



# WASHINGTON State Employee

**SAVE THE DATE!**

# Statewide Day of Action

## April 19!



Darren is one of the state employees we may never see but whose work we couldn't live without.

SUPPORT PUBLIC SERVICE

#InvestInWA



**Details coming soon.** Watch our website ([wfse.org](http://wfse.org)), your union bulletin board or contact your WFSE/AFSCME field office after April 1. WFSE/AFSCME members are already gearing up for the April 19 "Statewide Day of Action." Lobby days, workplace events and social media have laid the groundwork. **Why?** We must keep pressure on legislators to #InvestInWa, **FUND OUR CONTRACTS**, finish their work during session (no shutdown!). We Never Quit on our communities and they shouldn't either. Let's work together to make Washington thrive.

See how members like Darren Kistler (above) are telling their stories. See 4-5.

## In memoriam

# Condolences continue to come in for Cody Buffington

Expressions of condolences continue to come in from around the union after the tragic death of Rainier School Local 491 member **Cody Buffington**.

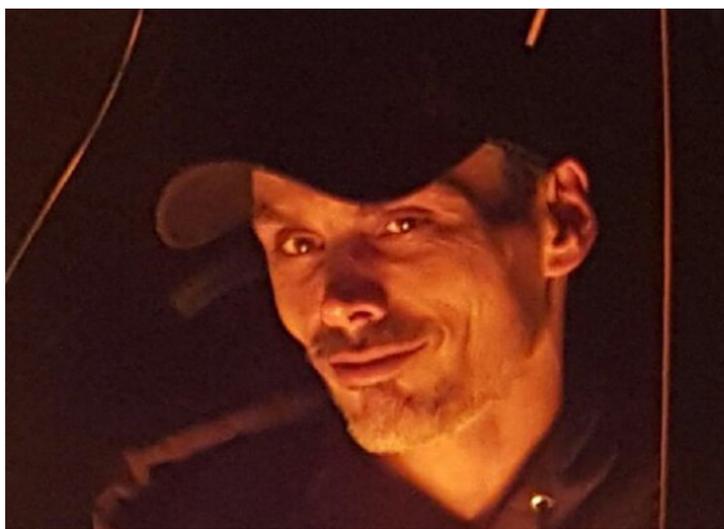
While the media widely covered the tragic incident, his family has asked that they be allowed to grieve in private and we are honoring that request here. We'll provide a few publicly released details to give readers some context.

We can say that the union and co-workers have reached out to his family to privately

express condolences.

A therapeutic debriefing for Rainier School co-workers on the night shift took place March 3 in the new Wellness Center on the Buckley campus that opened just a week after the tragedy (related story on page 8).

Buffington, 42, died the evening of Feb. 14 after he



and three other co-workers were involved in an assault.

"Police said Buffington went home at the end of his shift, then started complaining of feeling ill and died later that night," KOMO TV reported.

Police are investigating Buffington's death as a homicide, KOMO said. The accused female resident involved in the assault has been arrested, but no charges had been filed in this case.

The police investigation continues.

### How to help the Buffington family

We now have two ways you can help the family of the late Cody Buffington, Rainier School Local 491 member.

You can contribute to the **Buffington Family Fund's GoFundMe account:** <https://www.gofundme.com/buffington-family-fund>

Locals and members who would like to send a check to the family can also do so.

Make the check out to the Buffington Family. Send it to WFSE/AFSCME Headquarters. Here's the address information.

Sue Keller, Executive Services, WFSE/AFSCME  
1212 Jefferson St. S.E., Suite 300  
Olympia, WA 98501

### In memoriam: Helen Sampson, former WFSE/AFSCME Statewide Secretary

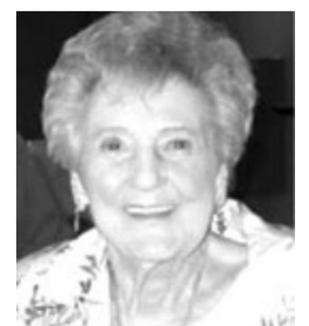
Helen Sampson, WFSE/AFSCME's elected statewide secretary from 1984 to 1992 who presided over the union's first-ever Lobby Day in 1987, died last month after a short illness. She was 85.

Sampson was a member of Local 53 at the Orting Soldiers' Home. She earlier had worked at Western State Hospital.

Services were held Feb. 17 in Tacoma.

She'd long been active in the union's political action program. She also served on AFSCME's Women's Committee.

The entire Federation family joins in extending its condolences to Helen's family – and appreciation for her long-standing advocacy for all our members.



