

**WASHINGTON FEDERATION OF STATE EMPLOYEES
WFSE/AFSCME COUNCIL 28**

**BARGAINING STRUCTURE FOR ALL WFSE CONTRACT TERMS
BEGINNING BETWEEN 2020-2022**

The Washington Federation of State Employees Executive Board has established the following structure for bargaining and ratification of the following contracts:

- 2020-2022 American Behavioral Health Systems
- 2021-2023 Central Washington University
- 2021-2023 Higher Education Community College Coalition
- 2021-2023 Eastern Washington University
- 2021-2023 The Evergreen State College Classified
- 2021-2023 The Evergreen State College SSSSU
- 2021-2023 General Government
- 2021-2023 Health Care Coalition
- 2021-2023 Language Access Providers
- 2021-2024 Renton Technical College
- 2021-2023 Tacoma Community College Student Support Services
- Thurston Conservation District (Term TBD)
- 2021-2023 University of Washington/HMC
- 2021-2023 University of Washington/Police Management
- 2021-2023 Washington State University
- 2021-2023 Western Washington University

BARGAINING TEAMS

Only WFSE members in good standing in the appropriate bargaining units will be eligible to nominate, vote in the election of, or serve as a bargaining team member. A member may not nominate, vote for, or be elected to serve as a bargaining team member for a contract under which they are not covered.

Careful and serious consideration should be given to these responsibilities before any member considers serving on the bargaining team. Bargaining team members should have a working knowledge of their contract.

Responsibilities of the bargaining team:

- Develop proposals and negotiate with employer;
- make decisions about proposals in order to obtain the best possible language;
- refer specific issues to other venues as appropriate; and,
- reach and recommend ratification or rejection of the final tentative agreement.

Responsibilities of individual bargaining team members:

- Adhere to all bargaining team rules of conduct as developed by the team;
- be accountable, committed, open-minded, realistic, and highly engaged;
- partner with WFSE staff to communicate and meet with assigned groups of union members;
- be willing to share contact information with members you are elected to represent;

- be willing and committed to the possibility of late nights and travel as needed (often in two-day blocks); and,
- follow WFSE expense policy, applicable travel request requirements, and time loss policy.

Voting by the bargaining teams during negotiations will be one (1) vote for each bargaining team member present.

The four (4) WFSE officers will be automatic members of their respective bargaining team, with an equal voice and vote. The WFSE officers may attend bargaining sessions of any other bargaining team, as the President deems necessary.

The WFSE President may remove any bargaining team member who, after careful investigation, is determined to have violated the rules of conduct, the responsibilities of their role as described in this document, or the AFSCME International Constitution (see Article X, Section 2), or who has acted inappropriately in their role. Any bargaining team member removed from their position may appeal the decision of the WFSE President to the WFSE Executive Committee plus one bargaining team member chosen by the appellant’s bargaining team.

The WFSE President may appoint bargaining team members to fill vacant seats that occur prior the start of negotiations.

ELECTION OF BARGAINING TEAM MEMBERS:

Except where specified otherwise, election of bargaining team members will be completed no later than October 31, 2019. The Collective Bargaining Committee (CBC) will review the election process for bargaining teams.

American Behavioral Health Systems (ABHS):

WFSE members in good standing in the ABHS bargaining unit may elect up to seven (7) bargaining team members to their bargaining team. Election of bargaining team members from the ABHS bargaining unit will occur at the appropriate time in their negotiating cycle.

Higher Education:

Coalition: Except for the Seattle College District, WFSE members in good standing in all WFSE bargaining units in each Institution of Higher Education bargaining in a coalition will elect bargaining team members to the coalition bargaining team(s) based on the number of bargaining unit employees in each institution as follows:

<u>Number of Bargaining Unit Employees in the Institution</u>	<u>Number of Team Members</u>
1 – 200	1
201 – 400	2
400 or more	3

Seattle College District: North Seattle, South Seattle, Seattle Central and the Seattle District Office will have one (1) position each. These positions will be filled by members in good standing employed at the

respective college/office. Members in good standing employed at each college/office will be eligible to nominate and/or vote for the one (1) position representing the college at which they work.

Each Higher Education Institution, and College within the Seattle College District, should have at least one representative at the table. The coalition bargaining team will, in addition, have one at large representative who is a part-time/hourly employee.

