

# Council 2 Chronicle



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

COUNCIL2.COM

THE VOICE OF COUNCIL 2

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## SNO911 awards spotlight excellence

Snohomish County 911 employees recently honored their peers at the Snohomish County 911 Annual Awards Ceremony. The event was held Feb. 27 at the Rosehill Community Center in Mukilteo.

The annual awards ceremony has recognized 911 employees for three years, said Snohomish County 911 Director of Operations Andie Burton.

“It’s important because we’re 24/7 and 365; dispatchers are tied to their consoles and it’s hard to get away,” said Burton. “There’s something special about being recognized in this manner. We deal with emergencies all the time; it’s nice to take a breath and enjoy each other’s company.”

Nominations were accepted from peers and supervisors throughout 2025. Here’s a look at the winners:

### Call Taker Outstanding Service Award: Alyssa Egan

Egan took a call from a man experiencing a mental health crisis and threatening suicide. She showed steadiness and empathy for the duration of the call. Her ability to stay composed, connect with the caller, and balance compassion with safety awareness was a true reflection of her skill and care for the community.

### EMD Outstanding Service Award: Jessica Carico

Carico received a call for a patient who shot himself and was found by his brother. Jessica’s empathy and composure became a critical lifeline. She immediately worked to calm the caller by offering reassurance and explaining each step she was taking. This approach built trust, allowing Jessica to gather essential information quickly and dispatch responders without delay.

### Fire Outstanding Service Award: Monique Kylany

Kylany has all the qualities that make a great fire dispatcher: steady communication under pressure, excellent judgment, strong multitasking abilities, and a genuine desire to help both responders and her teammates. She’s reliable, thoughtful, and

consistently goes above and beyond.

### Police Outstanding Service Award: Chad Piazza

Piazza handles critical incidents with ease. His calm, steady presence on the radio provides clarity and reassurance to responders during high-stress situations. He consistently delivers a high level of service to SNO911 user agencies, approaching every task with dedication, grace, and professionalism.

### Dispatcher of the Year: Emily Stemme

Stemme embodies the best qualities in a dispatcher: competence, compassion, and accountability. Her teamwork is seamless and her presence makes the room calmer, more coordinated, and more supported. She works with quiet professionalism, always focused on what the team and field units need.

### Trainer of the Year: Becca Boyce

Boyce’s detailed attention to each new hire reflects her deep commitment not only to doing an exceptional job, but also to supporting each person as an individual. Her dedication, professionalism, and care set her apart as an exemplary trainer.

### Exceptional Handling of a Critical Incident: Krystin Muscat

Muscat was nominated for her handling of two separate critical incidents. The first call started as verbal domestic violence, but the subject later armed himself with guns, started shooting from his house, and threatened officers. Muscat coordinated a massive response and managed the scene for 7.5 hours.

The second call was a double-pursuit that started in Lynnwood and ended in Seattle. Muscat coordinated with multiple agencies, all while staying aware of her TAC channel and proactively providing critical location updates. Muscat maintained a high level of professionalism during this event.



Dispatcher Jessica Carico won the Emergency Medical Dispatcher Outstanding Service Award. She stands with Scott Dorsey, Executive Director of Snohomish County EMS.



Dispatcher Krystin Muscat paused for a pic with her children, Audrey and Dylan, after winning the Exceptional Handling of a Critical Incident Award.



Dispatcher/Master Training Officer Chad Piazza won the Police Outstanding Service Award. Standing with Piazza is Sgt. Tony Bitteringer with the Mukilteo Police Dept.

## Your voice in action AFSCME Council 2 Executive Board

AFSCME Council 2 is a member-run organization, and that democratic spirit is embodied by the dedicated individuals you elect to serve on the Executive Board. This group of your fellow members plays a crucial role in steering our Union and ensuring your interests are represented at every level.