## IN MEMORIAM

**IN MEMORIAM: Terry Lee Larsen**, a retired Local 1300 member at the Department of Transportation in Anacortes in southeast Washington, died Jan. 23 after a 17-year battle with cancer. He



was 63. He retired from DOT in September 2016. Services were held last month in Asotin.

...

**IN MEMORIAM: Christina "Chris" Hull**, a custodian at Central Washington University who passed away in November, was posthumously honored for her 17 years of service to the university, students and staff, including her co-members of WFSE/AFSCME Local 330.

Her husband, Mickle Hull, accepted the honor for his late wife at the CWU Board of Trustees meeting Jan. 27 in Ellensburg.

Chris Hull died Nov. 26. She was 58. Services were held Dec. 1 in Ellensburg.

## SHARED LEAVE REQUESTS

**Julia Taylor**, a financial services specialist 2 with DSHS in Bremerton and a member of Local 1181, has been approved for shared leave. Contact: your human resource office.

**Mirna Giron-Roque**, a financial services specialist 3 with DSHS in Chehalis and a member of Local 862, has been approved for shared leave. Contact: Anne Marie Bammert at (360) 664-5610 or your own human resource office.

**Lee Trevino**, a medical assistance specialist 3 with the Health Care Authority in Olympia and a member of Local 443, has been approved for shared leave through April 2017 because of health issues. He is a single custodian father of a beautiful daughter. He is the sole wage earner in his household. Any shared leave donations would be appreciated. Contact: your human resource office.

**Mary Angela Robles**, a health services consultant 2 with the Department of Health in Tumwater and a member of Local 443, has been approved for shared leave. Contact: your human resource office.

**Lang Luong**, a laundry worker 1 at Western State Hospital in Lakewood and a member of Local 793, is in need of shared leave for open-heart surgery. Contact: your human resource office.

**Candy Simon**, a social service specialist 3 with DSHS in Lynnwood and a member of Local 948, is in need of shared leave because of a serious medical condition. Contact: your human resource office.

**Lydia Peters**, a food service

### State Employee

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Member, ILCA

worker at the Center for Childhood Deafness and Hearing Loss and a member of Local 1225, is battling stage 4 cancer. She is in urgent need of shared leave. Contact: your human resource office.

**Denise Threlkeld**, a fiscal analyst 2 with the Department of Ecology in Lacey and a member of Local 872, is finally improving after two and a half years since her Lyme Disease diagnosis. She is improving significantly, but needs to complete this final stretch of treatment. She is in need of shared leave. Contact: your human resource office; that HR rep should then contact Cody Bouchard in the Ecology Payroll/Time Accounting Unit at (360) 407-7065.

**Marjorie Morrison**, a financial services specialist 5 with DSHS in Kelso and a member of Local 1400, is in need of shared leave. Contact: Anne Marie Bammert at (360) 664-5610 or your own human resource office.

**Loretta Gutierrez-Sacks**, a WorkSource specialist 3 with the Employment Security Department in Auburn and a member of Local 304, is in need of shared leave as she recovers from a stroke. Contact: Kathleen Young, (360) 902-9538, or your human resource office.

**Amber Gates**, a financial services specialist 3 with DSHS in Bremerton and a member of Local 1181, has been approved for shared leave. Contact: your human resource office.

**Denice Wilmovsky**, an office manager at the Department of Health in Tumwater and a member of Local 443, is still in need of shared leave. She is still recovering from four surgeries on her right knee resulting from a previous work injury. Contact: your human resource office.

**Leslie Edwards**, a contracts specialist 3 with the Department of Enterprise Services in Lacey, is in need of shared leave. Contact: your human resource office.

**Gwen Schellenberg**, an unemployment insurance specialist 4 with the Employment Security Department in Spokane and a member of Local 1221, has been approved for shared leave. Gwen has been

out since her surgery on Nov. 28, 2016. She is requesting shared leave to cover the time she has been away during her recovery. Contact: Kathleen Young at (360) 902-9538 or your human resource office.

**Shelly Swanson**, an unemployment insurance specialist 4 with the Employment Security Department in Lacey and a member of Local 1020, has been approved for shared leave. She is requesting shared leave to cover her extended absence during her surgery and while recovering. Contact: Kathleen Young at (360) 902-9538 or your human resource office.

**Patricia Havens**, a WorkFirst program specialist with DSHS in Olympia and a member of Local 443, has been approved for shared leave. Contact: your human resource office.

**Shirley Badger**, a program coordinator with the Employment Security Department in Olympia and a member of Local 443, has been approved for shared leave through March 25. Contact: your human resource office.

