 2 sponsors this event to bring members from around the state together for an afternoon of fun, Union fellowship, and fundraising to

support the Council 2 Dependent Scholarship Program, with 100 percent of all registration fees and sponsorships used to fund additional scholarships. Since 2020, the golf tournament has raised an additional \$100,000 in scholarship funds awarded to Union member dependents.

This year the tournament ended with a three-way tie for first place. After a tiebreaker was applied, Local 275 Grays Harbor County was declared the winner. Second place went to Local 21-E City of Enumclaw, and third place was awarded to Local 109 Snohomish County Roads.



Local 109 Snohomish County Roads placed third in the tournament. From left, Richard Smithson, Matthew Elmore, and Kevin Lachapelle. *Not pictured:* Todd Tibke. **Not pictured:** Local 21-E City of Enumclaw placed second, with first-time participants Jason Schmeck, Jason Thim, Tyler Holdener, and Jessie Walker.

Upcoming member events

- President's Conference:** Oct. 10–12, Campbell's Resort, Chelan, Washington (hotel deadline is Sept. 18). Register for conference by Sept. 30 at c2event.council2.com/president.
- Library Summit:** Nov. 14–15, Four Points by Sheraton, 22406 Pacific Hwy S., Des Moines, Washington. Register at council2.com/events/2025-library-summit.html. For more information, contact your local Union officer.

Convention, from p. 1

and sharing their visions for the future of the Union.

Hands-on workshops covered key topics

The weekend was packed with workshops designed to inform and educate members.

- “Beyond Bias” explored the science of implicit bias and how it manifests in our daily lives, including the workplace.
- A “New Member Outreach and Engagement” workshop encouraged participants to discuss how they can use new employee orientations to identify potential leaders.
- During “Retirement Readiness,” the Retired Public Employees Council of Washington walked delegates through a guide to planning and navigating retirement.
- Public Employment Relations Commission (PERC) Adjudicator/Mediators Katie Sypher and Matt Greer joined with Council 2 General Counsel James Trefry to review the basics of collective bargaining and explore topics like good faith bargaining and unfair labor practices.

Attendees gained practical insights and left with actionable strategies ready to implement. Local 1845 Vice President Austin Hoofnagle, an urban planner for Island County, said the convention

Spokane Library, from p. 1

decisions such as hiring. Workers say their decision to form a Union was fueled by their desire to help the library district live up to its vision of being “an engaged community that learns, works, creates, and thrives together,” and their dedication as staff who are committed to service. “Library work is about building a community that is connected, collaborative, and knowledgeable. I see my coworkers engage in that work with passion and expertise every day,” said Caitlin Wheeler, supervisor at Moran Prairie Library. “SCLD is composed of some of the most intelligent, compassionate, and hard-working people I know,” said Marisa Claiborne, Public Service Associate at the North Spokane Library. “We are unionizing to help give those very people a voice in our work, our safety, and our future.”

Library Summit planned

A landmark library summit is scheduled for Nov. 14–15 in Des Moines, Washington. The summit will bring together leaders and activists from Council 2 library and cultural groups to strengthen solidarity and integration across

was “great for a whole host of reasons,” chief among them the exchange of ideas and information with other Unions. “What’s working for them; what’s not working? How are they getting people engaged? How can we advocate for ourselves and be part of a strong, collective Union? Those conversations were really valuable,” he said.

Krohling honored with Hersey award

Local 307VC secretary Karen Krohling received the prestigious 2025 Mary Hersey Award. Krohling, a dedicated workers’ rights advocate and supporter of Union members, has shaped Local 307VC for more than 20 years. She became secretary in 2016. Recognized for her quiet determination and dedication, she guides new members and emphasizes the significance of the Union. Colleagues credit her with helping to develop the Union, often stepping up to attend meetings, events, and advocacy efforts. “Being recognized by my peers was truly overwhelming,” said Krohling. “Knowing that everyone appreciates the work I do motivates me to continue supporting others, whether at work, within the Union, or on a personal level. I’m surrounded by such amazing people and it makes all of the time, effort, and dedication absolutely worth it.”

its 15 library agencies and other library members throughout the Northwest region. “Many library workers face shared challenges and are eager to collaborate on solutions,” said Council 2 President Michael Rainey. “They are on the front lines of the homelessness and opioid addiction crisis, often experiencing secondary trauma while providing services to at-risk populations that frequent public libraries.” The summit aims to promote a strong Union membership, involvement, and activism culture by providing a venue for library employees to connect and share best practices for managing their unique challenges. “We expect that this summit will lead to the emergence of several new Volunteer Member Organizers (VMOs), who will play a crucial role in expanding our organizing efforts and empowering library workers to advocate for their rights and well-being,” said Rainey. “With your support, we can build a united front that stands together in solidarity and fights for the improvement of all library workers.” For more information, see the notice on p. 2 of this issue or contact your local Union officer.

