

County and City Employee

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

Savoring sweet success in Spokane

It was an election victory to savor. In spite of a potentially strong force assembled against them, pro-labor forces won a clean sweep in the elections for the Spokane City Council in November. And the opposition helped them achieve it.

When campaigning for the election began, outright victory seemed difficult to achieve. All three pro-

labor candidates needed to win to form a majority on the city council. Yet for the opposing forces to gain a majority on the council only one of their candidates needed to win.

The odds seemed stacked against the pro-labor candidates.

But by the time election day arrived, the opposition had crumbled.

To appreciate what happened,

here's a look at each race.

- Incumbent Amber Waldref faced a candidate, recruited by anti-labor forces, who did not live in the district.

In an attempt to act as though he did, the candidate used a vacant condemned house as his address. When Waldref's campaigners realized what he was doing they lodged

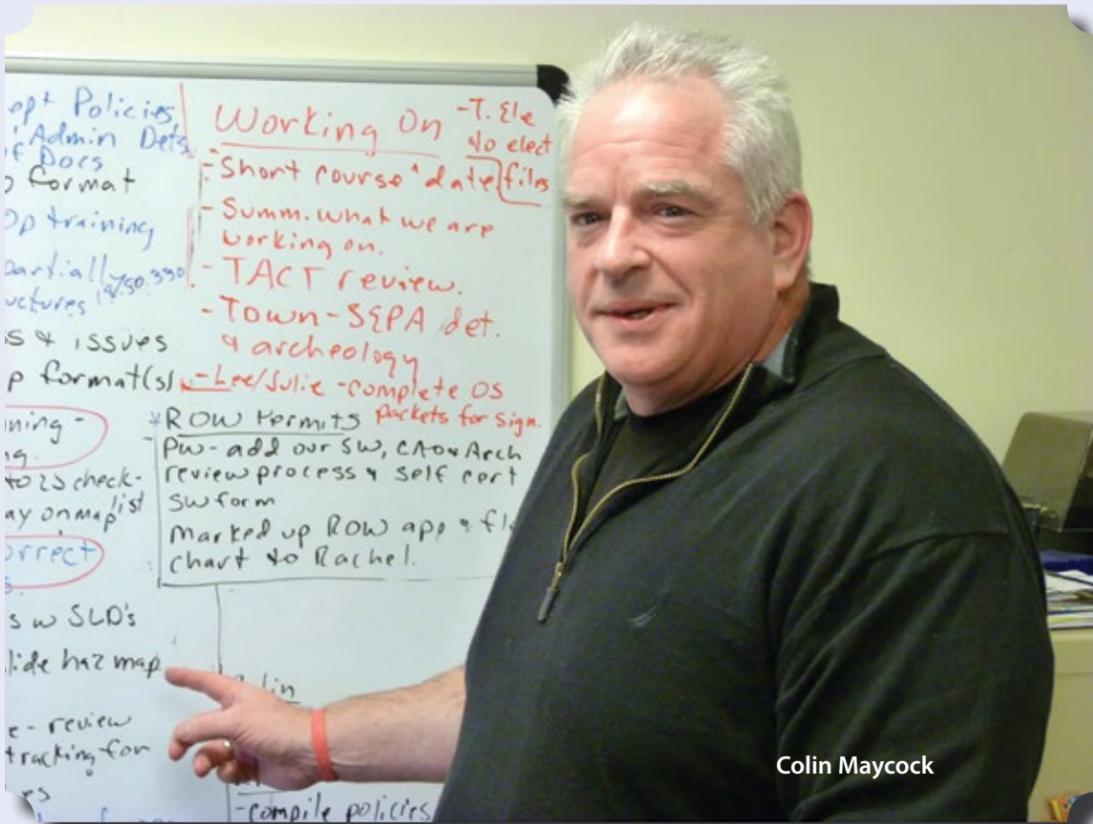
an objection in court.

The complaint was upheld and the judge removed the candidate's name from the ballot.

At that time, it was too late for another candidate to step in. As a result, Waldref was elected unopposed.

- In another district, Jon Snyder faced John Ahern, a former state

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Colin Maycock

WHY PLANNER FLED RIGHT-TO-WORK STATE

Urban planner Colin Maycock was working at a regional development center in Georgia when it hit him.

"I came to realize what working in a right-to-work state does to people," he says. "You work for barely above-minimum wages and receive few benefits."

