



COUNTY & CITY

EMPLOYEE

A F S C M E A F L - C I O

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NEWS IN BRIEF

Dues are among lowest in state

Council 2 members pay some of the lowest union dues in Washington State, according to figures presented at the 49th convention.

The maximum dues paid by Council 2 members is 1.4 percent of a member's gross monthly wage, with a maximum deduction of \$47.25 a month.

By comparison, Council 28 state employees pay a maximum of \$76.50.

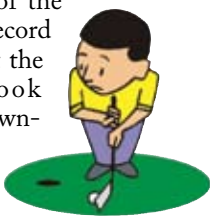
The average dues rates in the state of Washington, based on a wage rate of \$30 an hour, is \$68.50 a month.

Golf attracts record turnout

Who said golf is becoming a less popular sport?

A record 106 members turned up for the golf tournament on June 5 that preceded Council 2's 49th biennial convention.

Perhaps part of the reason for the record sign-up was that the tournament took place at The Downriver Golf Course, which is run by the City of Spokane and the grounds are maintained by members of Local 270, which represents City workers.



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Resolutions passed at 49th convention

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2009 scholarship winners: full list

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Members retire after long service

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L'Heureux honored with Hersey award

The 2009 Hersey Award has been given by the Women's Action Committee (WAC) to Cherie L'Heureux for her leadership in fighting for employees' rights. Here is her story.

When employees at the Northshore Utility District believed they were being unfairly treated by management, fellow worker and warehouse inventory controller Cherie L'Heureux was among the first to step up and act on their behalf.

Over months, she — working with other union members, including Council 2's



Cherie L'Heureux, right, with Lois Clement, head of WAC

Deputy Director Pat Thompson — took up the causes with management.

In a typical case, they fought for nine months before the union won the argument and management was forced to give an employee her job back.

But — L'Heureux was to learn the hard way — management also had not forgotten the role that she had played in fighting for the rights of her co-workers. Indeed, she says, management had been pressuring her for some time.

"When I was elected secretary of Local

See HERSEY, Page 2



Council 2 and its 263 local unions are weathering the economic storm, says President/Executive Director Chris Dugovich.

Speaking at the union's 49th convention in Spokane in early June, Dugovich pointed out that in spite of job losses in public and private sector unions, Council 2 has lost only a handful of jobs so far.

"Instead of layoffs, we've agreed to job-saving furloughs in King and Snohomish counties and cities like Renton and Kent.

"We've entered into voluntary cost reduction programs in Kitsap and across the state our members are going out of their way to propose solutions to the crisis."

He attributed the union's success in the wake of the worst recession in decades to the fact that it always focuses on the basics — negotiating smart contracts, lobbying for key legislation and organizing new members.

But, Dugovich added, for the first time in his 27-year career with Council 2, "we are negotiating cuts.

"It's a difficult situation and will require



us to continue working together to protect jobs and critical services. Hopefully the worst is over."

Other speakers at the convention — attended by 228 delegates and 70 guests — emphasized the importance of cooperation between labor and management to successfully negotiate the ravages of the economic downturn.

"We have a \$7 million shortfall for 2010," said Spokane Mayor Mary Verner. "But, thanks to the cooperation of our employees, we have money in reserve

See CONVENTION, Page 4

Library workers seek to join union

The Sno-Isle Library System organizing committee, with the assistance of Council 2, is waging an intensive campaign to recruit 400 library system employees.

The campaign, launched in October last year, is expected to be completed in the next few months.

The Sno-Isle employees first tried to recruit the library staff into Council 2 in the early 90s.

"The employees went through the election process, but the Sno-Isle library administration ran a successful anti-union campaign to stop their employees, who then numbered about 230, from

Why you should save July 'pay raise'

Many Council 2 members will find their paychecks are a little larger in July than they were in June. The reason is the state's revision of the amount deducted for pension contributions.