Focus on: Conservation districts

Council 2 represents three conservation districts across three counties: King, Thurston, and Pierce. Drives for Snohomish, Kitsap, and Grays Harbor counties are being organized. Conservation districts are local units of government established under state law to carry out natural resource management programs at the local level. The districts play a role in protecting and conserving natural resources. Some of the key functions served by conservation districts include soil conservation, water management, habitat restoration, education and outreach, and resource management. Council 2 conservation districts have a unique organizational structure: They are one Local spread across three employers (King, Thurston, and Pierce counties). This is a relatively recent development, which began in 2022, when the Washington Federation of State Employees AFSCME Council 28 (WFSE) contacted Council 2 leadership, suggesting the transfer of the representational jurisdiction of several conservation district bargaining units from Council 28 to Council 2. WFSE leadership had organized the groups under its Department of Ecology locally, but believed that Council 2 would be a better fit for the conservation district employees since they were junior taxing districts distributed

across several counties. Council 2 agreed that it would be beneficial to create a community of interests among these employees since the work they do is unique, and they all face similar struggles. Once all three groups were recognized as Council 2 bargaining units, the Union made an unprecedented move: It submitted AFSCME charter paperwork to create a single local Union composed of conservation district employees from all three districts, and AFSCME Local 3300 was born. Creating a local Union of members from all conservation districts offers a unique opportunity for each district’s members to collaborate and solve problems across the region on issues they face as conservation district employees. This regional approach fosters solidarity and a shared purpose, allowing members to pool their knowledge and resources to tackle challenges more effectively. By working together, they can exchange ideas, develop innovative solutions, and advocate for the common interests of conservation district employees. Since the formation of Local 3300, Council 2 has fielded several inquiries from other conservation district employees about organizing. They see the strength that comes from being part of AFSCME Council 2 and want to be a part of it.

Council 2 Executive Board

OFFICERS

Michael Rainey

President/Executive Director
(Local 113, City of Everett)

Jim Tieken

Vice President
(Local 270, City of Spokane)

Kathleen McConnell

Secretary/Treasurer
(Local 2617, City of Kent)

DISTRICT ONE

Caredio Duffy, Local 1811-A
(Alderwood Water District)

Brian Earnheart, Local 109
(Snohomish County)

Jeff Jesmer, Local 113
(City of Everett)

Cynthia Sluys, Local 114
(Bellingham Fire Dispatcher)

DISTRICT TWO

Carrie Rolph, Local 1857-S
(King County Library System)

Gini Griesbach, Local 2617
(City of Kent)

Yvonne Clement-Smith,
Local 2084-SC
(King County Superior Court)

Jared McDonald, Local 2170
(City of Renton)

DISTRICT THREE

Cynthia Samuels, Local 1308
(Kitsap County)

Austyn Young, Local 120
(City of Bonney Lake)

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)

Will Weglage, Local 307-CC
(City of Camas)

DISTRICT SIX

Jessica Warren, Local 874-HC
(Benton County)

Daniel Ackerman, Local 1122
(City of Yakima)

DISTRICT SEVEN

William Banner, Local 1374
(Adams County)

Jennifer Rayson, Local 846
(City of Wenatchee)

DISTRICT EIGHT

Nathan Lawless, Local 1553
(Spokane County)

Dave Hanshaw, Local 270
(City of Spokane)

Brian Rheingans, Local 1135
(Spokane County Roads Dept.)

DISTRICT NINE

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



Council 2 Scholarship Program

2025 Scholarship Recipients



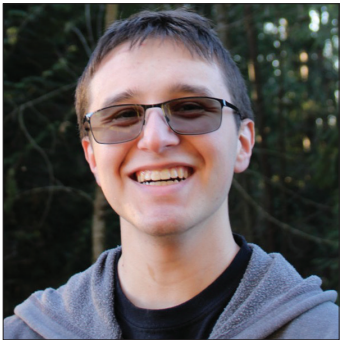
Alexandra Smith, 2084SC
King County



Ashley Roundy, 1845
Island County



Brody Lewis, 307VC
City of Vancouver



Dante Rieger, 109E
Snohomish County



Daniel Zhang, 21I
Issaquah School District



Diego De La Torre, 1811CA
Snohomish County



Ella Streng, 1308
Kitsap County



Gracie Booker, 3845
City of Bothell



Jayde Hill, 618
Thurston County



Kaitlin Medina, 307VC
City of Vancouver



Kolie Lynn Broten, 275
Grays Harbor County



Lexie Bartlemay, 2617
City of Kent



Luke Hartman, 2264
Yakima County Roads



Margo Hermann, 120
City of Tacoma



Owen Watson, 2084SC
King County



Parker Samuels, 1308
Kitsap County



Sol-Ji Pak, 618
North Thurston School Dist.



Sophia Arellano, 2083
Seattle Public Library



Tucker Thureson, 275
Grays Harbor County



Ty Peterson, 176
Skagit County



Catherine Minden, 73
Sno Isle Library



Zoe Vessey, 275
City of Aberdeen



Zander Pulliam, 1845
Island County



Cody Leonard, 21E
City of Enumclaw



Mai Takahashi, 2083
Seattle Public Library

NOT PICTURED

Sidney DeLibero, 21S, SW Suburban Sewer
Kennedy Coleman, 113, City of Everett

Lizette Cuevas Valladolid, 275, Grays Harbor County
Austyn Young, 120, City of Bonney Lake

Baylee Fry, 275, Grays Harbor County