

WASHINGTON State Employee

100% Union Proud

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AFSCME • COGIC

Moment of Silence Feb. 1

To honor the 50th anniversary of the tragic events that touched off the 1968 Memphis Sanitation Workers' Strike, we are asking the entire union to join with our members in observing a moment of silence on Feb. 1, 2018. Updates: wfse.org

Join us in a Moment of Silence
On February 1, 2018

TOGETHER,

we will resolve that day to wake up America. There is so much to be done, so much business unfinished from 1968. America needs to re-engage with workers' aspirations: for dignity on the job, for quality public services, for prosperity to be shared among all of us and for human rights for everyone.

100% Union

His shop steward 'had my back' -- now Andrew Simbler is back on the job

**Nightmare ends with reinstatement,
\$11,000 cash settlement**

Andrew Simbler is back on the job in Spokane thanks to his shop steward, union council representative and the backing of the other members of Local 1221.

This after the Department

of Social and Health Services told him that after 26 years, he could no longer do the work.

On July 28, DSHS gave him a disability separation.

He was out of a job.

"I thought that was wrongful what they did....," Simbler said.

"I was just having to sit at home and that was the hardest part of it."



Andrew Simbler

Without a union, Simbler's story might have ended there.

But it didn't.

Thanks to WFSE/AFSCME's strong General Government contract and the backing of his co-members, the union filed grievances that led to a negotiated settlement. On Nov. 16 he was back on the job.

With \$11,370.65 in back pay for the time he was unfairly off the job.

"I was shocked that I actually got the back pay," a jubilant Simbler said recently.

Simbler, who served his agency and taxpayers for 26 years, had lived the nightmare most of us can only imagine.

He had been a procurement and supply support specialist.

But last year, the agency said he no longer could perform the essential functions of the job.

Simbler and the union said the job duty in question – doing oil changes, checking tires and other maintenance of state vehicles – was not actually in the essential functions.

He did have a temporary medical condition, explained WFSE/AFSCME Council Rep. **Addley Tole**. But after a period of reasonable accommodation, the disability separation came.

But so did standing up



Simbler (right) with WFSE/AFSCME Council Representative Addley Tole.

for his rights under the union contract.

"They really had my back, I was really thankful," he said.

He gives special credit to Tole, his WFSE/AFSCME council rep., and his Local 1221 Shop Steward, Chris Bagby.

"She was the very first one who started the whole issue," Simbler said of Bagby.

"She got Addley involved and she even encouraged me and told me, 'Oh, you'll be

back.'

"She told me they didn't have a leg to stand on to begin with."

Under the settlement, Simbler won reinstatement as a secretary senior in the DSHS Children's Administration at the same rate of pay as his old position.

"I'd just like to thank the union for what they've done because whenever I need the union, the union's always been there to back me," Simbler said.



Member Connection Center: 1-833-MCC-WFSE • mcc@wfse.org

Bellevue College agrees to \$12,500 settlement for outsourcing members' work

Local 304 members at Bellevue College have won an admission of bad-faith bargaining and a cash settlement after the college contracted out their work last year.

WFSE/AFSCME and Bellevue College on Jan. 4 settled the unfair labor practice complaint over the 2017



outsourcing of restroom cleaning and window washing on the college's main campus.

In the settlement, the college administration admitted that it failed to meet its good-faith bargaining obligations.

The college will also pay \$12,500 to the union to distribute to the bargaining unit.

gaining unit.

The college also agreed to take part in collaborative bargaining training with the union.

The settlement was negotiated with the college and signed by WFSE/AFSCME's **Herb Harris** and Attorney **Ed Younglove**.

The most important court case you may never have heard of...

We're standing together: Read on for action you can take to challenge the Janus case to take your right to negotiate contracts to sustain your family

AFSCME issues merits brief in Janus v. AFSCME

Our national union, the American Federation of State, County and Municipal Employees (AFSCME), on Jan. 12 submitted its brief on the merits of the corporate-backed United States Supreme Court Case, **Janus v. AFSCME Council 31**.

Oral arguments are scheduled for Feb. 26.

This is the probably the most important court case for working men and women in our generation.

The court's decision in the Janus case "will determine the future of public sector unions," said labor economist and former US Labor Secretary **Robert Reich**.

What is the Janus case all about?

Rich and powerful special interests have tipped the scales in their favor for too long. The income inequality gap continues to grow while working people find it harder to afford housing, pay for a college education and



AFSCME CORNER

avoid crushing debt.

Our recent strong

contracts have started to catch us up with the rising cost-of-living.

But further progress will be stymied if WFSE/AFSCME members see their ability to negotiate watered-down by the US Supreme Court.