But advisers suggest you avoid the temptation — if you can — to go out and spend the additional money.

Instead you should increase your contributions to your deferred compensation retirement plan by that amount. Not only will you be boosting your retirement savings, you will gain tax benefits by doing so.

"In that way, you will keep the amount of money that is going toward your retirement," says Council 2 Deputy Director Pat Thompson. "Since your state plan is going down, why don't you take that money and put it into your deferred compensation plan?"

"You will still have the same amount to live on as you had before, but your retirement plan will receive an extra boost.

"Don't make the same mistake that the

See PENSIONS, Page 4



joining Council 2, and unfortunately succeeded," says Director of Organizing Bill Keenan.

Late last year, a group of Sno-Isle employees contacted Council 2 about starting another organizing campaign.

See SNO-ISLE, Page 4

These are the keys to coping with the crisis

CHRIS DUGOVICH

Although the economy may have at least bottomed out, county and city revenues continue to be down.

On the east side of the state, the City of Spokane is now beginning to deal with a projected \$7 million shortfall in its budget.

In the Puget Sound Region, our jurisdictions are keeping their fingers crossed that the initially-agreed-to furloughs and other cost-saving measures will be enough to see us through the crisis.

The real key is to save jobs.

Employers who open up their books and produce the necessary data in a credible manner will find our Local leaders and members to be more than understanding of the situation. Those who don't will have a difficult road.

We won't be taken advantage of, but we will be looking for solutions.

The key is credibility!

The key is those employers who have built relationships over the years and who are not showing up to plead their case after years of slamming the door in our face will find a process that will work.

We want what they want:

The ability to do a good job for the citizens of the local jurisdictions where we work., to rationally sit down and work out solutions to the crisis if it's necessary, and to look to the day in which the favor will be returned by the employer.

In the end, this recession could finally bring relationships that will work for everyone far into the future.

That would be progress!



Letter from the President

RESOLUTIONS APPROVED AT 49TH CONVENTION

#1 PRESERVING SOCIAL SECURITY
AFSCME Council 2 reject any plans to privatize the Social Security program; and

That AFSCME Council 2 reaffirm its faith in Social Security as the risk-free foundation of retirement income for American workers and the premier system of income protection for American working families.

#2 ALTERNATIVES TO LAYOFFS
That locals of Council 2 will aggressively bargain for creative alternatives to layoffs, thus providing our members with choices and options to that end.

#3 STEWARD TRAINING
That Local Unions be more active and supportive in participating in Council 2's Steward Training Program; and

That WSCCCE Council 2 continues to provide a viable Steward Training Program and additionally, continues to search for and offer new, creative and advanced training modules.

#4 SUPPORT FOR HUMAN RIGHTS
That this convention goes on record as supporting our fellow Americans in their pursuit of Human Rights for all mankind; and

That Council 2 notifies our International Union of our action so that it might be included in AFSCME's lobbying in Congress.

#5 RIGHT TO WORK
That AFSCME and Council 2 continue to take the lead in pushing for the enactment of public employee collective bargaining legislation that would include union security provisions; and

That AFSCME and Council 2 fully support the AFL-CIO, through its Committee on Restrictive Legislation in developing a comprehensive strategy to expand union rights; and

That Council 2 encourages AFSCME's Department of Field Services and Collective Bargaining to assist affiliates in "right to work states" to develop long range strategies to repeal "right to work" laws, and to support legislation such as The Employee Free Choice Act.

#6 TEMPORARY/SEASONAL EMPLOYEES
That locals of Council 2 bargain aggressively to curb the use of temporary/seasonal employees or get them recognized as part of the bargaining unit if they work 1/2 of the time of a full-time employee.

