

# All About WFSE

## Member Orientation Guide



**Your one-stop shop for union  
information and member support**

# Member Connection Center



@WFSEc28



@WFSEc28



#WFSEc28

TOLLFREE

**833-MCC-WFSE**

833-622-9373 M-F 8am-6pm

**mcc@wfse.org**

**WFSE.org**

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**Use this booklet to get to know our union.**

Here are some commonly used terms. If you see an abbreviation or reference that needs more clarity, just ask the person presenting this booklet to you, or call 1-833-622-9373.

Officially, our union is the Washington Federation of State Employees, AFSCME Council 28 • AFL-CIO.

But we're known by many shorthand names by members, politicians, the press and the public: WFSE/AFSCME, WFSE, The Federation, AFSCME Council 28, Council 28, The State Employees Union.

Visually, you'll see us using the logo for AFSCME (see UNION TERMS), our national union. This binds us to all public workers in the rest of the state and across the nation.

In print, we're most often abbreviated as WFSE/AFSCME. Online, we're wfse.org. In social media, WFSEc28.

**So, what is WFSE/AFSCME or the Washington Federation of State Employees (WFSE), AFSCME Council 28?**

Our union was founded in 1943 under that name but also as Council 28 of AFSCME. All that means is we're the Washington state-based AFSCME council for state employees and, more recently, for non-state employee public service workers, such as medical interpreters.

**We're the largest union for the largest employer in the state, which is the State of Washington.**

We're 42,000-strong members in Washington state agencies, state colleges and universities and public service workers, like medical interpreters. We're devoted to social services, public safety, infrastructure, health and much more. We've gained respect for our advocacy because it's been proven to benefit all citizens. Together, we have a responsibility to do good for our members and for the public we serve. See page 2.

**AFSCME** stands for the American Federation of State, County and Municipal Employees (AFL-CIO). AFSCME is the nation's largest and fastest growing public employees' union with more than 1.6 million working and retired members. Our union is officially affiliated with them as AFSCME Council 28.

**AFL-CIO** stands for The American Federation of Labor-Congress of Industrial Organizations; this is the voluntary federation of America's unions, representing more than 10 million working women and men nationwide.

**BARGAINING UNIT** is simply a group of workers who speak up together with their management. Bargaining unit members enjoy the benefits and rights under one of our union-negotiated contracts - collective bargaining agreements.

**COLLECTIVE BARGAINING** is the process we use to negotiate, ratify and fund contracts. It's a dynamic process that isn't confined to a bargaining table; in 2016, thousands and thousands of members used their voices at worksites, at the state Capitol and other venues to let decision makers know we needed contracts that address fair pay, benefits and rights. Together, we won contracts, or collective bargaining agreements, that in total, represent the largest compensation package since the start of full-scope collective bargaining in 2004. Collective bargaining doesn't go away once a contract is negotiated. It's an ongoing, member-driven effort. It opens communications channels between our members and management to resolve concerns. And it voices members' suggestions for workplace improvements. For more, see page 5.

**CONTRACT**, or collective bargaining agreement, is the formal written agreement negotiated by one of our elected bargaining teams. Our contracts aim to improve compensation with wages to sustain a family on, require decent hours of work and provide other fair rules and working conditions.

**PERC** stands for the Public Employment Relations Commission. PERC conducts elec-



tions when a group of state employees asks to be represented by a union in a bargaining unit. PERC also referees unfair labor practice complaints when state employee members of our union believe their employer has violated their rights under state collective bargaining laws.

**RATIFICATION** is the vote taken by the members to approve or reject a recently negotiated contract, or collective bargaining agreement (formally called a "tentative agreement"). For more, see page 5.

**SHOP STEWARDS** are members trained and certified to help members enforce their contract rights in the workplace. Stewards energize and motivate us in the workplace to use our voice to improve working conditions and stand up for the public services we provide.

**TENTATIVE AGREEMENT (TA)** is the contract, or collective bargaining agreement, reached by union negotiators and the state. It's called "tentative" because most of these current agreements can't take effect until July 1, 2017, pending approval of funding for the compensation package by the 2017 Legislature. For more, see page 5.

**REPRESENTATION RIGHTS**

[WFSE.org/rep-rights/](http://WFSE.org/rep-rights/)

**REPRESENTED** employees are those employees who belong to a WFSE/AFSCME bargaining unit as defined by PERC (the Public Employment Relations Commission). Represented employees enjoy the pay raises, rights and protections under one of our 15 contracts, or collective bargaining agreements. For more, see page 4.

Two other terms important to represented employees:

**WEINGARTEN RIGHTS** means that if you are called into a meeting with a management representative and you have reason to believe that you may face disciplinary action, you have rights.

**GARRITY RIGHTS** cover any instance where you may be ordered (or compelled) to answer questions – they preserve your rights against self-incrimination.



**UNION TERMS**



# We won funding for our contracts and stopped the shutdown



**Sue Henricksen**  
WFSE/AFSCME President  
Local 53  
DSHS DD Field Services

## Find me on Facebook:

<http://facebook.com/sue.henricksen>

Email:  
SueH@wfse.org

## Stay informed

Connect with Council 28  
(see inside front and back cover)

**To join and become a member,** complete the enclosed membership card.

Full union membership brings:

- A vote on all union elections and ratification of contracts.
- The right to represent co-workers on a wide range of committees.
- Full access to our menu of Members-Only Benefits that provide educational opportunities and money-saving goods and services.

## Our new contracts are proof that when we join together, we win.

The new two-year collective bargaining agreements that took effect July 1, 2017, represent the largest compensation package since the start of full-scope collective bargaining in 2004 for members in state agencies, colleges and universities. And they bring the first increase in vacation leave in more than 40 years.

All to address the recruitment and retention crisis in state agencies, colleges and universities. The contracts are investments to keep good state employees.

Medical interpreters and members in American Behavioral Health Systems (ABHS) also won.

**But it couldn't have happened without all of us.** Our efforts at actions at your worksites, big Unity Breaks and rallies, emails, phone calls and Lobby Day visits paid off. In all, WFSE/AFSCME members took nearly 14,000 separate actions during contract negotiations in 2016 and the long 2017 legislative session where we won funding for our contracts.