"I saw what it did to the community. Everybody's expectations are lowered. The result is that the standards of acceptable working conditions drop and you get treated progressively worse."

As a result, he wanted out of Georgia. And he did not want to move to any right-to-work state.

So, in 2006, when Canadian-born Maycock saw the position of long-range planner advertised

This is another in a series of articles highlighting Council 2 members and the services they perform.

by San Juan County, he applied for it. Having lived in Vancouver, B.C. for a few years — where he earned a Master of Arts degree in urban geography at the University of British Columbia — he knew something about the San Juan Islands. And, most important, he knew that Washington was not a right-to-work state and that he could join a union.

He knew something about urban planning, too, having obtained a master's degree in the subject from the University of Texas and

having worked in the field in Georgia.

Today, as regional planner for San Juan County, Maycock finds himself balancing property rights, zoning and environmental standards. Among his duties is to handle zoning for towns as well as the county's shoreline master program.

"It's balancing a community's expectations with the requirements of the law," he says. "We try to develop plans that will make people's lives better."

Maycock, who grew up in England before returning to his birth country in the 1980s, first became involved in union activities when

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Contracting out destroys 12 Thurston County jobs

Council 2 has strongly protested a move by Thurston County to contract out the jobs of 12 long-time custodians.

All the custodians are members of Council 2.

Outsourcing the work will save money, according to the county's budget and fiscal manager Robin Campbell and will help to make up a budget shortfall.

But the decision, spearheaded by County Commissioner Karen Valenzuela, not only puts 12 employees out of their jobs, it also replaces them with a non-union contractor that isn't required to pay anything beyond minimum wage — and certainly not health care or a retirement plan, Council 2 Deputy Director Pat Thompson points out.

The union is aware of the county's financial situation and offered to partner with the county to address the budget shortfall, Thompson adds.

"We repeatedly asked to make up the deficit with overall concessions, but Karen Valenzuela, led by biased management staff, insisted that the only option was to turn over the entire custodial department to a for-profit contractor," he says.

"These people have bills to pay, families to support," Council 2 Staff Representative Denny Finegan told a recent hearing to consider the issue. "They deserve to keep their jobs. They don't need to be tossed into the trash like a bunch of garbage."

A major concern is the buildings' security, Finegan added. "Outside

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Is no sacrifice too big for Boeing?

CHRIS DUGOVICH



There have been many aspects of the recent Boeing machinists negotiations that have been expanded on in the press. The most accurate headline read, "The Offer is a Piece of Crap." It was, and the reaction and the outcome of the vote was very predictable.

Letter from the President

I drive by the Everett Boeing plant twice a day going to and from work and I am consistently in awe of the airplanes that company produces. But make no mistake about it; nothing is going to roll out of that giant building without the men and women who perform the skilled trades it takes to produce the new 787 and the 777 and, at some point, the 777x.

I know what seems to be the "good ole days" is when an employee who did a good job or in this case, thousands of employees, who have created record profits and a record stock price just might expect a raise. Not in these days and not with this company. There seems to be no sacrifice that is too big that we as taxpayers can make, and certainly the employees can make, to make Boeing more profitable.

Boeing didn't even say please. They threatened a loss of employment unless the machinists gave in on a lower rate of pay, less medical coverage and walked away from a defined benefit pension.

Maybe the most disappointing aspect of the whole process were the politicians, some of whom are friends of labor, who facilitated a set of circumstances that placed the machinists in the untenable position of being the bad guys. Either give up everything you've fought for in the last 50 years or be blamed for losing these jobs.

If that wasn't enough for the politicians, they all got on the radio during the last days of the formal machinist vote and urged them to pass it. That included many local politicians in the Puget Sound area. Contract negotiations are between an employer and its union. Any outside involvement is really inappropriate and in my opinion, helped produce the exact opposite of the intended effect.

The bottom line is, we all want Boeing to build their 777x in Everett. It's good for Washington and certainly good for all our membership, its jobs and it does create tax revenue even after giving a heck of a lot back to Boeing.

Hopefully Boeing will reconsider its hard-line stance and provide a reasonable resolution. It's not just about maximizing profits, it's about the people who work there and the community that the Boeing Company operates in.

Enumclaw workers awarded 'me-too' 2% pay increase

An arbitrator has ordered the City of Enumclaw to grant a 2 percent pay increase to those of its employees who are members of Council 2.

The arbitrator, Howell L. Lankford, ruled that increases given to non-union employees on January 1, 2013, should be given to union employees, too, under the "me-too" provisions of the collective bargaining agreement.