### Executive Board districts

AFSCME Council 2 is organized into districts representing counties across the state. Board members are elected by their district caucus during the regular convention of the state council and serve for a two-year term. Here are the districts and the counties they represent:

- District 1: Island, San Juan, Skagit, Snohomish, Whatcom
- District 2: King
- District 3: Clallam, Jefferson, Kitsap, Pierce
- District 4: Grays Harbor, Mason, Thurston
- District 5: Clark, Cowlitz, Lewis, Pacific, Skamania, Wahkiakum
- District 6: Benton, Franklin, Kittitas, Klickitat, Yakima
- District 7: Adams, Asotin, Chelan, Columbia, Douglas, Ferry, Garfield, Grant, Lincoln, Okanogan, Pend Oreille, Stevens, Walla Walla, Whitman
- District 8: Spokane
- District 9: Idaho

### Who is the Executive Board?

The Executive Board is the governing body of the state council. These leaders are responsible for the day-to-day governance of our Union in the periods between our state council meetings.

Board members are elected by the members and are accountable

to you. They make decisions that uphold our values and advance our collective goals.

### Board authority and responsibilities

The AFSCME Council 2 constitution grants the Executive Board significant authority to act for and in the name of the state council. This allows our Union to remain agile and responsive to challenges and opportunities as they arise. Their responsibilities include:

- Overseeing the council's operations and finances.
- Implementing policies and programs approved by the membership.
- Making strategic decisions to guide our Union.
- Ensuring the constitution is upheld in all Union activities.

### Guided by our constitution

While the Board can lead, it operates within clear boundaries. The constitution stipulates that the ultimate power resides with the membership.

The Executive Board's authority is limited by the constitution and cannot assume powers reserved for the state council's convention. Major decisions and the Union's direction are reserved for the convention, where members' voices are heard through delegates. This structure ensures the Board serves the membership, not vice versa.

### Your power, your Union

Understanding the role of the Executive Board empowers you as a member. These are your elected representatives, working to protect your rights. To learn more about your Executive Board and find meeting schedules, go to the leadership section of our website.

Here's a quick look at the dates for each district. For more information or to register, go to [council2.com/events](http://council2.com/events).

- **District 1:** April 30
- **District 2:** April 27
- **District 3:** May 14
- **District 4:** May 6
- **District 5:** May 12
- **District 6:** May 13
- **District 7:** April 16
- **District 8:** May 18

## Coming soon: Virtual Town Halls in every district

In April and May, Council 2 will hold virtual town halls in each district. These events are designed to give all members a direct opportunity to hear from your Executive Board, ask questions, and share your views on important issues.

## 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.

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## from the PRESIDENT



Every day, you keep Washington moving. From our libraries to our water treatment plants, our essential public services exist because of your dedication and effort. You show up for the public, and as a Union, we show up for you.

But I want to be very clear about where our true power comes from. The real power of AFSCME Council 2 comes from members who know and understand their rights. Strong contracts, equitable pay, and improved workplace safety don't happen by accident. They happen when we stand united, when we engage and empower each other to secure respect and a voice on the job.

We are an organization run by our members, for our members. In 2026, Council 2 will focus on supporting that solidarity and building Union strength. We will do this by providing more training and resources to empower members with the tools they need to be activists on behalf of their Locals. We also are committed to strengthening connections among our local chapters. This year we will host virtual town halls across Washington, providing opportunities for members from different districts to connect and build networks.

Additionally we are expanding in-person training sessions for members. Our aim is to help you develop the knowledge and skills needed to enhance our Union Power throughout Washington State. Your participation keeps our Union vibrant and strong.

Ready to build real Union strength? Start today: Learn more about how our Union is structured, sign up for training, and plan to attend a town hall meeting in your area (see info box, this page). Every step you take builds the knowledge, unity, and power we need to win.

Michael Rainey, President/Executive Director | Council 2

## 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)

**Ayleah Green**, 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)

**Kim Schultz**, Local 120  
(Pierce County District Court)

### 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)

*Get to know ...*

# Council 2 Executive Board

**Michael Rainey**

**President/Executive Director  
AFSCME Council 2**

**Council 2 member since:** 1997  
**President/Exec. Dir. since:** 2022  
**Local:** 113

“This is our Union. Every one of us owes a debt to the people who came before us. We have a responsibility to protect what they built and make it stronger for those who come after us.”

**Jim Tieken**

**Vice President, Local 270  
City of Spokane**

**District:** Statewide  
**Board member since:** 2024  
**Local:** 270

“As a nearly 30-year employee of the City of Spokane, serving the community I live in has become a major part of my life. The cornerstone of this community is working families. Continuing this journey as the Vice President of Council 2 has been an honor.”

