



COUNTY & CITY

EMPLOYEE

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Winter 2005

NEWS IN BRIEF

Legislative weekend slated for Jan. 19-21

Council 2's Legislative and Executive Board weekend is scheduled to be held Thursday, January 19 through Saturday January 21, 2006 at the Red Lion Olympia Hotel.

The weekend will begin with a legislative reception Thursday evening. Committee meetings, a workshop and legislative activities will be held Friday and Saturday.

If you are interested in attending please check with your Local president or staff representative before December 15 for further information.

Receive news when it happens—by email

To hear about fast-breaking Council 2 news, send us your **home** (not your work) email address. You will receive notification of events, newsletters and matters of importance to members.

Your email address will be kept confidential and will not be shared with anyone outside Council 2.

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Council 2 welcomes election wins

Many of the results in the 2005 elections went our way. Some of the victories were significant for our members' jobs and others were good for labor.

Indeed — from the failure of the attempt to repeal the gas tax to elections of candidates we endorsed at city levels — we could not have hoped for much

more. Not only did many of the candidates whom Council 2 endorsed win, but some races that we expected to be closely contested were won hands-down by candidates whom we backed.

Probably the biggest election victory came in the defeat of Initiative 912, which sought to set aside the 9.2-cent-a-gallon gas tax approved by the State Legislature

in its 2005 session.

The first 3 cents of the tax kicked in on July 1; the other increases will be phased in over the next three years.

Confirmation of the tax means that numerous road improvement projects that had been put on hold pending the

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Labor pioneer Kinville dies at 79

Sam Kinville, a former President of Council 2 and Director of Labor and Industries for Washington State, died on Labor Day, September 5, 2005. He was 79.

Kinville was a tireless fighter for labor causes.

Many of the protections that public employees in Washington State take for granted today are a result of his efforts.

He was involved with Council 2 for more than 30 years. Few people knew as much about the working of the union on one hand and the legislative process on the other as he did.

He worked at getting legislation passed that would assist union workers. If he did not succeed the first time, he approached the task from a different angle. He refused to rest until he won. He will be missed.

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Sam Kinville



Middle class is under attack, conference told

Laura Paskin speaks at Local Presidents' conference

The middle class is being squeezed more and more. Stagnating wages, outsourcing of government jobs and fewer employer-sponsored benefits in the face of ballooning medical costs have put them under attack.

So says Laura Paskin, communications director of the Economic Opportunity Institute. She outlined the situation in a talk at the annual Fall Local Presidents' Conference held in Wenatchee on September 30 and October 1.

"We have been moving away from economic security and opportunity, with attacks on wages and benefits and diminishing public services," Paskin said. "The financial burden is moving from employers, both public and private, to workers."

Paskin told the attendees that one

of the basic ways to assist the middle class is education.

"We need a high-quality workforce with economic security for families," she said.

Good programs are anchored in family and work, she added. Work gives us an income, defines our role in society and gives us a voice. Yet over the last five years job growth in Washington State at 83,000 has not kept pace with population growth, which needed 167,000 jobs to have been added.

Relatively more not-so-good jobs — in fields such as health services, leisure, hospitality and retail trade — are being added than good jobs — in fields such as finance and insurance, manufacturing and professional

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Master contract covers four Locals

After more than a year's intensive bargaining, a Snohomish County Master Agreement covering some 1,300 workers was ratified in September. The agreement applies to the period from this year through 2008.

Covering several Locals at the same time, master agreements set out basic principles that apply to all the Locals involved. Each bargaining unit negotiates its own addendum that outlines specific issues that relate only to that work group.

The Snohomish County Master Agreement covers Locals 109, 109-E, 1811-C

and 1811-CA. In addition, Superior Court employees represented by 1811-JPD and District Court employees in 1811-CA also ratified economic and non-economic agreements for the same period as the Master Agreement.

"We aimed high and we achieved many of our goals," says James Trefry, the Council 2 staff representative who led the negotiations. "The contract gives our members a larger percentage of the Consumer Price Index used for cost-of-living adjustments than any previous contract."

The cost-of-living adjustment in the

contract provides for increases of 100 percent of the June-to-June Seattle Consumer Price Index in 2005, 2.19 percent in 2006 and 95 percent of the CPI for the rest of the contract.