**Grace Fagernes**, a financial services specialist 4 with DSHS in Chehalis and a member of Local 862, has been approved for shared leave. Contact: your human resource office.

**Patricia (Patti) Dailey-Shives**, a support enforcement officer with DSHS in Tacoma and a member of Local 53, has been approved for shared leave. She is again requesting shared leave to cover the time she will be out for cancer surgery, during her recovery and post-surgical treatments. Contact: Tosha Smith at (253) 476-7663 or your human resource office.

**Jocelyn (Joy) Peyton**, a social services specialist 3 with DSHS in Pierce County and a member of Local 53, has been approved for shared leave. She is requesting shared leave to cover her extended absence due to illness. Contact: your human resource office.

**Stacie Munson**, a financial services specialist 3 with DSHS in Omak and a member of Local 1299, has been approved for shared leave. Contact: your human resource office.

**Deborah Thompson**, a financial services specialist 3 with DSHS in Kelso and a member of Local 1400, is in need of shared leave. Contact: your human resource office.

**Ululani Jennings**, an adult training specialist 2 with DSHS in Lakeland Village and a member of Local 573, has been approved for shared leave. She is requesting shared leave to cover her extended absence while recovering from a heart attack. She expects to be out until July. Contact: Teri Litzinger at (509) 299-1915 or your human resource office.

**Alice Sherburne**, a financial services specialist 3 with DSHS in Wenatchee and a member of Local 1299, has been approved for shared leave. Contact: Sandy Gump at (509) 227-2226 or your human resource office.

**Bert Miller**, a WorkSource specialist 6 with the Employment Security Department in Skagit County and a member of Local 1060, has been approved for shared leave because of a serious health condition. Contact: your human resource office.

**Charles Tomala**, an information technology specialist 5 with Consolidated Technology Services in Olympia and a member of Local 443, has been approved for shared leave to care for a child. Contact: your human resource office.

**Jacque Jones Walsh**, disability determination examiner with DSHS in Seattle and a member of Local 843, has been approved for shared leave. She is requesting shared leave while she is out for medical reasons. Contact: Debbie Stallard at (360) 664-07415 or your human resource office.

**Harmon Ornbaun**, a construction and maintenance program specialist with state Parks at Fort Worden in Port Townsend and a member of Local 1466, has been approved for shared leave. Contact: Coleen Blake at (360) 902-8576, or your human resource office.

**Rachel Delacruz**, a financial services specialist 1 with DSHS in Pierce County (Pierce South CSO) and a member of Local 53, has

been approved for shared leave. Contact: your human resource office.

**Deandra Standley**, a financial services specialist 3 with DSHS in Pierce County (Pierce North CSO) and a member of Local 53, is in need of shared leave. Contact: your human resource office.

**Brandy Barker**, a financial services specialist 5 with DSHS in Olympia and a member of Local 443, is in great need of shared leave. Contact: your human resource office.

**Judy Johnson**, a research investigator 3 with the Employment Security Department in Olympia and a member of Local 443, is still recovering from brain surgery and is in need of shared leave. Contact: Kathleen Young at (360) 902-9538, or your human resource office.

**Deborah Brookshire**, a management analyst 4 with the Employment Security Department in Olympia and a member of Local 443, is recovering from a serious injury and has been ordered by her doctor to stay home for six months to allow her body to heal. She is in desperate need of shared leave. Contact: Kathleen Young at (360) 902-9538, or your human resource office.

**Crystal Wagner**, a social service specialist 3 with DSHS in Bellingham and a member of Local 1060, is in need of shared leave to deal with a medical issue. Contact: Wendy Jones Pitsch at (360) 756-5772.

*To place approved shared leave requests: tim@wfse.org, or Tavie Smith at 1-800-562-6002, or e-mail them at tim@wfse.org or tavies@wfse.org.*

*• Donations of unused annual leave, sick leave or all or part of personal holidays can be made.*

*• In all cases, agencies or institutions must approve requests to donate and receive shared leave.*

**ELECTRONIC DELIVERY OPTION (NEW!):** If you'd like to save paper and postage, you can receive notice when this newspaper is posted online. To register, go to [WFSE.org/enews/](http://WFSE.org/enews/) and locate the sign-up form at the bottom of the article to get our free email alerts. Click on WSE (Washington State Employee) and provide your email. You'll receive an email message when the newspaper is added to WFSE.org. *If you're a represented non-member fee payer and you don't wish to receive this publication in any format, e-mail us at [contact@wfse.org](mailto:contact@wfse.org), or write: WFSE/AFSCME, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501.*

# MEMBERS IN ACTION

**At Bellevue College:** The second shift Bellevue College custodians (Local 304) came to show their solidarity with maintenance workers March 6 as they bargain on a schedule change already in effect in violation of the contract's requirement to bargain the effects of changes in working conditions. The custodians have also had their schedules changed without the proper notice, so they asked the management team to delay implementation until they've had a chance to discuss their concerns.