Indeed, the Supreme Court has agreed to hear **Janus v. AFSCME**, a political attempt by anti-union corporate interests to take away the freedom of working people to join together in strong unions.

Janus is "the latest in a long line of right-wing funded attacks on labor unions—but it would be a big one," report-

ed the American Prospect.

The Prospect reported that if the court rules in favor of Janus, it will overturn a 40-year legal precedent the Court set in *Aboud v. Detroit Board of Education*.

The facts and the right thing are on our side

"If facts, law, and precedent matter, all nine justices of the U.S. Supreme Court will rule in favor of working people in **Janus v. AFSCME Council 31** – just as they did more than 40 years ago when they found the state and local governments' system of ordering their labor relations to be constitutional," an AFSCME press release reported earlier this month.

AFSCME continued:

"**Janus v. AFSCME Council 31** is nothing more than a politically-motivated assault on the freedom of working people to earn a better life and an attempt to further rig the rules in favor of billionaires and corporate interests.

"In these turbulent times, marked by division and attacks on fact and reason, we



The court's decision in the Janus case "will determine the future of public sector unions."
- **Robert Reich**

hope the Supreme Court will consider carefully the facts, precedent, decades of labor peace and stability, and the motivations behind those seeking to undo it.

"Now more than ever in the modern era, Americans must be able

to trust their governmental institutions. Just as millions of Americans who rely on public service workers to keep their water clean, care for their families in hospitals, and respond to their emergencies quickly and professionally, millions of public service workers now rely on nine Supreme Court justices to decide this case on its merits -- not on the ideological animus of the billionaires and corporate interests who are funding this blatant effort to silence the voices of workers."

...but could make you worse off after 40 years of progress

For more and how to send a message to uphold existing law and reject Janus, go to our website:

wfse.org/news/janus-v-afscme-brief

WASHINGTON State Employee

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Kuschel elected chair of the Washington State Investment Board

Judy Kuschel of Vancouver Local 313 and a Department of Corrections activist and WFSE/AFSCME vice president, has been elected



Kuschel

Chair of the Washington State

Investment Board.

Kuschel's position on the Board represents active members of the Public Employees' Retirement Systems and she will also serve as a member of the WSIB's Private Markets Committee.

Kuschel has worked

for the Washington State Department of Corrections for 21 years and is a Community Corrections Specialist.

She helped to create a coordinated community response to domestic violence, working with the Domestic Violence Prosecution Center and the Vancouver Police Department.

In 2004, Kuschel received the Outstanding Service Provider Award from the

Clark County Prosecuting Attorney's Office for service to victims of domestic violence and has presented at several public conferences including the AFSCME Regional Public Safety Conference.

The SIB is responsible for one of the healthiest funded retirement systems in the nation.

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LEGISLATIVE REPORT



Members from Fish & Wildlife, Parks, DSHS and other agencies gather for Capital Budget Lobby Day Jan. 12.

Every day is Lobby Day • wfse.org/lobby-days

Members speak truth to power as Feb. 1 deadline looms

- WFSE/AFSCME members’ advocacy helps move long-stalled Capital Construction Budget
- Push on to move our priorities by first committee cut-off Feb. 1

On Martin Luther King Jr. Day Lobby Day Jan. 15, members also took part in a solidarity action with Carpenters.



5 is a summary of that early action.

Capital Budget:
Stop the layoffs, make the investments

The state Legislature on

Jan. 18 passed the long-stalled Capital Construction Budget (SSB 6090), 49-0 in the Senate, 95-1 in the House. It went to the governor to be signed into law.

This after a full-court press by WFSE/ AFSCME



Parks Local 1466 member **Brian Yearout** testifies on Capital Budget, just one of the many WFSE/AFSCME members getting our message to lawmakers.

members who came for Lobby Days and testified after the 60-day session started Jan. 8.

Statewide Parks Local 1466 member Brian Yearout spoke for all WFSE/ AFSCME members Jan. 11 when he called on the Senate to act on the Capital Construction Budget to stop project delays and the layoffs of 500 state employees.

“Several of my valuable co-workers have already been let go,” Yearout told the Sen-

ate Ways and Means Committee.

Yearout’s testimony came on Day 4 of the 2018 legislative session as the Senate committee joined the fast-track push to pass the long-stalled state Capital Construction Budget. The Senate version is SB 6090.