Medical contributions are locked in at the 2004 level. "Members will not pay any more than they were paying in 2004 for the life of the contract," Trefry says.

Trefry paid tribute to Loydean Wood, a trustee of Local 109-E, who volunteered to serve as recording secretary for the

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Sam Kinville created today's Council 2

CHRIS DUGOVICH

Sam Kinville passed away on Labor Day, and — although Sam certainly was not one who was big on honors or symbols — he symbolized that day for many of us.

Sam was the real modern-day founder of Council 2.

He was its first full-time president and it was his efforts more than those of anyone else who brought collective bargaining to local government employees in 1967.

Sam studied the concept, wrote the bill, lobbied the lawmakers and urged the then-Republican governor to sign it. Dan Evans did. And collective bargaining became the backbone of our union and is really the reason we've grown to better than 16,000 members statewide.

At the time it was not a safe move, but Sam believed that this system of allowing public employees to have a real voice at their place of employment was fair and right.

Others, including the state employees, actually argued against collective bargaining and requested that they be amended out of the law. They were amended out and it took them an additional 35 years to gain the right.

His relationship with Council 2 began in 1957 and continued until Labor Day.

During that close-to-50-year span, he never stopped pushing for public employees' rights and helping others.

He recommended me to my predecessor when I was hired in 1982 as staff representative. In 1989, when I became president his advice kept me going in the right direction more than once. As Council 2's lobbyist even after his formal retirement from the state, he continued to pass laws that strengthened our original collective bargaining law and brought those rights to new groups. District Court employees are only one of such groups.

Growing up in the tough mining town that Butte Montana was, he started his working life as a school teacher and continued in many areas in both labor and public employment. He worked as a social worker and attended his first AFSCME convention as a member in 1956.

Sam built the foundation for Council 2 and went on to work for the Washington State Labor Council. He was on the board of industrial insurance appeals and was appointed by Governor Spellman as the director of Labor and Industries. Even after his lobbyist years with Council 2 he was appointed by Governor Lowry to serve on the Public Employment Relations Commission. He never stopped advocating for others!

He could be difficult at times, but part of his manner of teaching was the art of debate. I always enjoyed his spirited debates with attorneys in which Sam would start his pitch with, "I'm not an attorney but..." That was his sucker punch that would start a very good argument based on an extensive knowledge of the law. Sam didn't lose those debates very often.

His friendships among staff and members, the knowledge that he passed on to me, Pat Thompson and countless others cannot be replaced. He was a hard working friend who left a legacy at Council 2 that will continue to help others far into the future.

Our thoughts go out to his wife Louella and his daughters Kathleen, Kelly and Kerry Mae.



*Letter from the
President*

2006 Council 2 scholarships will honor five people

The Council 2 scholarships for 2006 have been named in honor of, or in memory of, five people, listed below. Where relevant, tributes from the Locals of which they were members are included. Applications for the scholarships will be available in early December or online at www.council2.com. The deadline is March 15, 2006.

\$5,000/FOUR-YEAR DEPENDENT SCHOLARSHIP

SAM KINVILLE

Sam Kinville was elected as Council 2 President/Executive Director in 1959, becoming the union's first full-time president. He served as Council 2's lobbyist from 1986 to 1994.

Other articles in this issue detail Kinville's service not only to Council 2, but also to the labor movement (see "Letter from the President" alongside and articles on pages 1 and 4).

Here are some of the major milestones in Kinville's life:

- 1926 Born March 12 – Butte, Montana
- 1943 Went to work in copper mine (Joined Butte Minors Union, Local #1)
- 1944: Joined Navy, served three years in Philippines during World War II
- 1950: Graduated from University of Montana – B.A. in Education
Taught Junior High in Butte (Member of American Federation of Teachers)
- 1951: Became a Merchant Marine and married Louella
- 1952: Became a Social Worker in Wenatchee (joined AFSCME)
- 1955: Received graduate degree from University of Denver
- 1956: Became Local 1400 Union President in Longview
Attended first AFSCME International Union Convention
- 1957: Became Council 2 Staff Representative in Spokane
- 1959: Elected Council 2 President/Executive Director – union's first full-time president
- 1967: Passed Collective Bargaining Law for local government employees. Went to work as Government Affairs Director for the Washington State Labor Council
- 1974: Appointed by Governor Evans to Board of Industrial Insurance Appeals for Washington State
- 1981: Appointed by Governor Spellman as Director of Labor and Industries for Washington State.
- 1986: Became Council 2 lobbyist
- 1994: Retired from Council 2 and was appointed by Governor Lowry to Washington State Public Employment Relations Commission
- 2005: Passed away Labor Day September 5
Survived by wife Louella and daughters Kathleen, Kelly and Kerry Mae