## Here's just some of what we won that is now in place in the General Government and Higher Education contracts that were signed in July 2017:

- 6% across-the-board increases over life of the two-year contract.
- Increased vacation leave accruals throughout duration of employment. For instance, in the first and second years of employment, employees now get two additional days of leave a year, 14 instead of the current 12. At the top end, 25 years and above, employees now get 25 days instead of the current cap of 22 days. And use of accrued vacation leave during first six months of employment (contract article enacted by SHB 1521 signed into law 5/4/17).
- In General Government, increases for specific classifications that brought additional increases to more than 12,000 employees. The Department of Corrections interest arbitration was funded.
- In the Community College Coalition and General Government, a \$12 minimum wage.
- At the University of Washington, wage increases for those farthest behind market rates. Additional wage increases for trades classes to address preventative maintenance crisis.
- Members at Eastern Washington University, The Evergreen State College, Central Washington University and Western Washington University also got one-time lump-sum payments.

## For medical interpreters:

- We won: a raise in pay for no-shows and late cancellations; increases in onsite hourly pay by 4.6%; increased pay by 37% for remote interpreting for the first ten minutes; among other gains.

## For American Behavioral Health Systems (ABHS):

- The ABHS re-opener brought an average 4% hourly pay boost for most.

You can get more details online at: [wfse.org/contracts](http://wfse.org/contracts). But there's more to do.

**In 2018, we start a new round of negotiations** to make our next contracts even better. We'll have many opportunities to make a difference.

When we stand together, we can win strong contracts. Why?

To sustain our families in a time when many forces want to take away that basic right. If you haven't already done so, please sign a 100% Union card.

Sincerely,

*Sue Henricksen*

Sue Henricksen President, AFSCME Council 28 (WFSE)



# Why we do it



**Our jobs are important because Washington's communities depend on us.**

We keep highways clear, drinking water safe. We are law enforcement in state Parks, Community Corrections and the Liquor & Cannabis Board. We care for veterans, disabled citizens, mentally ill patients and abused and neglected children. We safeguard our natural resources. We make our state colleges and universities work so our kids get the education they need to get good jobs in the changing economy.

**WFSE is the largest union for the largest employer in the state of Washington** and we're 42,000+ strong.

We're part of the most respected nationwide union of public employees: **AFSCME** - the American Federation of State, County and Municipal Employees. That's why we're also known as **AFSCME Council 28**.

We believe that every person working to sustain and improve their community deserves respect. We demonstrate our values through direct action—fighting to secure opportunity for WFSE members wherever, and whoever, they are. *Community action, page 12.*

We educate about the issues because informed advocates command respect.

# Organize for respect



**We organize because respect is offered to individuals who build power together.**

We negotiate better pay and benefits because fighting for every member's future is a form of respect. We use our voice together – at every worksite, at the ballot box, in the halls of power from city hall to university trustees' boardrooms to the state Capitol.

**And no better example of what we can do when we speak up together are our latest negotiated contracts.**

Across the state in 2016, we spoke up for our families and communities and won state agency and higher education contracts with across-the-board raises of 6 percent over two years, that hold the line on health care costs and bring more vacation leave. In total, these represent the largest compensation package since we won the right to negotiate pay and benefits in 2004. Public Service sector members like medical interpreters also made significant gains.

Working together, we can win legislative funding and ensure these two-year contracts take effect on time, on July 1, 2017.

**Please get involved.** We never quit organizing for fair pay, affordable health insurance, fair and safe workplaces and leave to care for family members.

[WFSE.org/get-involved/](http://WFSE.org/get-involved/)



## CIVIL RIGHTS



Did you know that long before the Civil Rights Act of 1964 and the Memphis Strike, WFSE/AFSCME already had a **CIVIL RIGHTS** committee. Today, we're on the front lines against discrimination, workplace bullying and pay inequity.



## CIVIL SERVICE

Did you know that state employees once got their jobs based on which political party they belonged to? That's right. But in 1960 WFSE/AFSCME members mounted a campaign to ask voters to create a **CIVIL SERVICE** system where employees are hired based on **what** they know, not **who** they know.

## COLLECTIVE BARGAINING



Before collective bargaining, state employees had to "beg" politicians for pay raises. This system of "begging not bargaining" ended in 2002 with the passage of the WFSE/AFSCME-initiated full-scope **COLLECTIVE BARGAINING** law that allows state employees to negotiate pay and benefits.

Nearly 40,000 WFSE represented workers are now covered by strong contract protections.



## PAY EQUITY

Prior to 1985, employees who worked in job classes historically made up of women were paid 59% of what male-dominated classes did. That ended in 1985 when after years of pursuing court action, WFSE/AFSCME and the State of Washington reached a settlement in the pioneering **COMPARABLE WORTH** lawsuit that brought a half-billion dollars to remedy gender-based wage inequity.

# Represented workers have a voice

## Workers' Rights

Workers have the **right to organize** a union to negotiate wages, hours, and other terms and conditions of employment.

Union members have the **right to bargain** collectively through representatives of employees' own choosing for a contract that covers wages, benefits, hours, and other working conditions.

Union members have the **right to discuss** terms and conditions of employment or union organizing with co-workers to help solve problems and come up with solutions that work.

Union members have the **right to take action** with one or more co-workers to improve working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.

Union members have the **right to go public** (demonstrate, rally, sign-wave, wear issue-related buttons, shirts). There are some locational restrictions. Check with your shop steward.

Union members have the **right to receive all the benefits** achieved by the union in negotiating employment benefits with your employer.



*WFSE/AFSCME is the leader in representing state employees and workers in the public service.*

## Representation

With WFSE, you're empowered with the most effective representation available for state employees and workers in the public service.