#7 OPPOSING THE PRIVATIZATION OF PRISONS AND JAILS
That Council 2 shall monitor efforts to privatize prison and jail programs throughout Washington and Idaho and apprise affiliates of any privatization efforts; and

That Council 2 and its affiliates fight efforts to privatize prisons and jails through such efforts as cost comparisons and feasibility studies, lobbying state and local government officials, publicity campaigns, appropriate legal action, supporting legislation to restrict contracting out, and holding elected officials accountable for their actions on this important issue.

#8 FIGHTING PRIVATIZATION/ CONTRACTING OUT OF GOVERNMENT SERVICES
That AFSCME Washington State Council of County and City

Employees Council 2 continue to advocate for strong laws and regulations that shine the light on privatization, that require ample oversight of privatized services, and that require federal, state and local government to track and disclose privatization spending and projects in detail; and

That AFSCME Washington State Council of County and City Employees Council 2 oppose all efforts to contract out or privatize public services currently provided by federal, state and local governments; and

That AFSCME Washington State Council of County and City Employees Council 2 continue to develop an aggressive communication strategy which emphasizes the value of public service and exposes the practices of more costly, less effective private contracts.

#9 NATIONAL HEALTH CARE COVERAGE
That WSCCCE AFSCME, Council 2 supports comprehensive federal and state health care reform establishing a truly inclusive, accessible and affordable health care system for all.

#10 DEFERRED COMPENSATION SAVINGS PLANS
That Council 2 help educate our membership on deferred compensation programs so that members may enhance their retirement funds and/or retire prior to 65 years of age.

That Council 2 encourage its members to participate in their individual deferred compensation plans throughout their careers; and

That Council 2 work to establish deferred compensation programs through contract negotiations in all jurisdictions that do not have them.

#11 ADDRESSING VIOLENCE IN THE WORKPLACE
That AFSCME Council 2 work with employers to adopt and become compliant with uniform federal and WISHA programs and OSHA guidelines for preventing workplace violence; and

That, to help prevent workplace violence, AFSCME Council 2 encourage our local unions and employers to take responsibility to ensure a safe workplace environment and to develop policies and procedures with respect to safety devices, staffing levels, training and counseling programs and programs to reduce workplace stress; and

That AFSCME Council 2 will work with our local unions and employers to ensure that all workplace violence policies and procedures are properly negotiated, are in compliance with the law and respect the legal rights of our members.

#12 ORGANIZING CORRECTIONS
That the Washington State Council of County and City Employees continue to maximize its efforts to organize corrections personnel wherever possible through Washington and Idaho and continue to be a leader in addressing the concerns of all corrections personnel whenever possible.

#13 SAFETY IN LIBRARIES
That Council 2 will continue to support measures that provide more resources for protecting the safety of patrons and staff at all community libraries; and That Council 2 will continue to advocate for libraries to be

proactive in implementing security measures that address the safety concerns of community library patrons and staff; and

That Council 2 will continue to strongly advocate for maintaining appropriate minimum staffing levels and safety and security measures in all community libraries.

#14 FUNDING JUVENILE JUSTICE GANG INTERVENTION AND PREVENTION PROGRAMS
That Council 2 lobby the state legislature and other statewide local municipalities to target funding for the Juvenile Justice System to develop training, strategic programming and implementation of prevention and intervention services to specifically reduce gang recruitment, affiliation and violence within its probation and parole departments.

#15 ORGANIZING LIBRARY WORKERS
That WSCCCE Council 2 and members of WSCCCE Council 2 Locals be vigilant in identifying these possible mergers and jointly work together in the effort to organize these unrepresented workers; and

That WSCCCE Council 2 continue its commitment to organizing unrepresented library workers throughout Washington and Idaho.

#16 RETIREE HEALTH CARE
That Council 2 continue to actively pursue health care options that provide affordable alternatives for retired public employees.

#17 SUPPORTING ERGONOMICS IN THE WORKPLACE
That Council 2 supports all efforts by any party, business or political organization to strengthen the protections that workers have under State or Federal Law; and

That the Washington State Council of County and City Employees continue to work with other unions to improve worker safety for all employees.

