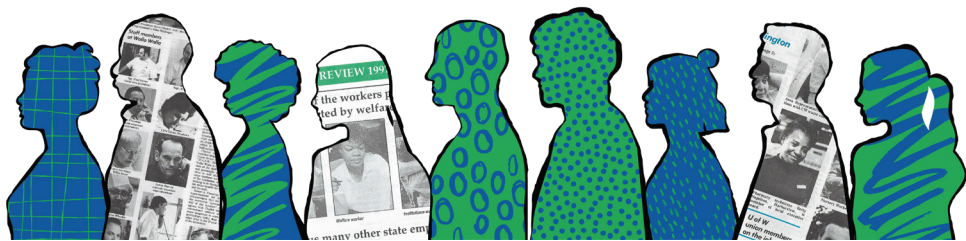


WELCOME TO WFSE!

New Employee Orientation Booklet

**Join a powerful collective voice
fighting for better wages, benefits
and working conditions.**





We are WFSE!



Founded in 1943, AFSCME Council 28/WFSE has grown from a small union of Tacoma welfare workers into a movement of over 52,000 including public workers, interpreters, cultural workers, and more.

Our Union Has a History We Can Be Proud Of

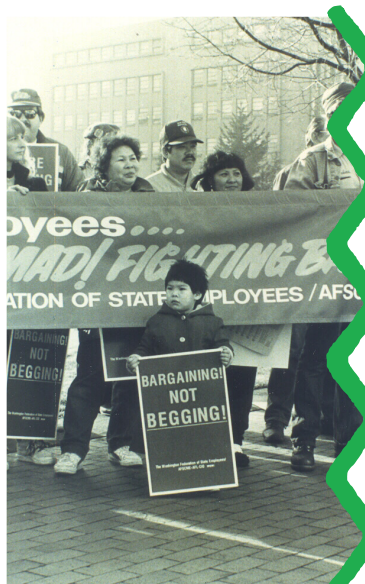
We have won dignity and respect for the jobs we perform and looked beyond our union to make our state and country a better place to live in. We have weathered recessions, attempts to slash public services, and attacks by anti-worker billionaires. Each time we've come back stronger. "Our yesterdays prepare us for today," is what the founder of our union, Neville Crippen, said. And it's true.

Doing What's Right for Washingtonians

Being a WFSE member means advocating for our jobs and the folks who need us—but that's not all. We fight for workers as whole people.

During the Civil Rights Movement, our union aggressively organized across economic, racial and social lines to guarantee that anyone could find fair pay, dignity and respect in the public sector.

And in 1985, our union sued the state and won a landmark \$482 million settlement because jobs held predominately by women were systematically underpaid. WFSE is for everyone, and we have each other's backs.



Winning a Seat at the Table

We didn't always have the right to negotiate over wages and benefits. For most of our history, public workers could only request raises and cost-of-living adjustments from the legislature.

That changed in 2002 when we finally won full-scope collective bargaining rights. It took countless rallies, bills in the Legislature, and a ten-week campaign of rolling walkouts in 2001, but today we sit down at the negotiations table with our employers as equals.



[Click to learn about our union's legacy.](#)

Member Benefits

As a member, you know you always have an advantage at the bargaining table. But membership also means working shoulder to shoulder with union siblings to ensure your retirement security and fair healthcare costs. You'll also be eligible for special union scholarships, discounts on legal services and travel, and lots more.

Healthcare

Every right and benefit workers have today was fought for and won. That includes healthcare.



WFSE members have joined forces again and again to ensure fair healthcare costs for ourselves and our families. We've defeated efforts to raise our healthcare costs by 28% during soaring inflation and beat an attack that would have left us unable to negotiate over healthcare for two years.

[Click to learn more about available healthcare plans.](#)

A Secure Retirement

Members stick together and fight to protect retirement security for all employees.

Our union has stopped repeated attacks on pensions and retirement security. We've defeated attempts to raise the retirement age by two years, cut pension contributions, and only offer new employees a 401(k)—not a pension.

In states with low union membership, our jobs are frequently performed by contractors who lack retirement benefits.



[Click to learn more about your retirement options.](#)

Scholarships, Savings, and More

When you join, you'll have access not only to WFSE's members' only benefits, but to savings programs through AFSCME, our national union.



That means you and your family can apply to scholarship funds. You'll also have access to special rates on legal services, discounted insurance programs, disaster relief funds, and much more.



[Click to explore how membership can help you meet your goals.](#)



CHILDCARE REIMBURSEMENT FOR UNION MEMBERS

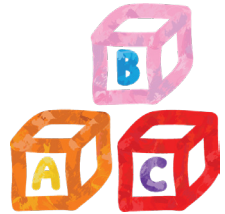


What is WFSE Care?

WFSE members can apply to receive up to \$1,800 per year to help pay for childcare. Being a union member means having a voice at work, but that's not all. Our union fights for you and your family so you can show up to the important work you do.

WFSE CARE (Childcare Assistance & Relief) is a one-year, member-only pilot program that provides reimbursement for eligible childcare expenses.

Funding is limited. Not all eligible applicants will receive an award. Awards are determined based on need.



Who is eligible?