**At Yakima Grain:** Local 1326 members in the Department of Agriculture gathered in January for a great meeting on their issues. Meeting with Local 1326 President Julianne Moore (left) and WFSE/AFSCME's Sean Dannen (right) were Micah Cooper, Chris VanAmburg, Andy Bombersbach and Derek Prescott.



**Echo Glen:** Echo Glen Children's Center member Dan Thayer (Local 341) meets his senator, Sen. Mark Mullet of the 5th Dist. (March 7). Thayer is a member of the security team at his juvenile rehabilitation facility in Snoqualmie. Sen. Mullet has been advocating for money in the capital construction budget to remodel the intensive management unit for female residents at Echo.



**Local 782 Lobby Day:** Members from Medical Lake Local 782 came to Olympia to meet their legislators and tell their stories. They took time to gather at the bust of our state (and union's) namesake, George Washington.



**Presidents' Day Lobby Day:** Members from the 20th Legislative District (Ed Tilton, Anne Carpenter, Dave Cain and Barb Lemke) meet with legislative aide Feb. 20 during Presidents' Day Lobby Day. The 20th LD is home of Senate Ways and Means Chair Sen. John Braun.



**Local 313 & 2/24/17 Lobby Day:** Another great day of members lobbying their legislators on Feb. 24. Members traveled from all over the state to Olympia in order to share their stories of public service with their senators and representatives and express why their contracts need to be funded. Special thanks to the huge contingent of Local 313 members, including a darling future union member.

## Medicare and special enrollment periods

by Judith Bendersky,  
(Field Supervisor, Statewide Health Insurance Benefits Advisors, who works closely with RPEC)

When should you enroll into Medicare? Since it depends on your individual circumstances, the answer is "it depends." For people who work past age 65, there is a Special Enrollment Period (SEP). That's what we'll focus on in this article.

But before we explain SEPs, you need to understand how two other enrollment periods work. Medicare has three enrollment periods:

1. Initial Enrollment Period
2. General Enrollment Period
3. Special Enrollment Period

**The Initial Enrollment Period (IEP)**  
The IEP starts three months before your 65th birthday and ends three months after your birthday month. People who don't have employer group coverage typically enroll during this time in Medicare Part A (hospital insurance) and Medicare Part B (medical insurance).



**RPEC  
CORNER**

Online:  
[rpecwa.org](http://rpecwa.org)

**The General Enrollment Period (GEP)**  
The GEP occurs each year, Jan. 1 – March 31, for those who miss their Initial Enrollment Period and aren't covered by an employer group health plan (which also means you don't qualify for a Special Enrollment Period). If possible, try to avoid the GEP, otherwise your coverage won't start until July 1 and you may have to pay a late enrollment penalty for both your Part A and B premiums.

**Special Enrollment Periods**  
According to Medicare.gov, if you (or your spouse) are still working, you may have a chance to sign up for Medicare during a Special Enrollment Period. If you didn't sign up for Part B (or Part A because you have to buy it) when you were first eligible because you're covered under a group health plan based on current employment

(your own, a spouse's, or if you're disabled, a family member's) you can sign up for Part A and/or Part B:

- Anytime you're still covered by the group health plan
- During the 8-month period that begins the month after the employment ends or the coverage ends, whichever happens first

It's best to plan ahead by initiating the enrollment process with the Social Security Administration (SSA) during the month or two before your employment ends so you can enroll in:

- Medicare Part A (hospital insurance);
- Medicare Part B (medical insurance);
- Medicare Part D (prescription drug coverage); and a
- Medicare Supplement.

Or instead, you might choose a Medicare Part C plan (Medicare Advantage). Whatever you choose, planning ahead will make sure there's no gap in your coverage or unpleasant surprises.