WFSE provides representation on individual concerns and on concerns shared by you and your co-workers. WFSE represents employees:

- In negotiations and enforcement of contracts (collective bargaining agreements);
- With the heads of individual agencies, institutions of higher education and private owners;
- Before the state Legislature;
- Before the state's personnel-related boards and other regulatory bodies;
- On grievance actions;

**The union helps members with day-to-day problems, as well as reallocation requests, classification and pay issues, and monitoring attempts to out-source public services.**





# Union contracts protect our rights

Collective bargaining is the process we use to negotiate contracts that determine terms of employment such as pay, benefits, hours, leave, job health and safety policies, ways to balance work and family and more. Collective bargaining is one way we solve workplace problems.

## Contract negotiations

During negotiations, the input and support of members is key to winning strong contracts.

Bargaining teams for each contract are elected from and by union members covered by that contract. Union staff assist as negotiators.

Members consider proposed changes to the contract as well as which articles they'd like to preserve.

The bargaining teams then produce a final package of proposals that are presented to management as initial contract proposals.

Negotiations continue through multiple rounds with each side offering proposals and counter proposals until a tentative agreement is reached.

Once a tentative agreement (TA) is reached, the ratification process begins.

Members vote to accept or reject the tentative agreement offered by the bargaining team.

Ratified agreements that require state funding\* are then forwarded to the Office of Financial Management for inclusion to the governor's budget proposal to the Legislature.

[WFSE.org/contracts](http://WFSE.org/contracts)

\*All WFSE contracts except our NLRB contracts require legislative funding.

## Contract funding

A critical next step is funding our ratified contracts. Our contract is introduced as a part of the governor's budget proposal considered by the Senate and House where the budget is amended and debated until final passage. Member Lobby Days organize members and prepare them to engage their senators and representatives about funding the contracts.

Member Lobby Days are scheduled throughout the legislative session.

[WFSE.org/lobby-days/](http://WFSE.org/lobby-days/)

## Contract enforcement

Shop stewards are the eyes and ears of a union. They make sure that the contract is enforced fairly. If there are problems, it is up to the shop steward to file a grievance or resolve the problems through other means.

[WFSE.org/certify-as-a-steward/](http://WFSE.org/certify-as-a-steward/)

Council representatives provide support to stewards when needed and take an active role when the issue cannot be resolved by the steward. This team approach provides a wide enforcement net for members.

[WFSE.org/contact/](http://WFSE.org/contact/)

Council 28 labor advocates provide enforcement through advanced grievance proceedings, arbitrations, negotiations and legal remedies as necessary.

Together, the contract is enforced during its tenure.

[WFSE.org/negotiations/](http://WFSE.org/negotiations/)





### It's about holding our ground

Four WFSE/AFSCME Local 1221 members who keep the Spokane Falls Community College campus green and clean won a major settlement over outsourcing of their work. They stood up and voiced their rights under the law and the contract.

Together, with expert support from shop stewards, union subject matter experts and union attorneys, they won two days of overtime for work they should have performed upgrading the college's softball field. It was work they'd done before and done well. The college's decision to hire private contractors was unnecessary – and wrong.



### It's about valuing our work

Call it a case of “in-sourcing.” For years, UW/HMC Local 1488 members bristled at taking on duties that a private contractor was supposed to do. Clinical staff and customer services staff had been providing stellar work for years at the Ninth and Jefferson Building. But members like Stephanie Swazer (with WFSE/AFSCME Council Representative James Dannen) argued that Local 1488 members could do just as well doing building maintenance, custodial and security. After all, those members had been doing that work at other Harborview buildings – and doing it well. So they used their contract rights to problem-solve. They made the case they could replace the private contractors and do the work more efficiently, with streamlined operations and around-the-clock availability. It was a win-win for the workers, management and taxpayers. All because the Local 1488 members used their voice and their rights to spotlight the value of their work.



### It's about opportunity

Union scholarships help members and their families pursue the dream of a college education. That's true of Estevan Glatt (right), son of Tri-Cities Local 1253 member Russell Glatt. Estevan will use his \$1,000 union scholarship for studies at Washington State University. But he credits his dad's union for offering the scholarship. He said his dad instilled in him the value of public service; for instance, Estevan volunteers at a community food bank. Russell Glatt is proud his family's ethic of volunteerism has rubbed off on his son. “I do believe when you give of yourself, it comes back to you,” said Russell, a WorkFirst social worker for the Department of Social and Health Services and a Local 1253 shop steward.



### It's about public service

While others may not notice, we do when members risk their lives to keep all of us safe.

Take Lisa Tavarez, the state Community Corrections specialist and Local 1326 member, wounded in a shootout in Yakima. Days later, she humbly accepted a Medal of Valor award from the union – and then credited her co-workers and union colleagues.

“The team I was with, their bravery outweighs anything I could have imagined,” Tavarez said. “When people hear ‘Officer down,’ regardless of what has happened, they have to stay in the fight, they can't leave their positions. My team did just that, and they are heroes to me. Of course I've had a few tears, but at the end of the day, we're all safe and the guy's behind bars.”



# Union membership matters

When you sign a union membership card, you become a member of the largest union for state, higher education and public service employees in the state of Washington!

We are 42,000+ strong and **together we have a powerful voice** to protect workers' rights and our jobs, pay, benefits, working conditions and public services.

**Union membership helps us build a strong and united voice for public service and the services we provide.**

Joining is easy. Complete and sign a membership card and return it to a shop steward or HR representative at your workplace or simply fold, seal and drop in the mail.

**Participation leads to concrete gains.**

**Union membership** gives you the right to participate in decisions that impact you at your job. Union membership gives you a voice and the opportunity to participate in the democratic governance of the union (see page 8). Union membership gives you access to members-only benefits (see page 16).

**Unity is a strong defense.**

Are you concerned about what has happened to state and public employees over the past few years?

Coordinated attacks on unions and workers' rights across the country could soon impact us right here in Washington.

**We are at a crossroads.**

Either we unite and use our voice - *and rights* - to strengthen our union, or we may lose all we've gained:

- Living wages
- Basic union rights
- Affordable health care
- Real pensions

**Bottom line: Union membership matters.**

We cannot take our rights and benefits for granted any longer. The most important way you can help grow this movement of working people is by becoming a union member today.