Central Washington University, Eastern Washington University, The Evergreen State College Classified, Washington State University, and Western Washington University: WFSE members in good standing in WFSE bargaining units in each of the above Institutions of higher Education will elect up to nine (9) bargaining team members to their respective bargaining team. One of those nine (9) positions will be reserved for a part-time/hourly employee. An additional one of those nine (9) positions will also be reserved for a law enforcement/public safety employee except for Washington State University. The remaining positions will be at large.

University of Washington:

WFSE members in good standing will elect up to sixteen (16) bargaining team members. The presidents of Locals 1488 and 3488 will be automatic team members and count as one (1) each. Nominations and the number of representatives for the remaining seats shall be determined as follows:

Harbor View Medical Center (HMC), two (2) at-large;
MA/HA's (HMC), one (1);
University Medical Center (UWMC), two (2) at-large;
Bothell Campus, Tacoma Campus, PAC Lab and Friday Harbor, one (1) at-large;
Surgical Tech's (HMC), one (1) at-large;
University of Washington (UW) main campus, two (2) at-large;
Trades bargaining unit, two (2) at-large;
Library bargaining unit (UW), one (1); and,
Campus-wide bargaining unit/Custodian (one each at UW and HMC); two (2).

University of Washington Police Management (UWPM): WFSE members in good standing in the UWPM bargaining unit may elect up to three (3) bargaining team members. Election of bargaining team members from the UWPM bargaining unit will occur at the appropriate time in their negotiating cycle.

Renton Technical College and The Evergreen State College SSSSU: WFSE members in good standing in WFSE bargaining units in each of the above Institutions of Higher Education will elect up to five (5) bargaining team members to their respective bargaining team. Election of these bargaining teams will occur at the appropriate time in their respective negotiating cycles.

Tacoma Community College SSSSU: WFSE members in good standing in the TCC Student Support Services bargaining unit may elect up to three (3) bargaining team members. Election of bargaining team members from the TCC Student Support Services bargaining unit will occur at the appropriate time in their negotiating cycle.

Thurston Conservation District: WFSE members in good standing in the Thurston Conservation District bargaining unit may elect up to three (3) bargaining team members. Election of bargaining team members from the Thurston Conservation District bargaining unit will occur at the appropriate time in their negotiating cycle.

General Government:

The bargaining team will consist of members elected from within a bargaining unit under the jurisdiction of each General Government policy committee. Except for Human Services and Institutions, the number of members elected from within a bargaining unit under the jurisdiction of each General Government policy committee will be based on the following ratio:

<u>Number of bargaining unit employees represented by Policy Committee:</u>	<u>Number of Team Members:</u>
1 - 1,999	1
2,000 - 3,999	2
4,000 – 5,999	3
6,000 -6,999	4
7,000 or more	5

Human Services Policy Committee will have five (5) positions. One position will be designated for a member employed in a bargaining unit in each of the following groups: Department of Children, Youth and Families, DSHS/Community Services Division, DSHS/Division of Child Support, and DSHS/Home and Community Services. One position will be at large.

Institutions Policy Committee will have five (5) positions. One position will be designated for a member employed in a bargaining unit in each of the following groups: DSHS/Behavioral Health Administration, DCYF/Juvenile Rehabilitation , and Department of Veterans Affairs. Two positions will be designated for a member employed in a bargaining unit in the following group: DSHS/Developmental Disabilities Administration (includes CMO, RHC’s, DD Field, and SOLA).

Team members will be nominated and elected by the WFSE members who are employed in a bargaining unit within the jurisdiction of their Policy Committee. Ties will be decided by run off.

Where management agrees to supplemental bargaining, the bargaining team will establish rules.

Supplemental team members will be appointed by the WFSE President and will include team members from the main table as appropriate. All appointed supplemental bargaining team members will have the same expectations as those elected to the bargaining team and should have knowledge and expertise of the matters over which they are appointed to bargain.

Language Access Providers (LAP):

WFSE members in good standing in the LAP bargaining unit will elect up to eleven (11) bargaining team members to their bargaining team based on the following allocation and election groups:

Election Group Number	Bargaining Team Positions	Election Group Candidate Eligibility
1	1	All interpreters in Clark and Skamania counties.
2	1	All interpreters in Clallam, Cowlitz, Jefferson, Grays Harbor, Kitsap, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties.
3	1	All interpreters in Pierce county.
4	2	All interpreters in King county.