That budget funds needed improvements to our infrastructure. The delay has driv-

See BUDGETS, page 4

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Email

SIGN UP



LEGISLATIVE REPORT



WFSE/AFSCME member lobbyists got bipartisan advice from five lawmakers on how to tell our stories one-on-one to senators and representatives during the legislative session. On hand for the practice sessions at Lobby Training were: Rep. Roger Goodman, D-45; Rep. Zack Hudgins, D-11; Sen. Patty Kuderer, D-48; Rep. Drew MacEwen, R-35; and Rep. Beth Doglio, D-22.

BUDGETS, from page 3

en up costs and jeopardized safety. And led to layoffs. “The inability to move forward with these projects has created adverse effects on our buildings, roads, utilities, our natural and historic culture and our state economy,” Yearout said. It’s also harmed efforts to recruit and retain good state employees. “Make the investments in our institutions, schools, our public safety programs and your state parks,” Yearout testified.

Supplemental Budget

WFSE / AFSCME gave applause and raised concerns on the governor’s supplemental budget proposal in House and Senate hearings the first week of the legislative session. The supplemental budget bill tweaks the major biennial budget bill adopted last summer to fund new and unexpected spending needs. Those hearings will gather information as the House and Senate write their formal response budgets later in the session. “We’re still trying to dig our way out of the massive cuts made during the Great



Members meet with Rep. Roger Goodman, D-45, Jan. 6.

Recession,” WFSE / AFSCME’s Dennis Eagle told the House Appropriations Committee. Eagle said those cuts “went too far and we’re still suffering today from those decisions.” WFSE / AFSCME Lobbyist

Matt Zuvich praised the governor’s plan for investing in more staff in Mental Health, Developmental Disabilities and Juvenile Rehabilitation. “Those staffing level bumps are going to help a lot to provide services,” Zuvich told the Senate Ways and Means Committee. “That population often takes more than one-on-one staffing.” He also urged support for the request for additional police officers at The Evergreen State College. He also repeated concerns about the potential reduction in Community Corrections officers from the state’s proposed concurrent consecutive

sentencing and the need for caseload help for social workers in the new Department of Children, Youth and Families. And he called for action on funding of state parks. “Continuing to use parks user fees as a major method to fund state parks is not the direction we need to continue on,” Zuvich said. Eagle said for the past 10 years there hasn’t been a vendor rate increase for chemical dependency treatment providers. “It’s desperately needed,” he said. The Senate version of the governor’s supplemental budget plan is SB 6032. The House version is HB 2299.

Outsourcing

WFSE/AFSCME’s Taxpayer Protection Act hits home in wake of damning audit report on outsourcing

WFSE / AFSCME’s Taxpayer Protection Act may be needed now more than ever just days after a legislative audit report questioned the value of outsourcing state work in the agency charged with managing many business and operational services in state government. The Joint Legislative Audit and Review Committee (JLARC) on Jan. 4 issued a damning report on the six-year track record of contracting out by the Department of Enterprise Services. JLARC said it’s unclear that the outsourcing of web design and maintenance and bulk printing “saved the state money or improved service delivery performance.” The JLARC study indicates poor oversight and accountability – even as DES currently has two other contracting-out pilot projects underway. Enter the WFSE / AFSCME-initiated Taxpayer Protection Act

(ESHB 1851) that a bipartisan group of legislators revised in the interim for a compromise that’s back again this year. The bipartisan effort makes sense because the state actually contracts for more goods and services than it actually provides directly. The Taxpayer Protection Act would increase transparency and accountability for dollars spent on government contracts. It would increase the evaluation of costs, require more robust contract monitoring and mandate contract close-out procedures and reports. It came before the House State Government, Elections and IT Committee Jan. 10, where sponsor Rep. Laurie Dolan of the 22nd Dist. said the new, improved bill provides a “thoughtful process in order to protect taxpayer resources.”

WFSE/AFSCME echoed its members’ concerns by again urging passage of the Taxpayer Protection Act. “We believe that Washington can improve on its practices,” said Alia Griffing, the Federation’s research and policy director. She explained that the bill grew out of members’ frustration “where their work goes out the door – and

Now more than ever: Dolan, Griffing call for Taxpayer Protection Act in wake of damning report about contracting out in the Department of Enterprise Services.



JLARC Study: DES/OFM Approach to Assessing Contracting Options

It is unclear if the additional contracts saved money or improved service performance

- Web Design & Maintenance Contracts**
Design or maintain state agency websites
- Bulk Printing Contracts**
Print large volumes of envelopes, brochures, and other materials

then they have to come back and fix” contractors’ screw-ups. The greater accountability and transparency didn’t set well with industry lobbyists. A lobbyist for general contractors said the bill “seems to be a barrier to contracting out.” An association of 150 engineering companies

opposed the Taxpayer Protection Act outright. That’s a shame, Griffing said. “The overall goal is that taxpayers should know how their money is being spent and to ensure that we’re getting the most bang for the buck,” Griffing said.