**Kathleen McConnell**

**Council 2 Secretary-Treasurer  
(retired from City of Kent)**

**District:** Statewide  
**Board member since:** 2006  
**Local:** 2617 (retired)

“In my spare time, I enjoy sharing tools with women to process trauma while walking alongside them.”

**Brian Earnheart**

**Equipment operator/  
crew chief  
Snohomish County Roads**

**District:** 1  
**Board member since:** 2016  
**Local:** 109

“I firmly believe that a Union gets its strength from unity. It is not the act of an individual or a small group of activists, but instead from a collective of like-minded people willing to give of themselves for a greater good.”

**Ayleah Green**

**Dispatcher  
Snohomish County 911**

**District:** 1  
**Board member since:** 2026  
**Local:** 918

“I joined the Executive Board as the treasurer, and have strived to be involved in my Local as much as possible. I keep our finances in good standing, and I work to keep the rest of our board connected and on top of member issues.”

**Carrie Rolph**

**Operations Manager  
King County Library System**

**District:** 2  
**Board member since:** 2015  
**Local:** 1857-S

“Community is what drives my commitment to our Union. I had strong mentors and role models in my Local and Council 2 as I became a Union leader; I want to support and develop new members and leaders in our council.”

**Gini Griesbach**  
**Corrections Sergeant  
City of Kent**

**District:** 2  
**Board member since:** 2016  
**Local:** 2617

“Soak up all the knowledge you can about the Union, your organization, and your profession. Never turn down training and never quit trying to make your workplace better.”

**Yvonne Clement-Smith**

**Juvenile Probation Counselor  
King County Superior Court**

**District:** 2  
**Board member since:** 2023  
**Local:** 2084SC

“I have had the great opportunity to become one of the first Volunteer Member Organizers (VMO) for AFSCME and have participated in two Blitzes in Spokane. I believe I inspire others to have the strength for their voices to be heard.”

**Kim Schultz**

**Legal Processing Assistant II  
Pierce County District Court**

**District:** 3  
**Board member since:** 2026  
**Local:** 120

“What drives me most is knowing that our work directly impacts families and livelihoods. When we secure better wages, benefits, and protections, we strengthen not just our members, but our entire community.”

**Cynthia Samuels**

**Court Clerk  
Kitsap County Clerk’s Office**

**District:** 3  
**Board member since:** 2001  
**Local:** 1308

“I encourage everyone to look into their local labor councils and get involved. You would be amazed what Unions are doing in your community!”

**Mark Sigler**

**Deputy Building Official/  
Fire Marshal  
Grays Harbor County**

**District:** 4  
**Board member since:** 2010  
**Local:** 275

“The work has been very rewarding. Along the way I have met and worked with an amazing group of people, and developed some longstanding friendships.”

**Karen Krohling**

**Customer Service Supervisor  
City of Vancouver**

**District:** 5  
**Board member since:** 2019  
**Local:** 307VC

“I strive to keep our Local engaged with each other, other Locals, and our community. My goal is to always be there for others when help or support is needed, whether that be at work, in the Union, or personally.”

**Jessica Warren**

**Legal Specialist  
Benton County Courthouse**

**District:** 6  
**Board member since:** 2023  
**Local:** 874-HC

“What drives me is the fight for employees to ensure they are heard. Knowledge is power; I work to educate members about their rights and our contract. When we understand our agreement better than our employer, we position ourselves to win.”

**Bill Banner**

**Engineering Technician  
Adams County Public Works**

**District:** 7  
**Board member since:** 2023  
**Local:** 1374

“Working to strengthen our Union and keep it strong is essential. Our hard-earned worker rights have been fought for and will continue to be fought for every day. We all play a part in the success of our Union.”

**Jenni Rayson**

**Water Quality Specialist  
City of Wenatchee**

**District:** 7  
**Board member since:** 2025  
**Local:** 846

“Working as a team toward one goal is empowering. It is exciting to see what can be accomplished when a group of people work together: Our voices are heard and changes can be made.”

**Nathan Lawless**

**Residential Appraiser  
Spokane County**

**District:** 8  
**Board member since:** 2023  
**Local:** 1553

“Get involved! Join your Union siblings at meetings, rallies, trainings, and conventions. This increases our collective power and solidarity.”