Locate card between pages X and X

## Where does our dues money go?

Members provide the resources, both people and financial power, to stand up for **good jobs and benefits, decent working conditions and a better future** for our families. This is why union workers **earn 27% more** (on average) than non-union workers.\*

Dues and fees allocations:

- 70% stays with Council 28 (WFSE)
- 8% is distributed to WFSE Locals
- 22% is distributed to our national union, AFSCME.

**Members decide** how to fund activities that give working people more power at the bargaining table, in the legislature and in our communities.

**How does AFSCME Council 28 (WFSE) use our resources to help us build power to win?**

- 70% Representation under the contract, negotiations and enforcement.
- 22% Membership support and admin.
- 4% Member communication and education
- 4% Member participation in legislative and policy advocacy for public services

WFSE Locals use resources to assist local members participate in the democratic governance of our union, member education and training at conventions and conferences.

**How does AFSCME use our resources to help us build power to win?**

Money transmitted to AFSCME ensures our voice is heard on national and regional issues that matter to working people, such as social security, FLSA, OSHA, ADA, FMLA, etc.

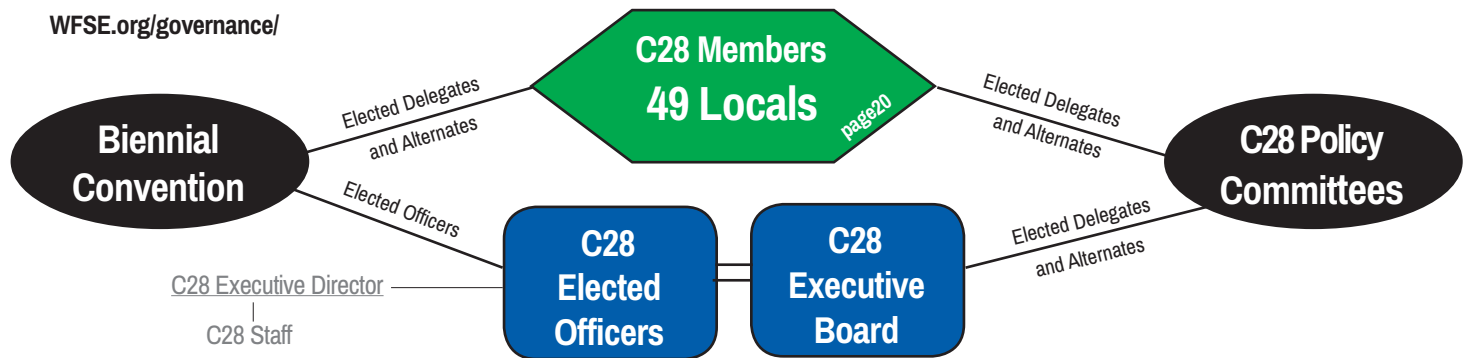
Additionally, AFSCME provides negotiations assistance, trainings, and grants to Council 28 to support our internal outreach to members.

\*U.S. Dept. of Labor, Bureau of Labor Statistics, Union Members 2014, 1/2015.

# Who runs our union? Members do.

Members are the key to WFSE's strength.

Members choose the union's leaders and leaders are accountable to them.



WASHINGTON FEDERATION OF STATE EMPLOYEES (WFSE) • AFSCME COUNCIL 28 • AFL-CIO

## Members run Council 28

Members are the key to the union's growth and success. They participate in many ways such as setting contract priorities, serving on bargaining teams, participating in political caucuses/events and advocating in community concerns.

Members are elected to serve in various council and local level leadership positions. Many members volunteer to serve as shop stewards and serve on committees.

Members use local-level elections to choose their leaders: local officers and executive board members. Local-level elections also select delegates and alternates to council-level policy committees, our council's biennial convention, and to the AFSCME International convention.

## Council 28 Policy Committees

Policy Committee members define and work through issues unique to their area of work before forwarding requests for action (in the form of resolutions) to the Council 28 executive board.

Our policy committees are: Corrections, Employment Security, Human Services, Institutions, Higher Education, Labor and Industries, Miscellaneous, Natural Resources, Public Service and Transportation.

Council 28 policy committee members also elect representatives from their committee to the council's Executive Board.

## Council 28 Executive Board

WFSE's statewide Executive Board is the body that carries forward the resolutions approved at the convention and conducts the business of the membership between conventions.

## Council 28 Convention

WFSE/AFSCME's highest governing body is the convention of the membership held in odd-numbered years. Locals elect union members as delegates and alternates to attend and represent them at the convention.

At Convention, the delegates elect the council's four officers (president, vice president, secretary and treasurer), formulate policies for the next biennium, and consider any amendments to the Council 28 constitution.

## AFSCME Convention

The highest governing body of AFSCME International is the convention of the membership. This convention is held in even-numbered years. Locals elect delegates and alternates and convene with other AFSCME members from across the country to conduct business.



# MISSION



WFSE's purpose is to organize and empower individuals to create a powerful collective voice, respond to the needs and directions of the membership, achieve and maintain excellent wages, benefits and working conditions, ensure the union is a positive force in workers' lives, families and communities and unite the locals of WFSE/AFSCME for mutual protection and advancement of workers.

WFSE is an efficient, dynamic, member-driven and diverse organization that supports and empowers public service employees. We achieve this through organization, training and education in all public forums and political levels with activism, integrity, pride and coalition-building. We build public support and trust. Our membership is inclusive in nature, seeking uniform fairness with strong ethical standards to protect public interests.

# VISION



# CORE VALUES



**DEMOCRATIC:** Membership-driven, members connected and essential to the process.

**RESPECT:** Ideas, diversity, perspectives, public respect, dignity, compassion.

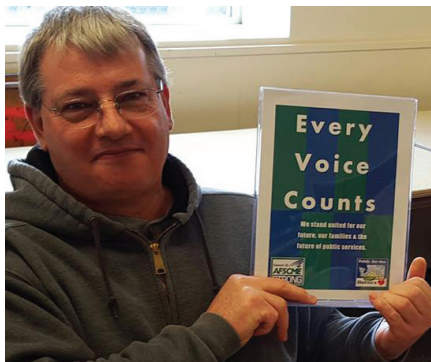
**INTEGRITY:** Honest, ethical, courageous, doing what's right, mean what you say, trust but verify.