In his ruling, Lankford found that individual increases given to non-represented employees were, in effect, a general rate increase, but it was covered up by calling them step increases.

If the City had simply unfrozen the non-represented employees as it argued — that is, had allowed each non-represented employee to rise a step on his or her anniversary date — the resulting increase might have avoided triggering the me-too provision, Lankford said.

But, in fact, the City used the step structure to give its non-represented workforce an across-the-board rate increase, not on their respective anniversary dates as the step concept requires, but all together on January 1, 2013.

Lankford added that the

City said the non-represented employees had been in a hard freeze, having received neither cost-of-living nor step increases since 2009. But that justification equally well supports the unfreezing of steps or a general wage increase.

The increase was within the scope of what the City had assured the union it would not be able to afford during the life of the new collective bargaining agreement, Lankford said, and it triggered the me-too provision of the agreement.

Senior Counsel Audrey Eide represented Council 2 in the hearing.

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workers would be brought into the county's 19 owned and leased buildings, especially the courthouse," he said.

But in November the commissioners voted 2-1 to contract out the custodians' jobs.

Commissioner Sandra Romero voted against the budget package. She said outsourcing could put public safety at risk, especially when it came to emergency operations.

Commissioner Valenzuela told the custodians

that county officials would help them find other jobs in county employment over the seven months before the cuts become effective.

Finegan is skeptical that the workers will be moved to other positions.

"If the work had gone away, that would have been a bitter pill that we would have to swallow," he says. "But their work didn't go away."

"It was given away."

'Their work didn't go away; it was given away.'

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he joined the Canadian Union of Public Employees while working in the library at the University of British Columbia.

After attending a few Council 2 meetings, he was asked to serve on a union negotiations team. Before long he was appointed to a vacant position on Local 1849's executive board. He became president of the union in 2010.

"One of the things I hear

people ask is: What do I get for my dues?" he says. "I reply that the union pays you every day. You get decent wages, health care and good working conditions. Management is more accountable."

After all, Maycock should know. "Sometimes it is not easy to see that, but once you have worked in places where unions are almost non-existent, you appreciate it so

much more."

Staff Representative Vinnie O'Connor says Maycock is analytical in his thinking, is quick to grasp issues and always has clear insightful questions when he is at the negotiating table.

"He thinks in terms of the members' best interests even though they may differ from those he personally supports," O'Connor adds.

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First-time contracts approach finish line

The first step that local unions take when they join Council 2 is to negotiate a first-time contract.

Sometimes management attempts to place road blocks along the way to delay the process. But staff representatives, working with union bargaining committee members, usually find creative ways around those road blocks.

Here is a look at recent efforts:

End in sight

- After a lengthy contract process, a tentative agreement has been reached for the 60 employees of the **Pierce County Wastewater Treatment Plant**, who are currently members of Local 120 in Tacoma.

“After the county had given them three last, best and final offers, all of which were not worthy of voting on, the county finally compromised and a tentative agreement was reached,” explains Council 2 Organizing Director Bill Keenan.

“The process was assisted by mediation with the Public Employment Relations Commission (PERC) to reach this agreement.

“There were a host of issues on the table. Most involved working conditions. Specifically, the issues involve hours of work, on-call and call-back procedures and supervisors doing bargaining unit work.”

The bargaining unit members were united in their position that they would not accept a sub-par contract, Keenan adds.

The members continued to work under the county’s policies and procedures that existed before they joined Council 2.

“They were asking only for the status quo to be maintained,” Keenan says. “They were not asking for more.”

Study holds up bargaining

- Five bargaining sessions already have been held for 70 supervisors at **Fort Vancouver Regional Library**.

The hold-up now is that library management is conducting a classifications and compensation study which is due to be completed in April. Until that study is completed, management claims that wage-related issues cannot be negotiated.

“That issue will have to be settled,” Keenan says.

Supervisors’ votes are crucial

- An issue involving the validity of votes is delaying first-contract bargaining for **Clark County Facilities Maintenance** employees.

The unit has challenged the eligibility of two employees who voted in an election that was won by only one vote.

The union maintains that two of those who voted are supervisors and therefore their votes should not count.

The issue is awaiting a ruling from the Public Employment Relations Commission, a ruling that

could take several months.

“If the PERC ruling is that the votes do not count, we will start bargaining a first-time contract,” Keenan says. “If the votes are upheld as valid they will be opened and counted. Whether we win or lose is still to be determined.”