#18 WORKER'S MEMORIAL DAY MOURN FOR THE DEAD/FIGHT FOR THE LIVING
That Council 2 and its affiliates continue to support, promote and participate in Workers' Memorial Day activities each year on April 28; and

That Council 2 and its affiliates continue to fight for safe workplaces; and

That this convention observe a moment of silence to honor our brothers and sisters who have lost their lives since we last convened.

#19 ORGANIZING
That our affiliates, members, and staff continue to identify, and contact public and private sector workers for organizing; and

That Council 2, along with our affiliates, members, and staff make a commitment to redouble our organizing efforts through the commitment of resources and funding for organizing throughout Washington and Idaho.

#20 HOST LOCALS
That the assembled delegates of the 49th Council 2 Convention go on record to thank and express their appreciation to districts 8 and 9 and their respective committee members.

HERSEY, from Page 1

1024 in 2006 and took part in negotiations, that's when the pressure started to come down on me," LHeureux recalls. "It became apparent that all my actions were being watched. They wanted me to slip up.

"They examined my entry of the crew's timesheets, searching for the smallest errors. On June 13, 2008 — yes it was Friday, the 13th — they fired me, saying they had found 13 errors and/or unauthorized changes to timesheets out of about 13,000 data entries. It is not easy to find another job in this economy. They tried to financially devastate me."

"She paid the ultimate price," Thompson says. "She is an inspiration to all of us in the union."

Council 2 filed an unfair labor charge against the Northshore Utility District, calling for the district to order that LHeureux be reinstated and receive back pay and benefits.

The hearing went well, but the decision is months away.

The Hersey Award is given every two years at the biennial convention in honor of Mary Hersey, former president of the guild at the Yakima Herald Republic newspaper.

After being fired for union activism, she successfully sued her employer. She was reinstated but quit her job the same day. Hired by Council 2 as a staff member in 1972, she became the Women's Committee Advisor in 1980.

She retired in 1992 and was presented with the first "Mary Hersey Award" shortly before she died in 1997.

----- 2009 Scholarship awards -----

4-year scholarship award (\$5,000 a year for 4 years)

In memory of Nick Camarando, past member of Local 618, City of Olympia, and Jim Ott, past member of Local 120, City of Tacoma.

Recipient	Member	Member's Local
Farrah Khan	Wasim Khan	3845 City of Bothell

Farrah Khan



Dependent scholarship awards

In memory of Rhonda Jo Carson, past member of Local 618, Thurston County; in honor of Chuck Delgado, retired member of Local 1553, Spokane County; in memory of Celia Travis, past member of Local 874-HC, Prosser Memorial Hospital; and in memory of Matt Williams, past member of Local 113, City of Everett.

\$2,000 awards

Recipient	Member	Member's Local
Laura Westervelt	Susan Westervelt	1262 Cowlitz County Courthouse
Ashely Newton	Brian Wirt	3845 City of Bothell
Sarah Hagen	Martha Hagen	114 City of Bellingham
Eric Eccleston	Mark Eccleston	307-vc City of Vancouver
Emily Druschba	John Druschba	21-M City of Mercer Island
Amber Lemon	Marty Lemon	1619 City of Port Angeles



Maurine Terry



Hannah Marchitto

\$5,000 awards

Hannah Marchitto	John Marchitto	21-z City of Seattle Crew Chiefs
Samuel Roleru	Michael Roleru	21-HD King County Health Department
Jessica Wedvik	Marilyn Wedvik	2617 City of Kent
Kayla Carson	Kimberly Carson	275 Grays Harbor County
Anna Legaspi	Lindsey Legaspi	1811-CA Snohomish County
Sarah Gier	Doreen Gier	87-P Yakima County Juvenile Court
Alex May	Susan May	1308 Kitsap County
Lauren Pavish	Christopher Pavish	109 Snohomish County Road Department
Nathaniel Pray	Craig Pray	2170 City of Renton
Maurine Terry	Thomas Terry	1135 Spokane County Road Department