Priority affordable housing bill introduced

You’ll be hearing more in the weeks ahead about the affordable housing bill inspired by WFSE / AFSC-

ME members who no longer can afford to live where they work. It was introduced Jan. 9. HB 2583 is in the House Judiciary Committee. The Senate version (SB 6400) is in the Senate Finan-

cial Institutions and Insurance Committee. The affordable housing bill declares “there is a housing emergency throughout Washington state. Safe, acces-

sible and affordable housing is a cornerstone of a civil and human society. “Yet, because of steep rent costs, thousands of families throughout our state do not have access to this fundamen-

tal human necessity.” The bill would give local governments the freedom to address the crisis in affordable housing by abolishing the statewide bans on local laws that regulate rent.



LEGISLATIVE REPORT



PSERS. The effort to allow institutions workers in dangerous jobs to retire at age 60 was a hot topic during the recent 100% Union home visits with Western State Hospital workers and Local 793 (left). The effort to join high-risk jobs in the Public Service Employees Retirement System (PSERS) included filling out “Pain Assessment Tools” detailing the harm they’ve experienced from on-the-job assaults and injuries (inset). Above: LeAnna became 100% union because we’re the union and movement where we talk to each other; Shironda brought the 100% Union message to the doors Jan. 13. The PSERS bill (HB 1558) had a committee hearing Jan. 17.

Other bills facing Feb. 1 committee deadline

Good social worker loan repayment bill introduced

The good bill to create a social work professional loan repayment program was introduced and had a public hearing Jan. 19.

Senate Bill 6259 would create a social worker professional student loan repayment program to incentive long-term employment and address workload, morale and public safety concerns.

Why? Annual turnover is over 20 percent statewide for child welfare workers and over 30 percent in some regions.

Repeated turnover has direct costs and indirect costs such as low morale, increased workloads, and the impact of relative inexperience on outcomes of safety, permanence and well-being.

The cost of achieving their professional credential requirements can result in a social worker having an educational debt burden greater

than their annual salary. SB 6259 is sponsored by Sen. Kevin Ranker, D-40.

Campus police arbitration bill boosted

The WFSE / AFSCME-initiated bill (HB 1559) to give state college and university campus police binding arbitration got a good reception in the House Appropriations Committee Monday Jan. 15.

The bill makes sense because it would level the playing field for these law enforcement officers, WFSE / AFSCME Lobbyist Matt Zuvich told the committee.

“Every other fully commissioned police force enjoys interest arbitration as a sacrifice for (no) right to strike,” Zuvich said.

A separate bargaining table would allow these campus police officers to deal with their unique safety, training and equipment needs, Zuvich said.

“These are fully commissioned police officers who work in conjunction with their police forces in their local communities and they have very specific bargaining needs that we hope to see addressed through a separate table.”

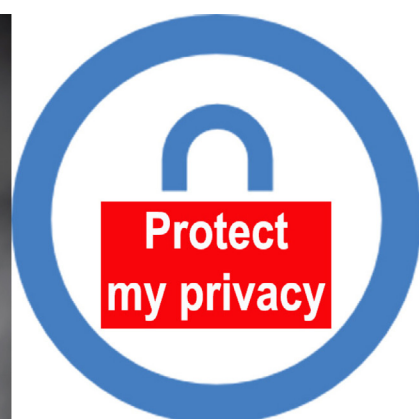
Bill would bring back state Productivity Board, employee suggestion program

The program that generated millions of dollars in taxpayer savings thanks to employees’ “Brainstorm” ideas may live again under a new bill that would re-establish the state Productivity Board.

The board was suspended in 2011 as a cost-saving measure brought on by The Great Recession.

Senate Bill 6332, sponsored by Sen. Phil Fortunato of the 31st Dist., would re-start the board by July 31 of this year.

Privacy battle shifts to Legislature



WFSE / AFSCME’s fight to protect your privacy has shifted to the Legislature to be consistent with our recent court victory.