**Dave Hanshaw**

**Wastewater Inspector  
City of Spokane**

**District:** 8  
**Board member since:** 2003  
**Local:** 270

“The work we do keeps our cities and counties in Washington running. Without us, nothing would get done. It’s not the politicians who keep things working, it’s US!”

**Brian Rheingans Jr.**

**Road Maintenance Specialist  
Spokane County**

**District:** 8  
**Board member since:** 2022  
**Local:** 1135

“I’ve been a shop steward for 20-plus years, a recording secretary for 10 years, and have served as my Local president for six years. I’m serving on our State Executive Board. I always have been and always will be a Union member!”

**Keith Clemans**

**Building Inspector  
City of Coeur d’Alene**

**District:** 9  
**Board member since:** 2011  
**Local:** 433

“Council 2 stood by us and helped us fight for wages, benefits, and working conditions. Because of that, we have a solid contract that protects workers and provides for families in our Local.”

**Jeff Jesmer**

**Water Quality Control  
Operator 2  
City of Everett**

**District:** 1  
**Board member since:** 2019  
**Local:** 113

Jeff has been employed at City of Everett since 2007 and has served as Local 113 president since December 2015. Jeff has served on the Executive Board since June 2019, and the Council 2 Legislative Committee since June 2019.

**Will Weglage**

**Senior Utility Maintenance  
Worker, City of Camas**

**District:** 5  
**Board member since:** 2025  
**Local:** 307CC

“I started working with the City of Vancouver water department in May 2008, until October of 2016. I then moved to the City of Camas water department where I am currently still employed. While in Vancouver I gained a basic understanding of how Unions were run and how they benefit membership.”

**Nazario Lara Urueta**

**HHW Technician 1  
Public Works  
City of Walla Walla**

**District:** Sgt. At Arms (at-large)  
**Board member since:** 2023  
**Local:** 1191

“I enjoyed being involved with our Union it has taught me a lot and has been an awesome opportunity and a great pleasure.”

## Moller retires

After more than three decades of service, Council 2 member Roger Moller has retired—this time for good. We think.

Roger's years of service include:

- Road Maintenance Worker I for Snohomish County Roads, on Jan. 7, 1991, Local 109.
- Elected Local Treasurer in 1992.
- Elected to the Council 2 State Executive Board in 1995.
- Elected Local 109 president in 1996.
- Testimony for and against legislation in Olympia.
- Executive Board service for 17 years; Local 109 leader for 20 years.
- Snohomish County Labor Relation Analyst.
- Council 2 Staff Representative from 2022–2026.

Roger retired from Snohomish County in 2022, with 31 years of service. He was four months into retirement, enjoying the sun in Tucson, Arizona, when he got a call from Council 2 Executive Director Michael Rainey, asking Roger to come to work for him. Moller accepted the offer, started as a temporary employee on May 5, 2022, and became a regular employee on Aug. 1 of that year. What started as a two-year stop-



**Roger Moller** and Mai Moller, his wife of 42 years.

gap fill-in turned out to be three-plus years.

When asked what he has taken away from years of exposure to the labor movement and to Council 2 in particular, Roger said, "You need to get involved, speak out, and stand up for what is right. Standing up for your rights and those of your co-workers makes for a better workplace."

Roger has been married to his wife, Mai, for 42 years. They have three adult daughters and 11 grandchildren. They plan to split their time between their home in Bothell and their vacation home in Tucson.

Roger thanked his friend, Michael Rainey, for giving him the opportunity to come out of retirement and be productive again.

## Legislative update

The Washington State Legislature's short session ended on March 12, with a handful of wins for Council 2 members—and several losses for which we will continue to advocate in the 2027 session. Here's a brief rundown, starting with the positive news.

**HB 2416** will protect 70 working families at the City of Spokane Waste to Energy Plant. The bill provides City of Spokane free carbon allowances that cover the city's obligation in the Climate Commitment Act. The allowances continue on a declining schedule for the next four years: The first two years at 100 percent, the third year at 93 percent, and the fourth year at 86 percent. "If we were to pursue past 2030, it would be on a declining schedule: 7 percent less per year, each year," said lobbyist Adan Espino.

The bill should save ratepayers between \$25 and \$50 million during the next 10 years. It passed out of committee and went to the governor's desk.