Ashley Newton

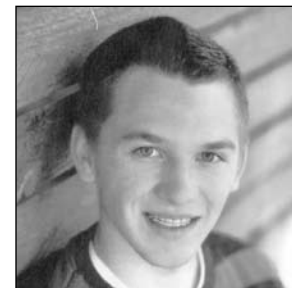
Continuing Education Awards

In honor of Red Abicht, Sally Bronow, Sheryl Kemper, Terry Person, Pauline Tang, Earl Welander and Leonard Whitney, all retired members of Local 120, City of Tacoma; and Joanne Vaughn, retired member of Local 270, City of Spokane.

Recipient	Local
Stephan Frenzl	109-E Snohomish County Road Department
Robert West	270 City of Spokane
Cheryl Cronic	1837 City of Kirkland
Elizabeth Spokoiny	1857 King County Library System



Kayla Carson



Nate Pray

To read recipients' thank-you letters, please see: www.council2.com/scholarships/thankyou09

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DISTRICT ONE	DISTRICT TWO	DISTRICT THREE
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DISTRICT SEVEN	DISTRICT EIGHT	DISTRICT NINE
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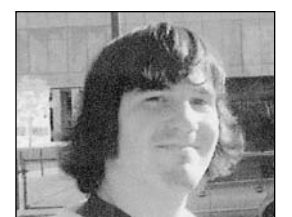
Lauren Pavish



Elizabeth Spokoiny



Samuel Roleru



Alex May

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Convention 2009



Elected members of Executive Board are sworn in



Women's Action Committee



Kathleen Etheredge, Chris Dugovich, Lee Saunders and Ron Fredin



Host Committee getting ready for Saturday night's dinner-dance



Convention delegates from Local 21-P

More pictures: www.council2.com/convention09

CONVENTION, from, Page 1

and we are not in panic mode.

"We are sitting down with our labor leaders to determine how we are going to work through this together. If we didn't have such cooperative employees we would not have been able to do it.

"We could have said we would have layoffs and bite the bullet; but we can do better than that. The employees have agreed that we can work hard to avoid that and try to help out every employee because they are the ones who deliver the services."

Lee Saunders, executive assistant to AFSCME President Gerald McEntee, told convention goers: "We are dealing with a terrible economy, but if a politician wants to talk to us as equals on how we can confront and solve these problems we are willing to do so.

"We must keep our eyes on the prize: build our union and do our best to avoid cutbacks on services and laying off of workers."



Mary Verner



Lee Saunders

PENSIONS, from Page 1

state is making by reducing the amounts being deducted for your pension plan. Keep it for your golden years."

The state at first wanted to change the funding method for pensions that would have harmed the stability of the pension systems.

But, although that failed, the budget that was passed artificially lowered rates, a move that will lead to increased future costs.

"Money that should be going to lower the unfunded liability of Plan I will be spent on balancing the state's current budget," Thompson explains. "Whereas this means lower rates for everyone now, it will mean higher rates in the future

"Hopefully, our employers will use this money to help offset cuts that affect our membership such as layoffs, furloughs, and so on. But we strongly suggest you save the difference."

The chart alongside outlines the new pension deductions.

PENSION RATES		
	CURRENT	ADOPTED
	7/1/08 – 6/30/09	7/1/09 – 6/30/11
Plan 1 Employer	8.31%	5.29%
Plan 1 Employee	6.00%	6.00%
Plan 2 Employer	8.31%	5.29%
Plan 2 Employee	5.45%	3.89%
Plan 3 Employer	8.31%	5.29%
Plan 3 Employee	5 to 15%	5 to 15%
SERS 2 Employer	7.54%	5.43%
SERS 2 Employee	4.68%	3.14%
SERS 3 Employer	7.54%	5.43%
SERS 3 Employee	5 to 15%	5 to 15%
PSERS Employer	9.43%	7.84%
PSERS Employee	6.57%	6.55%

SNO-ISLE, from Page 1

"They had heard about our successes in the King County library system and were impressed by what had been achieved in their collective bargaining agreement."