\$2,000 DEPENDENT SCHOLARSHIP

MATTHEW LANE

Matthew Lane, who was an UnderSheriff in the Ferry County Police Department and a member of Local 1135-F, died in the line of duty on May 30, 2003.

He had accompanied search-and-rescue pilot Rudy Ohlund in a search for a woman who had spent the night out in the hills. Their aircraft crashed on Sherman Pass during the search.

Matt was hired on June 18, 1990 as a Ferry County deputy, having transferred from the Republic Police

Department. He was a dedicated employee and union member, active in making Ferry County a better place to live as a deputy, UnderSheriff, husband and father. Matt also was the leader for the Explorer Program for children interested in law enforcement.

He was injured in the line of duty in April 1999 when he responded to a dog complaint and was shot in the cheek. When he returned to duty in 2000 he was promoted to UnderSheriff.

ROGER HAMMERS

Roger Hammers was a Thurston County Employee and union member for eight years. A shop steward for Central Services, he worked as a custodian until his

diabetes made him unable to work.

He passed away from complications due to diabetes. We will all miss Roger.

\$500 CONTINUING EDUCATION AWARDS

ERIC CISNEY

Eric Cisney retired from the Seattle Public Library in May 2005, after participating in successful contract negotiations. He had been Local President for six years.

Eric worked for the library for 39 years.

"He was an example to all of us in Local 2083, both as a co-worker and a union member," says Cher Ravagni, a member of the Local 2083 Executive Board. "He was present at the birth of our Local — in very difficult times — and led us to more modern times and a more productive relationship with library management."

A quiet, modest person, Eric was generous in helping library staff members in daily situations. As Local president, he was clear-minded and determined in dealing with library management.

MOLLY BARNET

Molly Barnet, wife of Council 2 staff representative Denny Bolton, died September 26, 2005. She was a counselor at Steilacoom High School, where she was devoted to all the children under her care.

She was extremely active in the Society of Friends. These Quaker beliefs were the roots of her compassion,

"Through the toughest times for our Local when he made the hard choice to have furloughs of all staff instead of layoffs, he was there to guide us," Ravagni says. "Without fanfare, Eric kept himself informed on all workplace issues that might impact Local members. With unlimited patience and empathy he listened to any member who had a question, concern or issue. He was a model steward for us all."

Eric's calm, reasoned approach to labor-management relations gained him, and the Local, attention and respect from management and other Locals.

"Eric's long career and union service have given our Local invaluable examples and lessons; we are more resourceful, productive and dedicated to our current needs and future members because of him," Ravagni says.

generosity and kindness.

She is survived by her husband Denny, sons Chris and Erik Falter and three grandchildren, Michael, Reilly and Ally, her mother Virginia, and three brothers Fred, Gordon and John.

MASTER, from Page 1

sessions. The Master Agreement meetings were held at the rate of two or three a month. In addition, meetings were held on the addenda for the individual Locals and bargaining units.

She kept notes on all the meetings, keeping the whole process organized, Trefry says. "She freed us up to have full discussions without having to concentrate on taking notes."

Trefry also thanked the presidents of the Locals involved who assisted in the negotiations.

They were: Roger Moller (President) and Pete Dykstra (Vice-President) of Local 109; Gerri DeLisle (President) and Scott White of Local 109-E; Tom Blum (President) of 1811-C and Jay Crockett (President) and Jay Fraser (former Vice-President) of Local 1811-CA.

County appeals arbitrator's ruling to higher court — and loses

Benton County took the unusual step of appealing an arbitrator's ruling in favor of the union to the Superior Court earlier this year. But the County not only lost the arbitration hearing, they also lost the appeal.