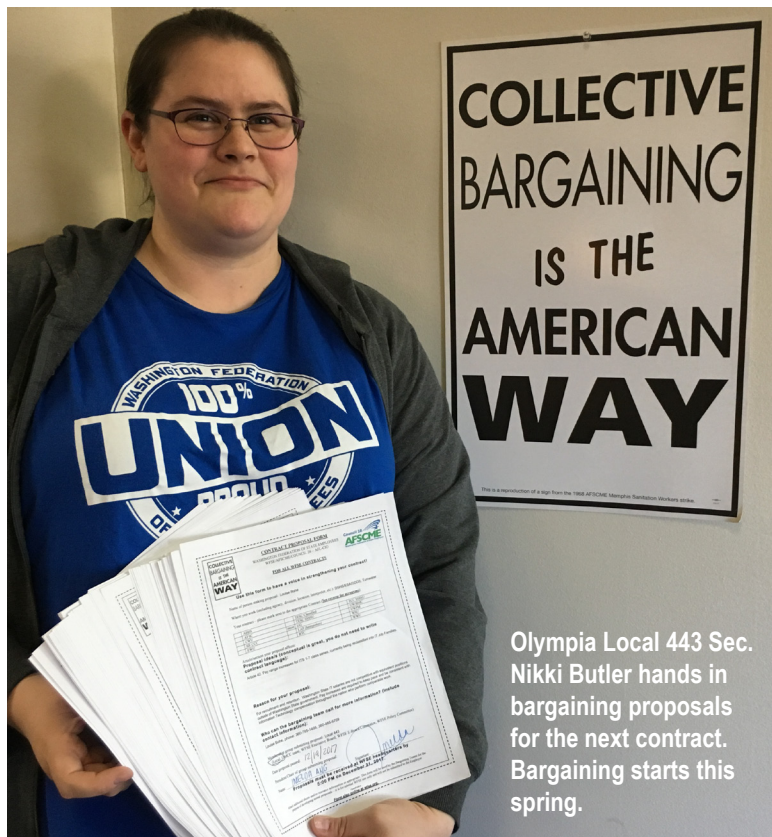
The union has blocked attempts by the Freedom Foundation to violate your privacy by getting your dates of birth.

The state Court of Appeals in October sided with WFSE / AFSCME members and ruled the Freedom Foundation’s

request violated state employees’ constitutional rights.

Now, the fight has shifted to the state Legislature.

Sen. Patty Kuderer of the 48th Dist. has sponsored Senate Bill 6079 to make dates of birth non-disclosable, protecting your privacy. SB 6079 has been referred to the Senate State Government Committee where it had a hearing Jan. 19.



Olympia Local 443 Sec. Nikki Butler hands in bargaining proposals for the next contract. Bargaining starts this spring.





RPEC CORNER

Online:
rpecwa.org

UBIT update:

Harmful provision defeated, but a warning for pensions

We must stay prepared to protect our pensions, as the attacks continue. In last month's article, WFSE and RPEC raised the alarm about an obscure provision in the then-proposed tax bill that would have devastated our pension funds.

Fortunately, we were able to work successfully with the Washington State Investment Board (WSIB) and our members of Congress to remove from the final bill the Unrelated Business Income Tax (UBIT) provision, an unprecedented tax on the investment returns of the public pension plans including the WSIB, that would have crippled its ability to pay out pensions. It would have taxed 40 percent (about \$40 billion) of the Washington State Investment Board's returns by 39 percent.

This provision was a clear example that pensions ARE NOT safe and we must continue to protect the benefits we have earned. We have fought off many attempts and cannot be lulled into a false sense of safety.

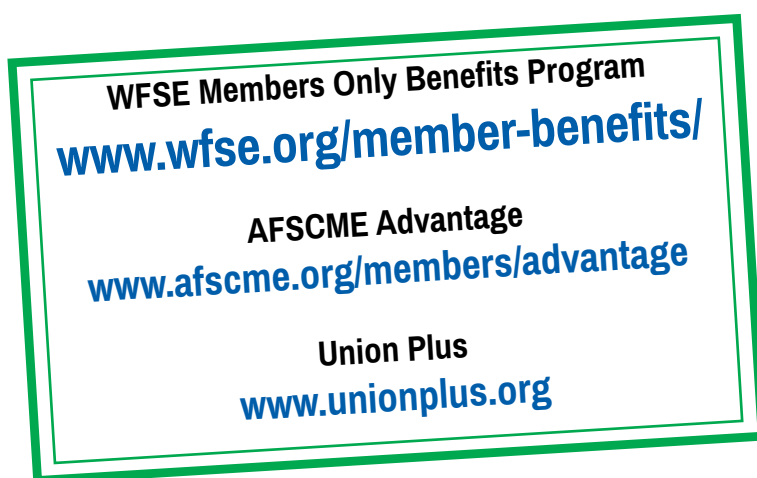
While the final tax bill did not include the UBIT provision, it will trigger massive cuts to Medicare, \$28 billion in 2018 alone, and is expected to be the first step toward calculating the Social Security COLA (cost-of-living adjustment) using the chained CPI (Consumer Price Index) method, which will reduce the yearly inflationary increases to Social Security beneficiaries significantly.