**FAIRNESS AND EQUITY:** Representation without bias including political action. Diversity in ideas, behavior and differences.

**PROFESSIONALISM:** Mentoring, responsiveness, accountability, continuous improvement, education and training.

**BETTERMENT OF WORKERS' LIVES & FAMILIES:** Wages, benefits, working conditions, healthcare and safety.

# There are so many ways you can be involved



## Local Meetings

Union members belong to a local union. Attend your local meeting and meet your leadership. Meet your Shop Stewards. Get informed and volunteer to support activities in your community.

[WFSE.org/locals/](http://WFSE.org/locals/)

[WFSE.org/steward-center/](http://WFSE.org/steward-center/)



## Council 28

WFSE members run the union:

Council Policy Committees

Council Executive Board

Committees of the E-Board

[WFSE.org/governance](http://WFSE.org/governance)

Contract Bargaining Teams

[WFSE.org/negotiations](http://WFSE.org/negotiations)



## Advocacy Groups

Conservative Caucus

Green Caucus

Progressive Caucus

Law Enforcement Caucus

[WFSE.org/mycaucus/](http://WFSE.org/mycaucus/)

C28 Veterans

LGBTQI Community

Skilled Labor & Trade

[WFSE.org/get-involved](http://WFSE.org/get-involved)





Find details on [www.wfse.org/get-involved/](http://www.wfse.org/get-involved/)



## Lunch-n-Learns

Don't have time for another thing in your busy schedule? Attend lunch-time union meetings to stay informed and connect with your Council Representative.

Contact your local field office  
to request a lunch-n-learn  
(page 19)



## Take Action

Actions can be something simple like wearing a button or posting a sign related to a worksite or state-wide issue. Sometimes it's sharing photos on social media. At times actions are elevated to emails, phone calls or public sign-waving.

[WFSE.org/take-action/](http://WFSE.org/take-action/)



## Union-Management

Union-Management Communication Committees allow union members and employer representatives to meet and discuss issues that matter - a right under our contracts.

[WFSE.org/news/](http://WFSE.org/news/)



## Political Activists

Political Activists are members who engage in political campaigns by participating in phone banks, neighborhood walks, and the candidate endorsements process.

[WFSE.org/people-power/](http://WFSE.org/people-power/)



## Member Lobbying

During the legislative session, members visit the state Capitol to meet with lawmakers to talk about funding our contracts and a variety of issues important to the people we serve.

[WFSE.org/lobby-days](http://WFSE.org/lobby-days)



## Member Organizers

Member Organizers reach out to co-workers to inform them about contract negotiations, emerging issues, actions and more. They may serve as shop stewards,

[WFSE.org/get-involved/](http://WFSE.org/get-involved/)

# Committed to our communities

Public service doesn't stop at the end of the workday for this union's members. We're there for our neighbors, communities and good causes.



## Help with school supplies in wildfire area



The Federation is stepping up to help victims of this summer's devastating wildfires in Central Washington. The WFSE/AFSCME Women's/Equal Partners Committee has started an effort to help schools in the burned-out area with school supplies. Members and locals can send checks to:

**WFSE/AFSCME Wildfire School Supplies Fund**  
c/o 1212 Jefferson St. S.E.,  
Suite 300  
Olympia, WA 98501



Wildfire bears down on Alta Lake State Park (Photo courtesy Don Hall)

make donations to help members who lost homes or possessions in the wildfires. Send cash donations to:

**WFSE Wildfire Relief Fund**  
c/o 1212 Jefferson St. S.E.,  
Suite 300  
Olympia, WA 98501

WFSE/AFSCME will forward those checks to the Foundation for Working Families, the natural disaster and hardship relief fund.

## IN TIMES OF TRAGEDY

Devastating floods. Wildfires. Catastrophic landslides. Natural disasters don't discriminate. They hit the citizens we serve – and the very state employees dedicated to public service. Time and again, union members have fulfilled their mandate to be good citizens. That includes the **Foundation for Working Families**, an all-labor union fund that grew out of WFSE's flood relief in 2007.

[WFSE.org/foundation-for-working-families/](http://WFSE.org/foundation-for-working-families/)

***"Union members are both workers and citizens."***

Preamble, AFSCME Constitution

## IN TIMES OF NEED



Locals and members team with area churches and businesses for holiday dinners for those in need of a hand up. Many donate food, clothing, personal hygiene items and money for local charities.





# Going public on our issues

Below are examples of going public in recent member-driven direct actions.



UW members participated in many direct actions in Seattle during negotiations 2016



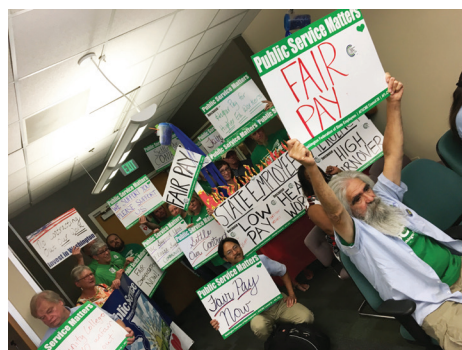
Locality Pay direct action at Fisherman's Terminal 9/9/2016

## DIRECT ACTION

WFSE members engage in creative direct action when necessary to achieve the public's support for public services, living wages, fair treatment, workers' rights, non-discrimination and collective bargaining for all.

Contact your Council Representative or members of Strategic Campaigns with your issues and ideas for direct action.

WFSE.org/contact or 800-562-6002



We use our voice for quality services, public safety and natural resources . . .

.@GovInslee what is #BabyJayden doing downtown by herself? Stop the turnover in DSHS and keep her safe! #WFSEc28

#BabyJayden can't wait any longer. Tell @GovInslee and #waleg that social worker retention is #MissionCritical.



