

WFSE DCYF Policy Committee: Special Committee on Workload

October 8, 2025 | 7:00 PM | Zoom

Present: Reef Landrum (Chair), Shauna Lowery (Chair), Jeanette Obelcz (Vice-Chair), Erin Mulka, Cassandra Schinto, Emilie Gordon, Robert Geier

Minutes

One edit was needed for minutes from 09/27/2025. Reef will make the edit and post.

Check-Ins

Social media campaign, shaming/workload study legislation:

Jeanette reports that it's been going well, with a short break for posts of appreciation due to WFSE Convention.

- Jeanette: Continue making regular posts.

Article 36.7/prioritization campaign

UMCC Outreach

Shauna identified another UMCC contact. It would be helpful to finalize what we'll be asking of the team.

Jeanette shares that her idea is distributing the information to these contacts, rather than workers reaching out to them directly.

- Shauna: Continue outreach to identify remaining UMCC contacts.

Email Template

Switching this to be a letter template.

DOC WFSE members had a similar action to the prioritization email in 2018/2019 and found that it was more successful to ask that a standardized letter be put in their personnel files. This could be electronic or printed. It could say that workload is out of control, we're not properly staffed, etc. Workers could just send an email saying, "See attached letter."

This could also start with the worker requesting help. One of the biggest issues with workload is that it isn't recognized and addressed properly. These letters could be collected through a public records request since they are in workers' files. This allows tracking of workload, provides an easy way for workers to ask for help, and also protects workers by providing additional documentation that they've asked for help.

We could ask that the letter be distributed at local meetings. Council reps would have these and could talk about them at lunch and learns. We could also place it on the website and Facebook page, email it out, and create flyers. This letter would be useable across job classes.

- Jeanette: Follow up on details of the DOC letter so we can adapt it. Complete by next DCYF Policy Committee meeting on 11/1.

Outline of Campaign and Actions, Educational Materials

This is still needed.

- Reef: Continue working on this.

Survey/Form

This should include the worker's region, roughly what was the primary workload concern that day (e.g., court, intake numbers, general categories), and a question for additional information/comments. It should be easy to fill out.

This is still needed.

- Reef: Work on a draft Google Form.
- Others: Suggest ideas, work on this as well.

Contact Council Representatives

Jeanette has done this.

Campaign Themes, Graphics, and Materials

Select a picture for workload overload. Tie everything into the issues with the Keeping Families Together Act (former HB 1227).

Ideas:

- A thermometer or something similar that shows we're overloaded and things are bad.
- Stop sign shape
- Hazard/biohazard symbol
- Scale/dial, way past it
- Skull/skeleton
- Radiation/toxic material. Toxic workloads

We can use the dear diary template for 1227/support staff things.

- Reef: Send over a placard example.
- Reef: add folder for and a document with graphics/materials ideas. Add WFSE style guide, add notes from meetings too.
- Allison, Cassandra, Emilie, and Phill: Work on campaign graphics with a goal to have them ready by 11/01.
- Emilie: Work on flyers, flyers will have outline of action, QR code to website

DCYF Oversight Board

It is unclear if people will be allowed to attend in-person at the 10/29 meeting. TVW is definitely going to be present, and Keeping Kids Safe also wants to go in-person. WFSE will do a release request if people want to go. The plan is to get as many people as possible through word of mouth and sit there respectfully in green shirts.

Local 889 can provide food. Others should check with their locals about mileage/travel.

Shauna created a fill-in-the-blank, universal letter.

- Jeanette: Find out if people will be allowed in-person

Logistics/Administration

There are a lot of documents and items to work on and keep track of. Reef created a folder on the policy committee Google Drive for these items. If someone updates the Drive, send out an email to notify everyone.

- Reef: Draft next policy committee update email by this coming weekend, include convention updates such as the geoduck resolution and mention policy/e-board elections at the meeting on November 1. We now have 7 statewide e-board delegates. Include details and instructions for this action in the next Policy Committee email update and on the website. Include bargaining proposals and highlight the SHPC series pay adjustment proposal, create the website bargaining proposal page and include a link to it.

New Business

Secretary Senn Visits Spokane

Secretary Senn is visiting Spokane tomorrow and meeting stewards/council reps (and it was her idea to do so, too, which is a wonderful change). Big issues to discuss include workload and support staff.

Government Shutdown, Cuts to WIC

Several members are working on a food drive for local food banks, formula, etc. It can be brought as a motion to locals. A food collection date needs to be decided, and monetary donations can also be made to bigger foundations/organizations such as United Way. Look into ways to make it fun to drive engagement and contributions. Collections could happen at worksites and then brought to local offices, or straight to nearby orgs, or something else. Reach out to Jeanette if you want to bring it to your local.

Closing

No further topics of discussion, meeting adjourned.