Past experience has showed us attacks on public pensions will continue.

If you are retired or still employed we must educate ALL public employees regarding the vulnerability of their earned benefits as the first step in fighting to protect them.



Get more with Members Only Benefits



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 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/



Scholarship Opportunities

WFSE.org/scholarship-info/



Public Safety Protection Program

WFSE.org/pspp/

Union Plus Scholarship deadline is Jan. 31. Apply now!



UNION PLUS SCHOLARSHIPS

Helping Union Families With the Cost of College

APPLY NOW

Deadline to apply January 31, 2018.

Unions believe in education, that's why Union Plus continues its commitment to funding college scholarships to help union families achieve their dreams.

Since 1991, union members and their families have received over \$4.2 million in Union Plus scholarships.

Scholarship award amounts range from \$500 to \$4,000. These one-time, cash awards are for study beginning in the Fall each year. Students may re-apply each year.

Application Deadline: January 31, 2017, 12 pm ET (9 a.m. PT).

APPLY NOW: https://www.unionplus.org/benefits/money/union-plus-scholarships/?utm_source=1-10-18&utm_medium=email&utm_campaign=enews

See all scholarships for WFSE/AFSCME members and their families: <https://wfse.org/scholarship-info>

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FREE COLLEGE Imagine what you can achieve with AFSCME Free College Benefit. freecollege.afscme.org



LEGAL

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

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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



RECREATION

FAMILY CAMPOUTS Just for WFSE/AFSCME Council 28 members and their families: Annual Howard Ocock 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.

BARGAINING UNIT CORNER

• **Tacoma CC Unit ratifies** Members in the Student Support Services Unit at Tacoma Community College Dec. 14 unanimously ratified their new (2017-2019) contract.

This unit bargains under a different law than most other Federation Higher Education and General Government members so has a different timetable.

The new TCC SSSU contract is highlighted with the same 6 percent across-the-board raises over three years as the other Federation General Government and Higher Education contracts that took effect this past July 1 and that were negotiated under the 15-year-old collective bargaining law.

The TCC SSSU members view their just-ratified contract as a foundation for the next contract. The bargaining unit members will begin working on proposals and concepts for the next round of bargaining.

• **WSU: Unit merger**

good Two bargaining units merged into one will bring a greater voice on the worksite and at the bargaining table for some 140 affected members at Washington State University.

The newly merged Construction Services, Maintenance Services and Waste Management Sections Bargaining Unit also brings valuable contract advantages, too.

PERC approved the merger Dec. 19.

SHARED LEAVE REQUESTS

Harold "John" Barringer, a food service worker at Eastern State Hospital in Medical Lake and a member of Local 782, has been approved for shared leave. He is requesting shared leave to cover the time he will be out of the office an undetermined time during lengthy recovery from his second round of chemotherapy. Contact: Katie Gustafson at (509) 565-4461, or your human resource office.

Roxanne Childress, a disability determination adjudicator 3 with DSHS in Tumwater and a member of Local 443, is still in need of shared leave as she cares for her husband who has pancreatic cancer. Contact: Debbie Stallard at (360) 664-7415 or your human resource office.

Kathy Seiffert, a psychiatric social worker 3 at Western State Hospital in Lakewood and a member of Local 793, is in need of shared leave because of a debilitating illness. Fax donated time to Robin Calhoun at (253) 761-3340, or contact your human resource office.

Kari Denham, a financial services specialist 3 with DSHS in Yakima and a member of Local 1326, has been approved for shared leave. She is requesting shared leave to cover the time she will be out of the office an undetermined time during lengthy medical treatments for complicated autoimmune diseases. She is a single mom with two teenagers who really needs shared leave. Contact: Robert Loftis at (509) 225-6116 or your human resource office.

Gary Palmer, a developmental disabilities case resource

manager with DSHS in Tumwater and a member of Local 443, is requesting shared leave for a serious ongoing medical condition. Contact: Linda Evans Miller at Mil-leLE@dsht.wa.gov.

Selina Stewart, a WorkFirst program specialist with DSHS in Auburn and a member of Local 843, is in desperate need of shared leave. Contact: your human resource office.

Dan Joy, a financial services specialist 3 with DSHS at the Spokane Maple CSO, has been approved for shared leave for a serious medical condition. Contact: your human resource office.

Tom Haan, a radiation health physicist 2 with the Department of Health in Tumwater and a member of Local 443, has been approved for shared leave. Contact: Kim Kenderesi

at (360) 236-4058, kim.kenderesi@doh.wa.gov.