## #BabyJayden campaign

Working together, King County DSHS members crafted a successful online Twitter campaign to bring public awareness to the need for more resources to protect neglected and abused children.

WFSE.org/babyjayden



# Building a strong union



As Washington's most powerful advocate for public service employees, working families, and strong communities, WFSE/AFSCME members speak with a proud and strong collective voice.

**Union membership is key to building pride and strength.**

Members make important decisions, from setting priorities for contract negotiations and endorsing legislative candidates to planning job actions and changing the way the union itself is organized.

That's why **union membership is the most critical first step** you can take.

Union membership is personally empowering and gives you the opportunity to take part in the democratic decision-making that steers our union.

**Union memberships connects you to the historical and growing movement of working people standing up for their right to negotiate for fair wages and working conditions.**

**In 1968, Dr. Martin Luther King, Jr. died while defending AFSCME sanitation workers in Memphis who were fighting for their dignity and the right to collectively bargain.**



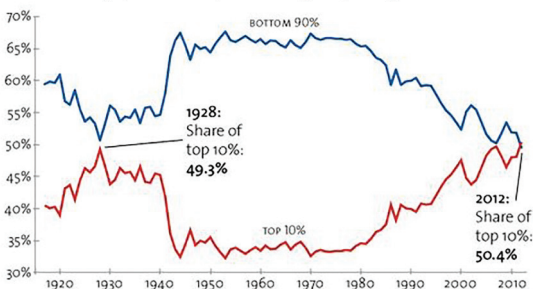
**When you join this union,**  
you become part of the solution we hope  
closes the economic gap that exists in  
the United States and in our communities  
here in Washington.

Simply, the state of Washington is this  
state's largest employer. So if state employ-  
ees and public service sector employees  
can't make a living wage, they can't buy the  
goods and services that drive the economy.  
Washington's economy then suffers because  
this large pool of workers isn't earning  
enough to keep our economy strong.

The men and women of our union, have  
done much to **reduce income inequality**  
**and boost income security.** Thirty years  
ago, the union's pioneering comparable  
worth settlement addressed gender-based  
wage disparities. For instance, medical  
interpreters negotiated a first-ever con-  
tract that boosted pay but also saved the  
state millions of taxpayer dollars. Many  
contracts negotiated last year and up for  
legislative funding in early 2017 set a  
minimum wage. And two contracts - Gen-  
eral Government and Community College  
Coalition - include a process to address  
the plight of members living in high cost  
areas of the state.

**Income inequality is a national issue**  
**that we can help solve here in Washing-**  
**ton with strong contracts and a commit-**  
**ment to workplace rights.**

## Share of Total Income, 1917-2019 by percentile, including capital gains



[EPI.org/publication/income-inequality-by-state-1917-to-2012/](http://EPI.org/publication/income-inequality-by-state-1917-to-2012/)

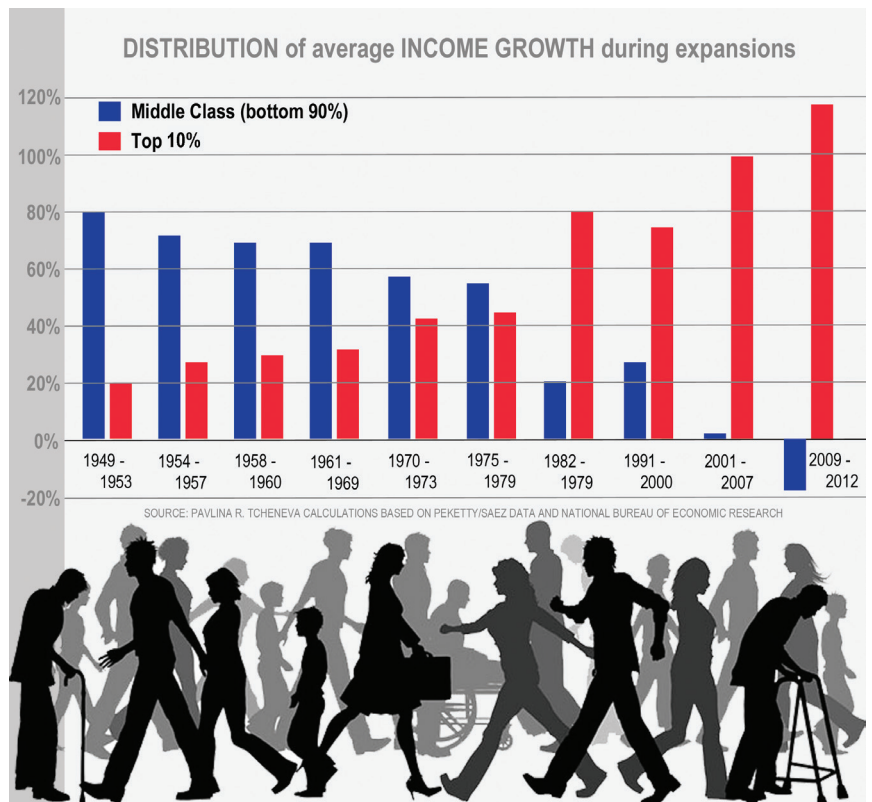
# This is a movement that matters to our state's economy

We must be united to continue addressing **income inequality**  
and the **ability for people to provide** for their families.

We must focus on rebuilding the middle class and restoring  
the American Dream for everyone, not just the privileged  
few.

**AFSCME members across the country never quit working**  
**to make our local communities safer, healthier and better**  
**places to live.**

We will do what we do best to **organize and advocate** for  
solutions for all working people, from affordable health care  
for all, to reducing student debt, to rebuilding America's  
infrastructure.





# Get more with Members Only Benefits

WFSE Members Only Benefits Program  
[www.wfse.org/member-benefits/](http://www.wfse.org/member-benefits/)

AFSCME Advantage  
[www.afscme.org/members/advantage](http://www.afscme.org/members/advantage)

Union Plus  
[www.unionplus.org](http://www.unionplus.org)

## AFSCME Council 28 (WFSE) Members Only Benefits Program

Full dues-paying WFSE members can save thousands of dollars on goods and services through the **Members Only Benefits Program**:

[WFSE.org/member-benefits](http://WFSE.org/member-benefits) or 1-833-MCC-WFSE (833-622-9373)

Representation fee payers get the protection of a strong contract; but by taking the step to become full dues-paying members of the union, they gain much more economic power by qualifying for the discounts and consumer information offered by the Members Only Benefits Program.