To apply, you must:

- Be a WFSE member in good standing.
- Be the parent or legal/in loco parentis guardian of: A child age 0–12, OR a child age 13– 21 with documented disability.
- Use a state-licensed childcare provider.
- Pay childcare expenses out of pocket (not already covered by another program).
- Remain a WFSE member in good standing to continue receiving reimbursement.

**Click here to apply
and learn more or visit
WFSE.org/WFSECARE**





Why Membership Matters



Wages

The average union worker makes

16%

more than non-union workers.¹

Pensions

62%

more union workers have pensions than non-union workers.²

Sick Leave

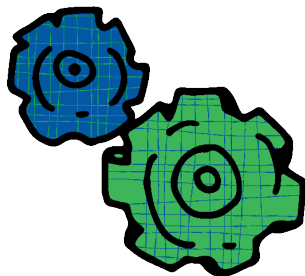
18%

more union employees have paid sick leave than non-union workers.³

Health Benefits

27%

more union workers have health benefits than non-union workers.⁴



¹ For release 10:00 a.m. (ET) Wednesday, February 18, 2026. News Release - Bureau of Labor Statistics. <https://www.bls.gov/news.release/pdf/union2.pdf>

^{2,3,4} Union facts: The value of collective voice | AFL-CIO. AFL-CIO. (n.d.-a). <https://afficio.org/formaunion/collective-voice>



Click to learn more and begin your union membership!



AFSCME Advantage Benefits

Being a WFSE member means access to hundreds of special discount programs. Check out just a few of the amazing opportunities to save.

Save on Healthcare

Save on dental and optical care, prescriptions and more.

- Save up to 80% on prescriptions through Union Plus in partnership with Optum Perks.
- Dental plans starting at just \$7.95 per month.
- Save an average \$350+ a year on eye care and eyewear¹ with VSP® Individual Vision Plans from Union Plus.

Save on Insurance

Union Plus offers deals on a wide range of insurance policies, from life insurance to renter and homeowner's insurance to pet insurance.

- Get up to 90% back on eligible vet bills
- Access to discounted auto insurance
- Life insurance plans help protect union families

Save on Financial and Legal Services

Union membership means access to special rates on financial and legal services, too.

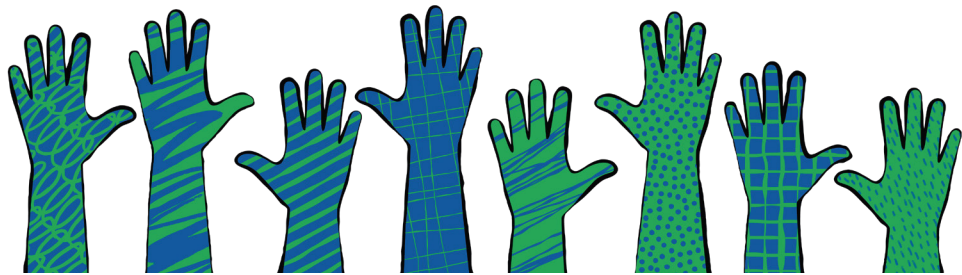
- Get quality legal assistance at an affordable price: Do you have a legal question? Need to hire an attorney? Because you're a union member, you can get free access to basic legal help or upgrade to a higher level of premium legal services for a low monthly fee.
- Student debt freedom for union families: Learn how to optimize your student loans and reduce your repayment plan and see if you qualify for loan forgiveness.

And much more!

Through Union Plus, you can also apply for scholarships, save on travel costs like rental cars and hotels, and get discounts on everything from movie tickets to restaurants and flowers.



Check out the special programs & discounts just for union members.



The Union Difference

Membership matters. Having a voice on the job means having a say in workplace safety, staffing levels, our pay, health care, retirement and more.

The Power to Decide

Members

Members run our union. You elect our union's officers and members govern our union.

Members have a voice in the contract. You elect your bargaining team and vote on wages, benefits, and working conditions.

Non-members

Non-members accept the pay and benefits management offers with no say in the process.

Non-members have no say in deciding our union's work and priorities.

Representation & a Voice at Work — and Beyond

Members

Over 52,000 fellow workers have your back. A strong, united membership pushes management to respect employees.

As a member, you have a say in improving your employer and making sure your community gets the best services possible.

Members can attend union-management communication committees to solve issues at work and lobby for funding and positive change together in the legislature.

Non-members

Non-members put union priorities like fair pay and good benefits at risk. They depend on members to finance representation and advocacy.

Non-members don't help prevent outsourcing and privatization.

A weak, divided membership invites management to ignore the contract and worker rights.

Benefits & Support

Members

As a member, you can apply for scholarships for you and your family. You have access to discounts on everything from legal services to pet insurance and rental cars.

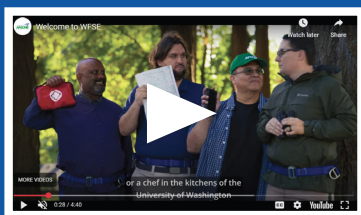
Non-members

Non-members do not have access to scholarships, discounts, disaster relief funds, or other union benefits.



**Click to
*join today.***

**Click to
*learn
more:***



**1-833-MCC-WFSE
(833-622-9373)**



www.wfse.org



mcc@wfse.org

**Speaking up for our
jobs, families and
communities since 1943**