Sara J. Herrera, a commerce specialist 2 with the Department of Health in Tumwater and a member of Local 443, has been approved for shared leave for mental health recovery through May 1, 2018. Contact: your human resource office.

OTHER SHARED LEAVE REQUESTS FROM DEPARTMENT OF HEALTH:

Laura Balthrop, Theresa Berger, Cheryl Christensen, Eric Collins, Donna Comp-ton, Kathryn Crawford, Connie Dunn, Barb Ericsson, Barbara Guffey, Kari Haschke, Arlene Hyatt, Jessica Jorgensen, Julie Kitten, Michele Lord, Becky McElhiney, James McLaughlin, Debra Mendoza, Denise Miles, Denise Mino, Ramona Nelson, Laura Olexa, Noel Parrish,

Lavonda Phillips, Marquita Price, Alison Puckett, Kim-Boi Shaddock, Valerie Vajda, Diane Warner and Jane Zepp. Contact: Kim Kenderesi at (360) 236-4058, kim.kenderesi@doh.wa.gov.

Check out all recent shared leave requests at <https://wfse.org/shared-leave> on our up-graded website.

To place a shared leave request, call 1-833-MCC-WFSE or email tavies@wfse.org or tim@wfse.org.



#MeToo:

Resources for WFSE/AFSCME members who believe they may face sexual harassment and assault



The #MeToo movement has been a wake-up call to this state and nation about the prevalence of workplace sexual harassment and assault. In the wake of allegations against former legislators and others, Gov. Jay Inslee reiterated a zero-tolerance policy: “Every one of you deserves to work in an inclusive environment and be treated with respect and dignity.”



We’ve put together a number of resources for those who believe they may have experienced sexual harassment, ranging from articles in our contracts, the state Human Rights Commission and more.



Not sure? Contact the WFSE/AFSCME Member Connection Center • 1-833-MCC-WFSE • mcc@wfse.org.

Our contracts

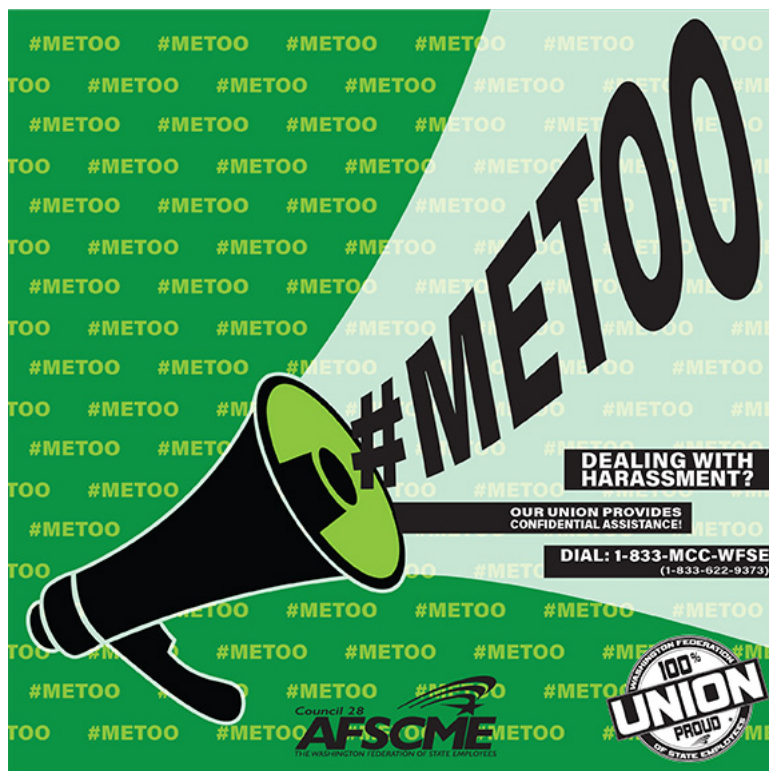
WFSE/AFSCME contract language
Online: wfse.org/contracts

Those who feel they have been victims or workplace sexual harassment may use the protections in all collective bargaining agreements covering all members of bargaining units represented by the Washington Federation of State Employees/AFSCME Council 28.

• All of WFSE/AFSCME’s contracts have articles on Non-Discrimination (Washington State University’s is Non-Discrimination/Sexual Harassment/Coercion and Intimidation).

Here is the language in General Government Article 2 – Non-Discrimination (2.1, 2.2, 2.3):

2.1 Under this Agreement, neither party will discriminate against employees on the basis of religion, age, sex, status as a breastfeeding mother, marital status, race, color, creed, national origin, political affiliation, military status, status as an honorably discharged veteran, disabled veteran or Vietnam era veteran, sexual orientation, gender expression, gender



identity, any real or perceived sensory, mental or physical disability, genetic information, or because of the participation or lack of participation in union activities. Bona fide occupational qualifications based on the above traits do not violate this Section.