### HOUSE & HOME

**MORTGAGES** Two mortgage programs to help members and their children buy a home: Cherry Creek Mortgage and Union Plus Mortgage (featuring a Veterans Grant).

**REAL ESTATE PROGRAM** To help members and their families buy or sell a home. Union Home Services just for WFSE/AFSCME Council 28 members.

**ALSO** Save My Home Hotline provides counseling for labor union members facing foreclosure.



### Ocobock Memorial Family Campout [WFSE.org/family-campouts/](http://WFSE.org/family-campouts/)



### Scholarship Opportunities [WFSE.org/scholarship-info/](http://WFSE.org/scholarship-info/)



### Public Safety Protection Program [WFSE.org/pspp/](http://WFSE.org/pspp/)





## AFSCME FREE COLLEGE

**FREE COLLEGE** Imagine what you can achieve with AFSCME Free College Benefit. [freecollege.afscme.org](http://freecollege.afscme.org)



## LEGAL

**LEGAL SERVICES** Speak to a lawyer free about any legal question. Free document review and 30% off additional services. Additional option for members in the South Sound. Also: Public Safety Protection Program.



## AUTO ADVANTAGE

**CAR RENTALS** Save on car rentals with discounts from Avis, Budget, Dollar, Hertz, Payless and Thrifty.

**MOTOR CLUB** Get emergency roadside assistance.

**AUTO BUYING SERVICE** Save time and money when you buy a new or used car or truck.

**TIRES AND CAR SERVICE** Save 10% off Goodyear tires; 5% off all sale tires; up to 10% off all car service.

**ALSO** Auto Insurance; A Guide to Union-Made Vehicles; more.

## LIFE INSURANCE & LONG-TERM CARE

**NEW!** Trustmark Universal Life Insurance with Long-Term Care. 1-888-380-4982.

## MONEY & CREDIT

### FINANCIAL WELLNESS & PLANNING

Just for WFSE/AFSCME Council 28 members:

- Washington State Employees Credit Union Program
- Modern Woodmen of America (retirement savings)
- Money Management Educators (financial education)
- AFLAC (supplemental insurance)
- Colonial Life (supplemental insurance)

**ALSO** AFSCME Advantage Credit Card; credit counseling; layoff hotline; Consumer Reports.

### DISASTER/HARDSHIP RELIEF GRANTS

Foundation for Working Families, a program underwritten in part by WFSE/AFSCME Council 28 with the Washington State Labor Council.

**ALSO** UnionPlus Financial Hardship Resources; Student Debt Resources



## BENEFITS



## RECREATION

**FAMILY CAMPOUTS** Just for WFSE/AFSCME Council 28 members and their families: Annual Howard Ocobock Memorial Family Campouts at state parks for family fun and solidarity.

**UNION SPORTSMEN'S ALLIANCE** Union community for improved hunting and fishing access, and preservation of wildlife habitat.



## DENTAL HEALTH

**Just for WFSE/AFSCME Council 28 members and their families** Free and discounted dental benefits with Bright Now! Dental, Pacific Dental Alliance, and Sunrise Dental. For members in the Uniform Dental Plan.

**ALSO** Special discounts for Local 1671 members (interpreters independent providers).

## PEOPLE'S MEMORIAL ASSOCIATION

Discounted membership in this program to avoid the confusion, sales pressure and high expense of cremation and burial arrangements.



## SHOPPING & TRAVEL

**AT&T WIRELESS DISCOUNTS** Save 15% off select monthly wireless service plans from AT&T, the only nationwide unionized wireless company.

**NEW! WFSE TRAVEL DISCOUNTS** Savings may exceed 50%, average 10%-20% below-market rates.

**FAIRHOTEL.org** Find socially responsible union hotels.

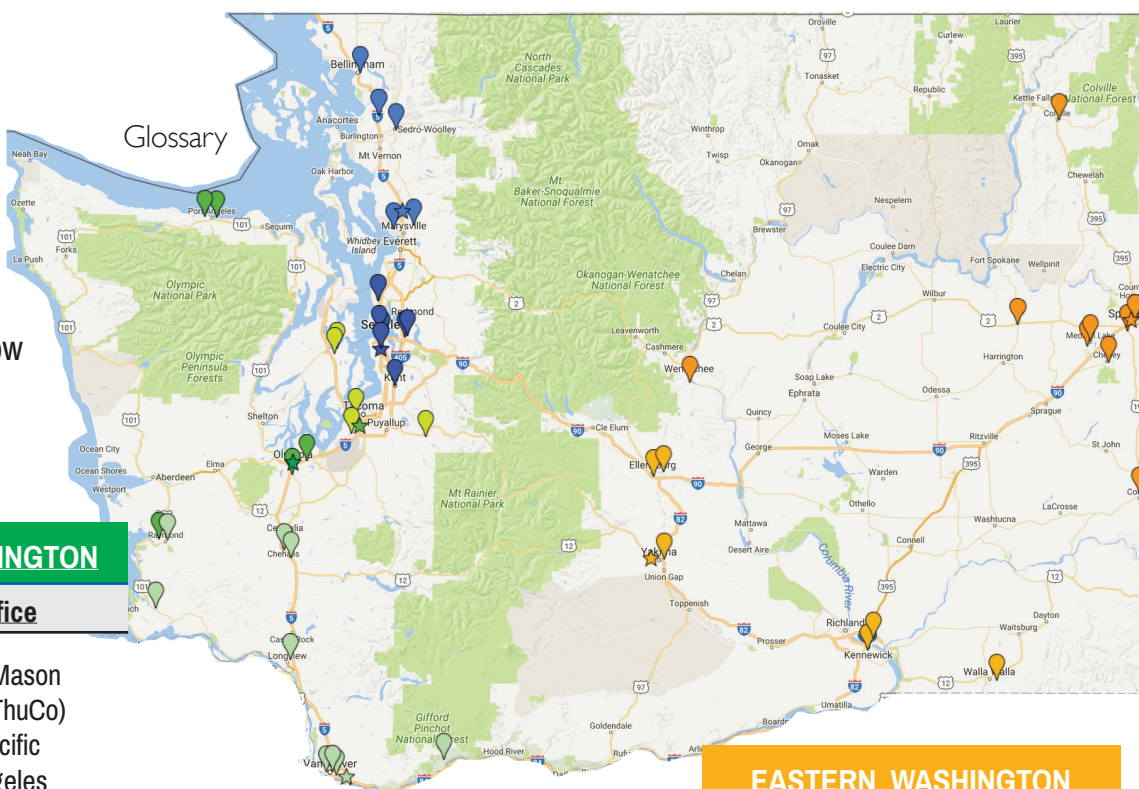
**ALSO** Pet health insurance; entertainment; flowers and gift baskets; Travel Center; Super Shuttle Discount; more.

