

WASHINGTON FEDERTION OF STATE EMPLOYEES, AFL-CIO

Unified State Agencies U.S.A. Policy Committee

Minutes for October 6, 2018

Call to Order – 11:49

Roll Call of Officers and Delegates

PRESENT: Scott Mallery, Wendy Conway, Linda Erickson, Terry Nixon, Benjamin Olsen, Jeffrey Paulsen

ABSENT: Cynthia Gray, Brian Maule, Jennifer Sanders

STAFF: Darby Frye

Approval of Minutes – M/S/P to adopt the June30, 2018 minutes as read.

Discussed 100% Union member drive. We will give a list of drops, organized by field offices. Get volunteers for NEO's to introduce and give a face to the union in area.

Special Order of Business: Mauricio Torres has vacated his EBoard position so re-order of positions was warranted. The Positions are:

- #1 - Jeff Paulsen
- #2 - Brooks Salazar
- #3 - Linda Erickson
- #4 - Scott Mallery
- #5 - Wendy Conway
- #6 - Terry Nixon
- #7 - Ben Olsen
- #8 Vacant

We discussed what happens to U.S.A. EBoard positions based on how many U.S.A members have dropped their membership.

Executive Board Reports:

- 100% union cards. Question regarding opting out, they can opt out at any time, other than the 30 day window before their sign date. They will remain a member for the year however. Can refer members to MCC for assistance.

OLD BUSINESS:

Ideas and suggestions on how to acquire new U.S.A. policy committee members:

- Any ideas for getting more members? What are the obstacles? Do not believe it is just USA but all policy committees and older members are leaving and no mentoring for replacements or new policy members. Maybe have a program where Council Reps can identify leaders in agencies that are not currently attending. Scott received a list of members who are not on U.S.A. policy committee but eligible to serve, did not include contact information though.
- Need to work with organizing committee for structure to mentor members to fill empty spots with members identified as leaders.
- Concerns about ways to motivate members who need ADA materials, such as CC. This limits ways to get members involved who require CC or braille materials that are not available. Vancouver office closure has hindered member involvement as well. May want to also consider staff learning other ways to communicate with members, such as ASL.
- Reach out to new members via other means besides membership/local meetings. Maybe taking some lunch to members in a more informal way.
- Concerns about members not understanding the Union structure. What is it for and what does it do? What is the Union's responsibility towards their members. Take a look at labor history to give them a larger picture of what the Union has done and continues to do. Reach out and re-educate about labor history and provide materials for reference.
- Discussed lack of interest in younger members.
- Concerns about lack of staff representation in some areas such as SW Washington. Need to put a face to the Union other than the activist co-workers who members may not feel comfortable approaching. Also discussed how busy the CR's are covering so much territory. Maybe rotating location of meetings also so more staff and members can attend.
- Need to break down where the agencies are, what local they belong to, for a more concentrated campaign for representation on U.S.A. Policy Committee meeting. Should we focus campaign based on locals?
- Discussed how to mentor members to become active, need replacements for members who are retiring.
- How do we want to pursue?
 - What goal can be used to get members motivated and engaged? Example: lobbying legislature to fund the CBA, which includes pay raises. Show members what it is like to negotiate for a pay raise.
 - Get names from locals and get CR's involved to make contact with the member if needed.
 - Contact with new employees via NEO's or less informal contact.
 - Set a measurable goal to accomplish by January 26, 2019 U.S.A. Policy Committee meeting:
 - Bring a friend
 - 443 will be working with their organizing committee

NEW BUSINESS:

M/S/P Meeting notice regarding use of term "brown bag" lunch. Change the wording to say "lunch only"

M/S/P To have council list all of the agencies that are included in the Unified State Agencies Policy Committee on the Policy Committee Meeting Notice.

Request that all documents for U.S.A properly note U.S.A. Policy Committee. Some still say "Miscellaneous."

Discussed the possibility and safety of using skype to attend meetings.

PEOPLE collected \$17.00

Good and Welfare:

I-1000 needs 300,000 signatures by January 4, 2019.

Meeting adjourned at 1:25