2.2 Both parties agree that unlawful harassment will not be tolerated.

2.3 Employees who feel they have been the subjects of discrimination are encouraged to discuss such issues with their supervisor or other management staff, or file a complaint in accordance with agency policy. In cases where an employee files both a grievance and an

internal complaint regarding the alleged discrimination, the grievance process will be immediately suspended until the internal complaint process has been completed. Following completion of the internal complaint process, the Union may request the grievance process be continued. Such request must be made within twenty-one (21) calendar days of the employee and the Union being notified in writing of the findings of the internal complaint.

• Eleven of WFSE/AFSCME’s 15 contracts also have sections on Workplace Behavior (sometimes called the “anti-bullying” articles).

Here is language from General Government Article 47-Workplace Behavior (47.2)

47.2 Inappropriate workplace behavior by employees, supervisors and/or managers will not be tolerated. If an employee believes he or she has been subjected to inappropriate behavior the employee, and/or the employee’s union representative, is encouraged to report this behavior to the employee’s supervisor or the Human Resources Office and/or file a grievance in accordance with Article 29, Grievance Procedure. Employees and/or union representatives should identify complaints as inappropriate workplace behavior.

Here is the guide to the relevant articles from all 15 of WFSE/AFSCME’s contracts that you can find at wfse.org/contracts:

General Government:
Art. 2 – Non-Discrimination
Art. 47 – Workplace Behavior

Community College Coalition:
Art. 2 – Non-Discrimination
Art. 3 – Workplace Behavior

Central Washington University:
Art. 2 – Non-Discrimination
Art. 3 – Workplace Behavior

Eastern Washington University:
Art. 9 – Non-Discrimination
Art. 46 – Workplace Behavior

Renton Technical College:
Art. 3.5 – Non-Discrimination

Art. 5 – Workplace Behavior

Tacoma Community College Student Support Services Unit (TCC SSSU)
Art. 2 – Non-Discrimination
Art. 5 – Workplace Behavior

The Evergreen State College Classified Staff
Art. 2 – Non-Discrimination
Art. 3 – Workplace Behavior

The Evergreen State College Student Support Services Staff Union (TESC S4U)
Art. 2 – Non-Discrimination
Art. 5 – Workplace Behavior

University of Washington/Harborview Medical Center
Art. 2 – Non-Discrimination
Art. 4 – Workplace Behavior

UW Police Management
Art. 2 – Non-Discrimination

Washington State University
Art. 2 - Non-Discrimination/
Sexual Harassment/Coercion
and Intimidation
Art. 3 – Workplace Behavior

Western Washington University
Art. 2 – Non-Discrimination
Art. 3 – Workplace Behavior

Medical Interpreters (Language Access Providers)
Art. 2 – Non-Discrimination

American Behavioral Health Systems (ABHS)
Art. 5 – Non-Discrimination

American Friends Service Committee (AFSC)
Art. 2 – Non-Discrimination

Other resources



AFSCME Steward Handbook
Pages 47-48

<https://www.afscme.org/news/publications/afscme-governance/pdf/AFSCME-Steward-Handbook.pdf>

Reference the Online Leadership Academy (OLA)

On Demand class “Respect in the Workplace.”
For more information: Visit afscme.org/academy for “Respect in the Workplace: A Sample Harassment Policy,” an OLA On Demand class. Contact AFSCME’s Department of Education and Leadership Training at (202) 429-1250 for more information



Washington State Human Rights Commission
TOLL FREE: 1-800-233-3247

<https://www.hum.wa.gov>

WA Human Rights Commission brochure on Sexual Harassment:
https://www.hum.wa.gov/media/dynamic/files/390_Sexual%20Harassment%20Brochure.pdf



Working Washington:

Below are links to some ideas & resources that can help you assess your options if you have

experienced, witnessed, or learned about sexual harassment or assault in the workplace. There are a number of approaches that you may choose to take; please know that no one approach is right for everyone, and which options are best for you may depend on the specifics of your situation.

<http://www.workingwa.org/sexual-harassment-resources/?rq=sexual%20harassment>



United States Equal Employment Opportunity Commission (EEOC):

https://www.eeoc.gov/laws/types/sexual_harassment.cfm



Letter from Gov. Jay Inslee to state employees on this issue:

<https://assets.documentcloud.org/documents/4176250/Inslee-Workforce-Letter-11-6-17.pdf>



Member Connection Center: 1-833-MCC-WFSE • mcc@wfse.org