# Member Connection Center (MCC)

I-833-MCC-WFSE (833-622-9373) EMAIL: MCC@wfse.org

**Locals are the first level of governance in the union.**

Please attend a local meeting and get to know your local leadership.



## SOUTHWEST WASHINGTON

### Olympia Field Office

Local 443 - Oly/Thu/Mason  
Local 872 - Ecology (ThuCo)  
Local 970 - GH/Pacific  
Local 1463 - Pt Angeles  
Local 1466 - Parks Statewide  
Local 1556 - Pt Angeles DOT

### Tacoma Field Office

Local 53 - Tacoma  
Local 482 - Retsil  
Local 491 - Buckley  
Local 793 - Lakewood  
Local 1181 - Kitsap  
Local 1466 - Parks

### Vancouver Satellite Office

Local 313 - Vancouver  
Local 716 - Skamania/Klickitat  
Local 862 - Chehalis + ABHS  
Local 1225 - CCDHL/WSSB  
Local 1290 - Chehalis DOT  
Local 1400 - Longview/Kelso  
Local 1466 - Parks  
Local 1984 - Raymond DOT  
Local 2263 - Naselle  
Local 2559 - Van DOT

## NORTHWEST WASHINGTON

### Seattle Field Office

Local 304 -Seattle  
Local 308 - Sea DOC  
Local 341-Fircrest/EchoGlen/SOLA  
Local 378 - Sea DOT  
Local 843 - King HumSrv  
Local 976 - King L&I  
Local 1466 - Parks  
Local 1488 - UW/HMC  
Local 1671 - Interpreters

### Smokey Point Satellite Office

Local 476 - SedroWoolley  
Local 948 - Sno HumSrv  
Local 1020 - Everett  
Local 1060 - Skagit/Whatcom  
Local 1381 - WWU/WCC  
Local 1466 - Parks

## EASTERN WASHINGTON

### Spokane Field Office

Local 504 - Spokane DOT  
Local 573 - Lakeland Vlg  
Local 782 - Medical Lake  
Local 931 - Cheney  
Local 1054 - Colville  
Local 1066 - Pullman  
Local 1208 - Davenport DOT  
Local 1221 - Spokane + ABHS  
Local 1299 - Wenatchee  
Local 1300 - Colfax  
Local 1466 - Parks

### Yakima Field Office

Local 330 - Ellensburg  
Local 396 - Walla Walla  
Local 1253 - Tri-Cities  
Local 1291 - Pasco DOT  
Local 1301- Ellensburg  
Local 1326 - Yakima  
Local 1466 - Parks



# Office Locations

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## **Member Connection Center (MCC)**

One-stop contact for union information and member support!

1-833-MCC-WFSE (833-622-9373) EMAIL: [MCC@wfse.org](mailto:MCC@wfse.org)

### OLYMPIA FIELD OFFICE

906 Columbia Street SW #500, Olympia WA 98501-1216

### SEATTLE FIELD OFFICE

6363 7th Avenue S, Suite 220, Seattle WA 98108-3407

### SMOKEY POINT SATELLITE OFFICE

Medallion Office Suites, 16710 Smokey Point Blvd, #308, Arlington WA 98223-8435

### SPOKANE FIELD OFFICE

Garden Court, 222 W Mission Avenue, Suite 201, Spokane WA 99201-2301

### TACOMA FIELD OFFICE

6003 Tacoma Mall Blvd., Tacoma WA 98409-6826

### VANCOUVER SATELLITE OFFICE

Crestwood Business Park, 11818 SE Mill Plain Blvd #202, Vancouver WA 98684-5090

### YAKIMA FIELD OFFICE

3804 Kern Road, Suite B, Yakima WA 98902-7801

### HEADQUARTERS OFFICE

1212 Jefferson Street SE, #300, Olympia WA 98501  
(360) 352-7603 | (360) 352-7608 fax | [info@wfse.org](mailto:info@wfse.org)

Federation HOTLINE: (800) 562-6102 | [WFSE.org](http://WFSE.org)

Legislative and Political Action Department  
906 Columbia Street SW, 5th Floor, Olympia WA 98501

External Organizing Department  
906 Columbia Street SW, 4th Floor, Olympia WA 98501

**(800) 562-6002**

**WFSE.org**



**Member Connection Center  
(MCC)**

**833-MCC-WFSE**

833-622-9373

[MCC@wfse.org](mailto:MCC@wfse.org)

M-F 8am-5pm

Your one-stop shop for union  
information and member support



Washington Federation of State Employees • AFSCME Council 28

# I-833-MCC-WFSE

I-833-622-9373    [mcc@wfse.org](mailto:mcc@wfse.org)



## Council 28 Media

**WFSE.org**

**HOTLINE News Service**

[www.wfse.org/news/](http://www.wfse.org/news/)

Sign-up for weekly summaries (email)  
or breaking news (email, text, twitter)

AUDIO: 1-800-562-6102



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[#wfsec28](https://www.instagram.com/wfsec28)



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