Now a group of Sno-Isle employees has put together a strong organizing committee. They are in the process of signing cards and visiting each library with refreshments and a table set up outside each building. There, they catch the attention of employees who are moving in and out of the building.

"They have been extremely successful in getting the cards signed," Keenan says. "It is a long process because of the number of branches in Snohomish and Island counties. And every branch has several shifts throughout the day.

"All the library campaigns we have conducted in the past have taken nearly 12 months. We started this one in October. We are on schedule to complete the process within a year."

STEPPING OUT INTO RETIREMENT

Long-time executive board member retires

Council 2 members likely know Doug Peterson best as the sergeant-at-arms at numerous conventions over the years. He has been a constant presence, checking members' credentials and helping to ensure a smooth flow of events.

But his presence has been felt in many other ways in union activities, too. Not only was he

an active member of Local 21, but he also rose through the ranks to serve for many years on the Council 2 executive board, representing District Two.

He also was a delegate to the Martin Luther King Labor Temple in Seattle for 14 years, where he also served as sergeant-at-arms.

Now, at the age of 62½, he

has hung up his union hat after retiring from his 26-year career as a truck driver with the City of Seattle.

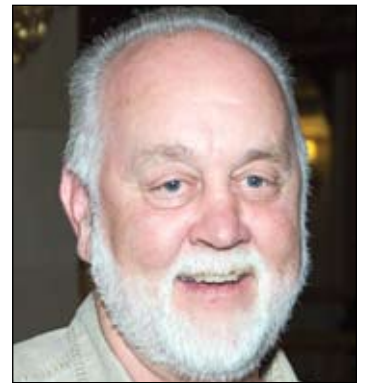
His attendance at the 49th convention was his last; he is setting up house in Texas, where his daughter lives.

"Being a member of the union is extremely important," he says. "I would advise young people

to listen to the oldies and to become involved in the union; without it you have nothing."

Says Council 2 President/Executive Director Chris Dugovich, "He is an example of everything that a union member should be."

A dependent scholarship award will be named in Peterson's honor.



Doug Peterson



Norma Kremser

Library worker brought out sun on cloudy days

LISA GRESHAM, Local 1581

When Norma Kremser began her career at Whatcom County Library System in 1976, she worked in a middle school training students in each home room to run a 16mm film projector, a skill she feels helped her get hired as an assistant film clerk.

She began inputting original cataloging in 1985 and added acquisitions of teen materials and all audio-visual materials in 1988. Of course, audio and visual formats have changed dramatically over the years but Norma has kept pace with all the changes, working with video and

DVD, CD-ROM and now even MP3 and downloadable formats.

Norma wore many hats during her years of service to the Whatcom County Library System, but she will also be remembered for her green thumb and fingers that are nimble with a needle. Her quilt works adorning our building have turned many cloudy northwest days into sunny ones. She can take plants so malnourished and neglected that most of us would pronounce them dead and have them in full, happy bloom in no time.

Norma earned "maybe 35 or 40" ribbons at the Northwest Washington Fair.

Two years ago, her embroidered rendering of a Thomas Kincaid painting took the

"best in embroidery" award. It is impressive that these special talents are mostly self-taught.

Not surprisingly, Norma's plans for retirement include gardening — at home and at her church — after a thorough spring house cleaning. She also plans to walk, buy a bicycle, do counted cross-stitch, learn to knit sweaters, and make a raffle quilt for the local fire department.

Of course, there is the lure of travel — hosting and visiting friends and relatives — and perhaps a dreamed-of trip to Alaska.

We thank Norma for her 33 years of dedicated service and wish her a happy and fulfilling life in retirement.