5	1	All interpreters in Snohomish, Island, San Juan, Skagit, and Whatcom counties.
6	1	All interpreters in Chelan, Douglas, Grant, Kittitas, Klickitat, Okanogan, and Yakima counties.
7	1	All Interpreters in Asotin, Ferry, Garfield, Lincoln, Pend Orielle, Spokane, Stevens, and Whitman counties.
8	1	All Interpreters in Adams, Benton, Columbia, Franklin, and Walla Walla counties
9	2	All Interpreters in the bargaining unit whose primary working language is not Spanish or Russian.

Candidates may run for only one Election Group.

Election Groups 1-8:

Candidates for bargaining team positions in Election Groups 1-8 will be nominated and elected by WFSE members in the LAP bargaining unit who reside in the counties specified for each Election Group. The Interpreter’s primary residential address shall be used to determine which Election Group an Interpreter belongs to. Only in cases where the Interpreter does not have a primary address shall post office mailing boxes be used for the basis of determining Election Group membership. If an eligible Interpreter lives outside of the State of Washington, they shall be considered part of the Election Group with the county geographically nearest to their primary residence address.

Election Group 9:

Candidates for bargaining team positions in Election Group 9 will be nominated and elected by all WFSE members in the LAP bargaining unit. To be eligible to be nominated and run for a position in election group 9, the candidate’s primary working language cannot be Spanish or Russian.

Ties will be decided by run off.

HEALTH CARE COALITION

The WFSE President or designee will serve on the Health Care Coalition bargaining team. In addition, each of the Higher Education bargaining teams representing more than one hundred (100) bargaining unit members will select one (1) member, and the General Government team will select three (3) members. Should any PEBB-eligible bargaining unit representing more than one hundred (100) bargaining unit members certify prior to the commencement of bargaining, the group will be eligible for one (1) health care bargaining team member. PEBB-eligible bargaining teams representing less than one hundred (100) bargaining unit members will share one (1) additional position.

INTEREST ARBITRATION

Supplemental team members for groups with interest arbitration will be appointed by the WFSE President and will include team members from the main table as appropriate. All appointed supplemental bargaining team members for groups with interest arbitration will have the same expectations as those

elected to their respective bargaining team and should have knowledge and expertise of the matters over which they are appointed to bargain.

PROPOSALS

Provided the technology is available and in place by June 1, 2019, contract proposals may be submitted at any time by completing a proposal form on the WFSE website. Should the technology not be available on the WFSE website by June 1, 2019, an e-mail “in-box” for contract proposals will be made available in the interim. Proposals will be pulled from the electronic in-box on December 31 of every odd year for the upcoming round of negotiations. Exceptions to rule regarding proposals submitted after December 31 or proposals submitted by WFSE staff are subject to approval by the WFSE Executive Director. All proposals are subject to the deadlines outlined in this document.

Contract proposal collection pertaining to the American Behavioral Health Systems, Renton Technical College, TESC SSSSU, TCC Student Support Services, and the Thurston Conservation District contracts will occur at the appropriate time in their respective negotiating cycles. Each contract proposal will be assigned a tracking number so that it can be followed through the negotiating process and will not be provided to the Employer.

WFSE staff will assess contract proposals for legality and consolidate duplicate proposals. The resulting proposals will then be passed on to the appropriate bargaining team(s) for debate, possible revision, and a vote to support, reject, and/or refer. Proposals referred for contract enforcement, legislative action, or as a UMCC issue will be routed to the appropriate staff for action not later than February 28 of the bargaining year.

COMMUNICATION WITH MEMBERS

Informing and involving bargaining unit members during the bargaining process is critical to winning support for a strong contract and ratification of a final agreement.

A communication strategy will be developed involving frequent dissemination of information from each bargaining team to a wide net of leaders including stewards, activists, local officers and board members, WFSE executive board members and WFSE committee members. When necessary, designated staff may distribute a press release to the mainstream media.

All WFSE Offices will be hubs for distribution of information materials and tools for job actions.

At the conclusion of negotiations, contract negotiations staff will communicate the disposition of all proposals to the member submitting the proposal upon their request.

At the conclusion of bargaining, a debriefing will occur with all bargaining team members to discuss the process. A copy of this document will remain available through the close of the debriefing for members to propose amendments to be submitted to the CBC for consideration.

Adopted as amended by WFSE/AFSCME Council 28 Collective Bargaining Committee – 4/22/2019

Adopted by WFSE/AFSCME Council 28 Executive Board – 4/26/2019

Amended by WFSE/AFSCME Council 28 Collective Bargaining Committee – 5/10/2019

Adopted as amended by WFSE/AFSCME Council 28 Executive Board – 6/21/2019