Two issues at stake

- In bargaining a first contract, 23 **Kitsap County Juvenile Probation Officers** face two issues.

One is a proposal that the officers be placed in the county’s master agreement, with addendums specific to their department. The officers are awaiting the county’s response.

“If they agree, we will start bargaining the addendums,” Keenan explains.

“If they don’t, we will set about bargaining a full contract.”

A response is also being awaited on the same issue regarding seven Kitsap County Juvenile Probation Supervisors. They, too, will either be part of the master agreement with their own addendum or will bargain a full contract.

The other issue holding up bargaining is that the county has challenged three positions among the Kitsap County Juvenile Probation Officers; the county says these positions should fall under the Juvenile Detention Department.

Clarification on the issue is awaited.

Once the two issues are settled, bargaining can continue.

Member’s daughter describes exciting summer internship

Beth Zainwel, daughter of Leon Zainwel, Local 1811-CA, spent an exciting summer interning with AFSCME International as part of the Jerry Clark Memorial Scholarship that she was awarded last year.

“I learned so much working with some of the most ambitious people, witnessing meetings and events only imaginable and experiencing a passion for solidarity I wasn’t sure still existed,” she says.

“But it does, and as long as AFSCME continues to grow, that passion is sure to follow.”

The scholarship, awarded to the children of AFSCME members, was established in 1990 in honor of Jerry Clark, who was deeply committed to progressive social and economic ideals and served for many years as AFSCME’s Political Action Director.

The winners receive \$5,000 a year for their junior and senior study years and an opportunity to intern with the International Union’s Political Action Department.

Here is what she says about her experiences:

“The program was divided into two parts. The first took place in D.C. where I learned about the past 75 years of AFSCME and the future it continues to build. The latter portion was based in Vermont working for Vermont Homecare United in a competitive campaign against SEIU.

“While most of the work in Washington revolved

around political research for the 2014 elections, part of the time was afforded to surveying various department heads in an effort to learn about the make up of the organization.

“These included a meeting with the Secretary/Treasurer, Laura Reyes and attending a senate hearing with one of the lobbyists.

“However, an opportunity arose to help on a competitive campaign, so off I went to Vermont for the second part of the program.

“The campaign was targeted to homecare providers, who care for people of all ages, sizes and with various needs.

“The only consistency was in the need for a livable wage and professionalism within the system. And, boy, do the organization, data and communication staff work for it. Long days weren’t uncommon and

Saturdays off almost didn’t exist.

But if you asked any organizer why they do it, they’ll tell you that ‘this job is all about the passion and belief in solidarity. If you lose those, the job becomes impossible.’

“A colossal victory did occur when the other organization, SEIU, pulled out of the race leaving the ballot to read AFSCME or No Union!”



Beth Zainwel

Newspaper editor steps down

Graham Fysh, the writer, editor and designer of this newspaper for 25 years, is retiring from the position at the end of the year. Therefore this is the last issue of *County and City Employee* he will write and edit.

He will also retire from his position as administrator of the Council 2 website (www.council2.com).

Fysh, born and raised in South Africa, has been a journalist his whole life.

As a political writer in South Africa, he vigorously opposed apartheid, the then system of segregation in the country. He moved with his wife and three children to Seattle in 1980 where he earned a master’s degree in communications from the University of Washington and served as business editor at the Seattle Post-Intelligencer and later as business writer at The News Tribune.

For 18 years, Fysh produced this newspaper in addition to his regular work as a journalist.

When he retired from full-time work in 2006 he continued to produce the newspaper while working on his book “Moorosi,” the true story of a war in Southern Africa in 1879, which he published last year.

He says he intends to continue writing books in his retirement.

We would like to thank him for his outstanding work over the years and wish him well in his retirement.

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Attorneys bargain first-time contract

More than 20 Seattle City Attorneys have successfully bargained a first-time contract. It was overwhelmingly supported by the new Council 2 members and now awaits ratification by the City Council.

The attorneys joined Council 2 earlier this year after parting ways with their former bargaining agent.

"They voted to affiliate with us because they felt they did not have enough bargaining strength on their own," explains Council 2 Director of Public Safety James Trefry.

"They wished to take advantage of our broad-based experience at the bargaining table."