"In the last 14 years at Council 2, such an appeal has never been lodged before," says Dave Kanigel, who represented the union in the arbitration and Superior Court hearings.

The original hearing followed the termination from employment of Norma Sanchez, a court recorder in the Benton County District Court, last year on the grounds of "insubordination." Council 2 filed a grievance and the case went to



arbitration.

After listening to the arguments on both sides, arbitrator Michael Cavanaugh ruled early this year that Sanchez should be reinstated to her position with full pay and benefits.

The county then appealed the arbitra-

tor's ruling to the Superior Court, calling the arbitrator's decision "arbitrary and capricious."

Council 2, in turn, filed a counter claim for an order to enforce the arbitrator's award. All of the judges in Benton County recused themselves from the case because Sanchez was a court employee. As a result, Judge William Acey from nearby Asotin County presided over the hearing on October 26.

The judge ruled that the arbitration decision could not be overturned and that he would uphold the ruling in favor of the union and the grievant. He ordered that the county comply with Arbitrator Cavanaugh's decision.

ELECTIONS, from Page 1

outcome of the election can go ahead. Indeed, work on a number began just days after the outcome of the election was known.

As a result, many Council 2 members' jobs that were tied to that revenue are alive and well.

"Local governments will receive a considerable amount of revenue as a result of the repeal being rejected," says Pat Thompson, Deputy Director of Council 2. "For the first time in quite a while the public has seen the need to fund these important projects."

The failure of I-912 could mean even more for the future.

"Hopefully, this marks a change in public sentiment toward the need for funding local government services — not only roads, but other services as well," Thompson says.

"The trend toward tax repeal may have bottomed out."

The elections also held good news for members of Local 270 who backed a measure that lifted the levy lid in the

City of Spokane. Approval will provide an additional \$3.5 million for the city to fund their needed services.

The authorization marked the second time that the citizens of Spokane have supported a levy to increase services.

In the election races, the most significant win was that of Ron Sims, who retained his seat as King County Executive.

Even though polls shortly before the election predicted a close race, Sims handily defeated his opponent, David Irons, Jr., a member of the King County Council.

He not only won, but he won big.

Council 2 worked with a coalition of other unions to support Sims' campaign.

Several other races are worthy of note.

√ Dave Somers won a seat on the Snohomish County Council against the incumbent, Jeff Sax. His victory returns

control of the council to the Democrats, who now have a 3-2 majority.

Sax, who beat Somers four years ago, was not supportive toward the issues that are important to Council 2. As a result, Snohomish County area Locals worked actively to support Somers.

√ In Cheney, south of Spokane, Local 270-C campaigned in support of Alan Gainer, who was elected mayor.

√ Members of Locals 370-CO (Clark County) and 307-VC (City of Vancouver) supported Steve Stewart who was elected to the Clark County Commission.

√ Two candidates supported by Local 2617 (City of Kent) — Tim Clark and Elizabeth Watson — won seats on the Kent City Council.

√ Jake Fey was a big winner in the City of Tacoma as was Bill Baarsma, a long-time good friend of labor, who was re-elected mayor. Local 120, City of Tacoma,

supported both candidates.

√ In Renton, Dan Clawson won a seat on the City Council and Terry Jurado retained his seat as a municipal court judge. Local 2170, City of Renton, supported both candidates.

√ For the City of Bellingham, Barbara Ryan won a Council Ward seat and Louise Bjornson a Council At-Large seat. Local 114 (City of Bellingham) supported both candidates.

The only bad news in the elections was that Tim Eyman was able to have his performance audit initiative approved by the voters.

"We didn't see that as a threat," Thompson says. "A number of local governments already are implementing performance audits and the audit might also identify the need for more services. We see it as a redundant and unnecessary measure. But it could have been worse."

City of Everett OKs 3-year contract

Almost 450 City of Everett employees said "yes" in September to a three-year contract that lasts from this year through 2007.

Bargaining on the contract — which covers most of the city's employees except transit drivers, firefighters and police officers — began in the summer of 2004.

The Local 113 membership rejected the contract in June 2005. But, after further bargaining brought a requested change to the prescription drug benefit, it was accepted.

