

WFSE DCYF Policy Committee: Special Committee on Workload

October 25, 2025 | 9:30 AM | Zoom

Present: Reef Landrum (Chair), Jeanette Obelcz (Vice-Chair), Erin Mulka, Cassandra Schinto, Robert Geier, Allison Rogers, Shauna Lower (Vice-Chair)

Minutes

Reef: Minutes from the October 8 meeting will be sent out to everyone today.

Check-Ins

Social media campaign, shaming/workload study legislation:

Legislatively, DCYF prospects are relatively positive. Terrible critical incident reports are making legislators realize that additional funding and changes to 1227 are needed. At the moment, it's about as good as could be expected in a budget crisis.

No changes to the social media campaign right now. We can consider shifting to help out other agencies too, such as how we shifted the empty chairs action to Residential Habilitation Centers (RHCs), but we don't have a specific plan yet.

Keeping Kids Safe has started referencing more fatality review reports. We will start taking recommendations from those reports, adding images, and posting to social media. We will highlight what those recommendations are, rather than any specific cases. We'll create a text group to collaborate on these. They can have a touch of sarcasm when appropriate.

- Jeanette: Continue making regular posts. Post a meme about working through lunch breaks.
- Group text members: Work on memes and other items for social media.

Article 36.7/prioritization campaign

Updated Summary

1. Letter template for getting letters placed in our personnel files, these can be pulled statewide.
2. Include an educational/action portion so people can recognize when there's an issue and what to do.
3. Workers complete the survey about workload so we can better identify when there are workload concerns and what they're about. They document that we're reporting

these concerns to management. Survey data goes to council reps and UMCC point people.

4. Point people and council reps on UMCC teams use the survey data and letters in personnel files to better illustrate and address workload issues.

UMCC Outreach

Shauna identified another UMCC contact. Contacts have been identified for Child Welfare Regions 1, 2, 3, 4, and 6, LD, and for PPS. Contacts are still needed for CW Region 5; it has been a challenge finding people for these.

- Shauna: Continue outreach to identify UMCC points of contact.
- Jeanette: Talk to Region 5 local leadership about UMCCs.
- Policy committee chairs: Look into lunch meetings like is done on the east side of the state, or other options to build up regional leaders.

Letter Template

A letter template is still needed.

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

Outline of Campaign and Actions, Educational Materials

An outline has been started, but it may serve better for a public-facing document. Work on this is still needed.

- Reef: Continue working on this.

Survey/Form

This should also allow for responses from supervisors and management.

This is still needed.

- Reef: Prepare a draft Google Form by policy committee (11/1).
- Others: Suggest ideas, work on it too.
- Cassandra: Send over program categories for LD.

Campaign Themes, Graphics, and Materials

We need a flyer for the letter action, a flyer for the survey, and a graphic for hanging up in offices.

- Reef: Send over a placard example.
- Allison, Cassandra, Emilie, and Phill: Continue working on campaign graphics and flyers with a goal to have them ready by 11/01.
- Jeanette and Phill: Work on the biohazard and mandates without means options for buttons and lobby day items. They will also work on a temperature gauge to fill out with our workload number
- Allison: Work on something about a brain exploding with all the stuff we do on a daily basis.
- Erin and Cassandra: Work on an overload image with all of the things that overwhelm us.
- All: Take more support staff photos.

DCYF Oversight Board

Tana will be present and a Q&A will occur on the meeting on October 29.

The Keeping Family Together Act is added to the November 20 meeting agenda.

Logistics/Administration

Reef added the WFSE style guide and meeting notes to the Drive folder and created a subfolder for graphics, art, and flyers.

An email update and webpage for bargaining proposals is still needed.

The group text is for memes/daily tasks, send emails about bigger campaign things like buttons/flyers.

- Erin: Create a group text for memes/social media. Others will help with developing these.
- 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.
- Reef: Special committee report at policy committee (11/1).

Secretary Senn Visits Spokane

The conversation went well, but it seemed like Sec. Senn had been given inaccurate info/interpretations for data. Management keeps trying to inaccurately generalize the number of children placed out-of-home to everything else, even when it's wrong or unconnected.

Government Shutdown, Cuts to WIC

Locals are doing food drives and donations.

New Business

Bargaining Proposal: Workload and Discipline

Stronger protections are suggested around discipline for high workload, so that management can't single out one person when it's a larger issue. Endorsing a bargaining proposal such as this is suggested. Example language from an SEIU proposal is shared:

Management shall not take disciplinary action, including, but not limited to suspension, reduction, or discharge, or prepare any written grams, warnings, or reprimands or make negative reference on performance evaluations due to inadvertent errors, or due to the employee's inability to complete all the tasks associated with the employee's assigned cases, if such errors or omissions occur when the employee's caseload exceeds the Agency recommended Caseload for Discipline Purposes of the category to which the employee is assigned, as specified in this section. Nothing herein shall be construed to limited Management's authority to determine the priorities of an employee's case tasks

Motion to recommend this to the DCYF Policy Committee at the next meeting: no objections, motion passes.

- Reef: Include this recommendation/motion in the report at the 11/1 meeting.

Licensing Division

An LD-specific ad-hoc or special committee meeting of the Policy Committee, such as has been done for support staff, could be helpful. Topics could include bargaining, building involvement, or LD-specific bargaining proposals. If this occurs, get the information to LD people and share the date/meeting info. Recommend this at DCYF Policy Committee at the next meeting.

- Reef: Include this recommendation in the report for the 11/1 meeting.

Equitable caseloads between offices and types of licensors is an issue; caseloads can vary greatly and some don't have cases at all. WFSE may be able to request justification. A workload study was done for licensors about a year ago.

- Jeanette: Reach out to WFSE staff.

Closing

No further topics of discussion, meeting adjourned.