2014 CALENDAR

Legislative Weekend:

Olympia – January 16-18

AFSCME International Convention:

Chicago – July 14-19

Executive Board Meeting:

TBD – October

Presidents Conference:

Chelan – October 24-25

Secretary Treasurer Workshop:

Seattle – May 3

Spokane – May 31

Scholarship Golf Tournament:

Tacoma – June 27

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representative, who faced opposition from within his own ranks as he was considered to be a weak candidate who was past his political prime.

Just how weak was shown when Snyder won by a nearly 2-to-1 margin. The anti-labor forces had suffered a second self-inflicted wound.

- The third pro-labor candidate, Candace Mumm, ran a strong campaign and handily beat Michael Cannon.

"We needed all three. And we won all three," says Council 2 Deputy Director Pat Thompson.

"When it was all over the margins were great and represented a clear victory for pro-labor candidates."

This victory was important to Spokane citizens, says Jim Ticken, secretary-treasurer of Local 270, which represents City of Spokane employees.

He notes that a lot more support and money came in after the anti-labor politicians bashed the unions for nothing more than that they were unions.

"That solidified the opposition to them," he adds.

Murray wins in Seattle

Another success was recorded in Seattle where Ed Murray — who was endorsed by Council 2 — was elected the new mayor.



Dr. Robert Krauth, Officer Jim Castillo, Adriana Hampton and Ella Hampton at the entrance to the City of Yakima's new health-care clinic

As was the case in most of the country, last year's employee health costs at the City of Yakima were soaring out of control.

Yakima was self-insured but still spending \$10 million on its health plan with the costs expected to climb to \$11 million during the year. Realistic estimates were that this year the plan would need a \$600,000 infusion from the City's general fund to meet the needs.

With tight budgets and medical costs eating away at cash reserves, pessimists saw the City as barreling toward a fiscal cliff. The City was forced to consider many cost saving options, including potential layoffs and cuts to services.

Among the suggestions was a dramatic plan to open an employee-based healthcare clinic called miCare. Opening its doors on February 20, 2013, this creative solution has eliminated many subscriber co-pays, and sharply reduced the overall 2013 health-care costs, bringing much needed relief to the City's annual budget.

The City has been able to lower the out-of-pocket monthly premiums for the 264 municipal employees and 48 transit workers who are members of Council 2 Local 1122. This is largely due to the use

of the clinic on a regular basis by employees and their families.

"We are extremely happy," says the City's Human Resources Manager Cheryl Ann Mattia.

"From the \$11 million we spent last year on providing health benefits to our employees, this year we are spending \$9.5 million. We were able to reduce the out-of-pocket spending by employees to \$229,000, which we put back into providing more benefits.

"Not only were we able to reduce the monthly premiums for union members, but they now have a flexible spending plan of \$300 each for 2014."

The miCare Clinic, which provides primary care exclusively to the City's municipal employees and medical plan dependents, was developed by Employee Benefits Management Services (EBMS), a

Montana-based firm that processed the City's medical claims. EBMS initially proposed the plan to Mattia as a way to help alleviate the City's budget concerns. After Mattia and other City officials, including the health plan's benefit board, reviewed the proposal they moved quickly to seize the opportunity.

Here's how EBMS describes its services:

"The miCare concept provides a primary care doctor for an organization's employees and their dependents. Office visits are a full 20 minutes, with no waiting.

"The goal is to remove barriers to healthcare by making it convenient ... while building a culture of health and wellness.

"miCare clinics allow more members to access quality medical care, to manage their chronic conditions,

and reduce their out-of-pocket medical expenses — with the ultimate goal of living healthier, more productive lives."

The miCare clinic requires space for two exam rooms, a lab and bathroom area, a doctor's office with a prescription area and a small waiting room, the organization says.

Monthly expenses include staffing costs, medical supplies, prescriptions, some office supplies and administrative fees.

"The program is working well in Yakima," Mattia says. It is proving so popular, she adds, that its services will expand from 26 hours a week to 40 next year.

She is looking forward to even more cost savings in 2014. And the clinic is on target to save \$1.8 million by 2016.

Council 2's Yakima Staff Representative Eddie Allan echoed the City's sentiments:

"Although costs of health care coverage are rising, our members have seen significant decreases in their premiums to the tune of \$142 a month for 2014, since the opening of miCare. Having the ability to utilize a care facility for a family at reduced costs and then to not have any co-pay or cost for prescriptions and lab work, essentially puts money right back in the members' pockets."

New clinic helps Yakima slash health-care costs



Cheryl Ann Mattia

The plan has sharply cut monthly premiums for Council 2 members