Among the provisions in the new contract:

√ Cost-of-living increases equal to 100 percent of the Seattle consumer price index in the first two years and in 2007 a tiered rate from 90 percent — if it is 3.5 percent — to 100 percent — if it is below 2.5 percent.

√ Continuing 100 percent employer-paid medical benefits, although modifications were made to the medical plan.

√ Partial buyback of sick leave upon separation.

√ An additional floating holiday.

√ A \$5 increase per month to longevity rates plus an added threshold at 28 years.

√ Dental benefits are doubled from \$1,000 to \$2,000 a year.

Members of the negotiation team in addition to Staff Representative Rob Sprague included: Local 113 President Monte Turner, Vice President Carolyn Johnston, Greg Ahles, Cameron Johnson, Ross Johnson and Bernie Kearney.

COUNCIL 2 EXECUTIVE BOARD		
OFFICERS		
Chris Dugovich, President/Executive Director		
Ron Fredin, Vice-President		
Judy Johnson, Secretary/Treasurer		
DISTRICT ONE Roger Moller, Local 109 (Snohomish County) Lee Lehman, Local 1849 (San Juan County) Gerri Delisle, Local 109-E (Snohomish County) Monte Turner, Local 113 (City of Everett)	DISTRICT TWO Doug Peterson, Local 21 (City of Seattle) Kathleen Senecaut, Local 2617 (City of Kent) Michael West, Local 2084-SC (King County Superior Court)	DISTRICT THREE Patti Cox, Local 3787 (Pierce County Library District) Conni Uhinck, Local 1308 (Kitsap County) John Ohlson, Local 120 (City of Tacoma)
DISTRICT FOUR Kevin James, Local 275 (Grays Harbor County) Dennis Finegan, Local 618 (Thurston County)	DISTRICT FIVE Tracy Ross, Local 307-VC (City of Vancouver) Bill McEntire, Local 307-CO (Clark County)	DISTRICT SIX Carol Travis, Local 874-H (Prosser Memorial Hospital) Yvette Lewis, Local 1122 (City of Yakima)
DISTRICT SEVEN Chris Wood, Local 1476-AC (Asotin County) Pam Fitzgerald, Local 1191-W (City of Walla Walla)	DISTRICT EIGHT Tom Trarough, Local 492 (Spokane County) Dave Hanshaw, Local 270 (City of Spokane) Amie Swenson, Local 1553 (Spokane County)	DISTRICT NINE Robin Ricks, Local 433 (City of Coeur d'Alene)

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Aaron Reardon, Snohomish County Executive, speaks at the conference.

LOCAL PRESIDENTS MEET



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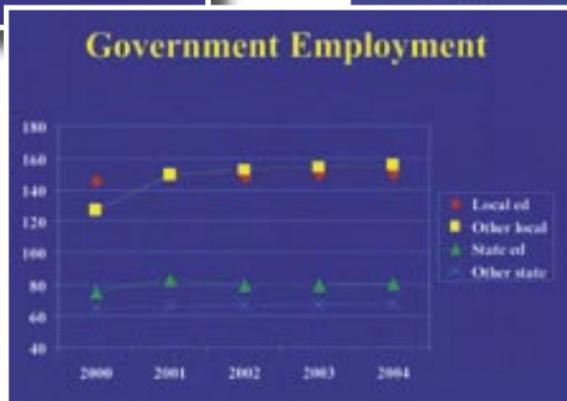
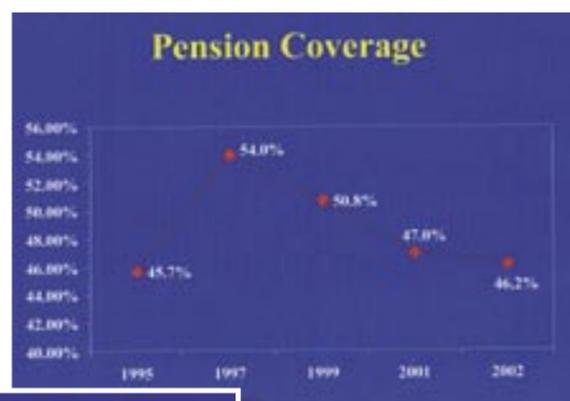
services, Paskin explained.