**HB 2405** is a pilot for PTSD research. This win is important because it will compel the state to take a more holistic look at the effects of PTSD and the workplaces in which

it occurs. "We don't know exactly how L&I will select which professions and which classifications will participate in the pilot program, so we'll have to do some advocacy around this with L&I when it starts putting out its proposals," said Espino.

**SB 5882** takes the PTSD push further, treating it as a presumptive injury for correctional officers. This bill died in the Senate Ways & Means Committee. Perceived cost is a major factor in its struggle to gain traction.

**SB 5972** and **HB 2137** sought to expand the definition of law enforcement for interest arbitration, and affects our corrections officers in counties under 75,000 population. The bill moved almost to the House floor, but died in committee.

**HB 1622** would require public employers to bargain over AI implementation as it relates to wages or performance evaluations. It died in House Rules.

**HB 1529** would increase opportunities for resources for roads and construction maintenance; for example, cities could use striping and paving resources from counties. This bill also died in House Rules.

## In-person training sessions to resume

Council 2 is dedicated to supporting local Unions by providing resources and training that empower members to succeed in collective bargaining, contract enforcement, and advocacy.

We will return to in-person training sessions for 2026. These sessions will offer valuable tools, cover a variety of topics, and take place at locations across the state to ensure accessibility and meaningful engagement. For more information or to register, go to [c2event.council2.com](https://c2event.council2.com).

### Local Union Leadership Academy

The Local Union Leadership Academy (LULA) is an intensive training program designed to work with your local leadership team during a two-day period, followed by a check-in session approximately 90 days later to assess the progress of your goals.

Through LULA, leaders gain essential skills, enhance teamwork, and develop actionable plans to strengthen their local Unions. This program is dedicated to helping AFSCME leaders achieve meaningful victories for members and their families, fostering a stronger, more united workforce.

The LULA courses will be held in Olympia, from April 25–26, with a follow-up on July 18; and in the Tri-Cities from June 27–28, with a follow-up on Sept. 19.

For more information, please contact your staff representative.

### Stewards in Action: Steward Fundamentals

AFSCME Steward Fundamentals is a training program that develops emerging stewards' skills, including grievance handling and member participation strategies, using the AFSCME Steward Handbook. It covers labor laws and AFSCME history and structure, and helps stewards represent and mobilize workers. All AFSCME members are encouraged to attend.

This training course will be held in Everett on May 2. For more information or to register, go to [c2event.council2.com](https://c2event.council2.com).

### Stewards in Action: Advanced Steward Training

AFSCME Advanced Steward Training equips experienced Union representatives with skills in advanced grievance handling, contract interpretation, and member mobilization, preparing stewards to tackle complex disciplinary cases, conduct investigations, and strengthen their Locals.

This training course will be held in Spokane on May 30. For more information or to register, go to [c2event.council2.com](https://c2event.council2.com).

### AFSCME Financial Standards Code Training (Secretary-Treasurer Training)

The AFSCME Financial Standards Code Training provides Union leaders and members with a thorough understanding of the rules that govern the management of Union funds, assets, and financial records. This program covers detailed procedures for maintaining records, preparing financial reports, and ensuring sound business practices. Designed for local Union presidents, treasurers, trustees, Executive Board members, and interested members, this training updates participants on changes and helps them maintain transparency and compliance in Union operations.

This training course will be held in SeaTac on June 20. For more information or to register, go to [c2event.council2.com](https://c2event.council2.com).

### Coming soon: Volunteer Member Organizer Training

AFSCME's Volunteer Member Organizer (VMO) training empowers members to grow their Union through workplace organizing, outreach, and political campaigns. Participants gain hands-on experience in signing up new members, building collective power, and advocating for workers' rights. The training focuses on one-on-one communication, campaign strategy, and mobilization techniques to address workplace issues and strengthen Union representation.

The date and location for this training is to be determined.

## Save the dates

- **Remote Executive Board meeting:** April 14, 6 p.m.
- **Scholarship Fundraiser Golf Tournament,** Legion Memorial Golf Course, Everett: July 24

**Executive Board Meeting:** Convention Hotel, Aug. 16, 9:30 a.m.

- **AFSCME Convention,** McCormick Place Convention Center: Aug. 17–21
- **President Conference/ Executive Board,** Hotel Murano, Tacoma: Oct. 9–11