Median wages increased sharply over the last five years for the highest paid, but were relatively flat for median and lower paid workers. More than 40 percent of workers lack paid sick leave.

Employees are paying more for health insurance, Paskin said. Pension coverage, which is moving from defined benefit to defined contribution, is decreasing.

Other presentations at the conference were given by: Council 2 President/Executive Director Chris Dugovich, State Auditor Brian Sonntag, Snohomish County Executive Aaron Reardon and Council 2 General Counsel Audrey Eide.

Right: Charts shown by Laura Paskin at the Presidents' Conference illustrate how average wages have risen sharply for the highest paid, but have been flat for the median and lowest paid; how pension coverage has fallen and government employment has remained steady.



Sam Kinville was born with union blood in his veins

You could say that Sam Kinville learned to be a union person from the day he was born in Butte, Montana, on March 12, 1926.

The city was so strongly pro-union — indeed, it was considered the most unionized city in the United States in those days — that it barred McDonalds from setting up shop there because the fast-food chain was not unionized. The Anaconda Mining Company owned much of the town and most residents were ardent members of the Butte Miners' Union. Feelings ran so strongly on both sides that Butte experienced strikes almost every year.

At 17, Kinville went to work for a year in the Anaconda Mining Company's copper mine. He joined Local Number 1 — and soon learned that the company was “the enemy.”

After marrying his wife, Louella, in Seattle in December 1951, Kinville worked in Longview as a social worker for the state for a year. During that time he realized that public employees did not have the protection that many union workers for companies did. He had seen first hand that when workers were unhappy with wages or working conditions they could bring a company to its knees with a prolonged strike. Using that threat, they could pressure the company into meeting their demands.

“The strike was an economic weapon,” Kinville recalled in an interview several years ago. “But this weapon could not be wielded by those in government service as it was illegal to strike against the government. Many questioned the value

of unions among public employees; they wondered how public employee unions could bring pressure to bear on their employers.”

This situation set Kinville thinking. But it was when he attended the AFSCME convention in the summer of 1956 that he made up his mind what he wanted to do. He was inspired by Arnold Zander, who, he said, was the opposite of the stereotypical union leader of those days. He had finesse, was a Christian Scientist, had a Ph.D. and was “extremely sophisticated and articulate.”

Kinville resigned his job and dedicated himself full-time to the concept that public employees deserved a voice in the decisions on their hours, conditions of employment and wages.

Zander obtained a charter to form state councils, including one for the state of Washington. “They called it Council 2,” Kinville said, “although it should have been Council 1 as it was the first to be formed. They gave Council 1 to Wisconsin out of deference to their



Sam Kinville regularly was involved in passing pro-labor legislation in Olympia. He is seen here, on the far right, with Gov. Mike Lowry.

favorite son, Zander.”

Kinville was appointed a Council 2 staff representative in Spokane, one of the first two paid employees of the union. Two years later he was elected the fourth president of Council 2, the union's first full-time executive director.

Kinville set his sights on obtaining a collective bargaining law in Washington State. After a long fight, in which Kinville took a leading role, it was passed in Washington State in 1967. “That took a lot of effort, but it was certainly

worth it,” Kinville said, adding that his best memories are of the passing of the law.

“This is the most significant thing we did,” Kinville said. “It is probably the most important legislation passed in this state concerning the rights of local government employees.”

Collective bargaining spells out an employee's rights and how a grievance can be presented, Kinville said. “With the advent of the law, the law said the employees had a right to collectively bargain and the employers had a duty to collectively bargain. It became a matter of right.”

Kinville was also instrumental in the fight for the creation of the Public Employees Retirement System (PERS) and for the establishment of medical benefits for public employees.

Kinville left Council 2 in 1967 and worked for the Washington State Labor Council for seven years and for the Board of Industrial Insurance Appeals for seven years. He was appointed Director of Labor and Industries by Gov. John Spellman in 1981.

He retired in January 1985. But the next year he returned to Council 2, serving as a contract lobbyist. In 1994, when he was appointed a member of the Public Employment Relations Commission, he dropped all ties with Council 2 because of concerns about conflict of interest.

Kinville was a fixture in Olympia for more than 40 years, where he was respected on both sides of the aisle for his humility, hard work and forthright views.