**PEBB Medicare plans**  
As a PEBB member, your Medicare coverage options through PEBB

include three retiree Medicare health plan options (based on the county you live in):

1. Medicare Parts A and B with the Kaiser Senior Advantage Plan (Medicare Part C plans)
  2. Medicare Parts A and B with coordination of benefits (COB) plan – UMP Classic Medicare plan
  3. Medicare Parts A and B with Premera Medicare Supplement Plan F
- Read more about these options at: [www.hca.wa.gov/assets/pebb/51-116.pdf](http://www.hca.wa.gov/assets/pebb/51-116.pdf)

**Get help with Medicare options**  
Remember enrollment into Medicare is through the SSA:  
• Online: [ssa.gov](http://ssa.gov)  
• Call: 1-800-772-1213  
• In person: Visit your local SSA office

For help, contact PEBB Customer Service at 1-800-200-1004 or to speak to a Medicare volunteer advisor with the Statewide Health Insurance Benefits Advisors (SHIBA) program contact SHIBA at 1-800-562-6900. SHIBA offers free, unbiased and confidential help with Medicare.

# SUPPORT PUBLIC SERVICE

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[www.WFSE.org/public-service-matters](http://www.WFSE.org/public-service-matters)

# Legislators seeing and hearing us

The legislative debate over funding our contracts and negotiated raises comes down to facts and figures. But more importantly, the faces and stories of our members. We're putting these profiles of our members where legislators can't miss them – on social media (this page) and billboards (opposite page). Read their stories at [www.wfse.org/public-service-matters](http://www.wfse.org/public-service-matters). On this page, social media images include: **Charles Loeffler**, DSHS Children's Administration, Seattle, Local 843; **Mariah Low**, Washington State Patrol Crime Lab, Marysville, Local 1020; **Imelda Ang**, Labor and Industries, Tumwater, Local 443; **Netzereab Seare**, University of Washington, Seattle, Local 1488; **Monique Romans**, DSHS Home and Community Services, Everett, Local 948; **Eddie Holbrook**, Ecology, Richland, Local 1253; **Victoria Nanney**, Naselle Youth Camp, Local 2263; **Brian-Keith Jennings**, Lakeland Village, Medical Lake, Local 573; **Joel Eskes**, DOC Community Corrections, Marysville, Local 1020; **Tom Riggs**, State Parks, Local 1466; and a tribute to our **Department of Transportation Highway Maintenance** members.



Charles saves kids by helping parents



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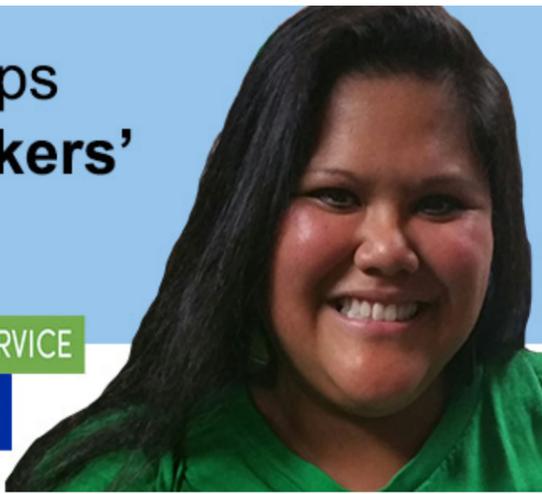
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Mariah works for victims of violent crime.



Imelda helps protect workers' safety



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Netzereab makes a difference for UW students, researchers



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Monique is devoted to the 94 elderly, disabled people she watches out for.

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Eddie helps protect us from nuclear waste



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Victoria helps youthful offenders turn the corner

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Brian-Keith gives a voice, empowerment to disabled people



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Joel protects our neighborhoods

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Tom helps families have fun in Washington's beautiful state parks.

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## Schut Scholarships information

**Application deadline: April 30.**

Three \$1,000 Norm Schut Scholarships are available. They allow eligible members or members of their families to pursue studies at an accredited vocational school, college or university. One of the awards is earmarked specifically for an active member; the other two are open for members, their spouses and their children.

The scholarship is named after Norm Schut, WFSE/AFSCME's first executive director, who served from 1952 to 1974.

### ELIGIBILITY:

The applicant must:

- be a WFSE/AFSCME member (or non-association fee payer covered by the provisions of RCW 41.80.100 (2)) who has been a member for at least six months prior to application OR an immediate family member (including domestic partners) of a WFSE/AFSCME member (or non-association fee payer covered by the provisions of RCW 41.80.100 (2)) who has been a member for at least six months prior to application.

- be a graduating senior, or a high school graduate (GED accepted) from an accredited public or private high school.

- be in need of financial assistance.

### RULES AND PROCESS:

Rules governing recipient award and use of funds:

- (1) Recipient must agree to enroll in an accredited vocational school, college or university of his or her choice during the academic year following the award.
- (2) Recipient must provide official transcript(s) of high school or vocational school or college (must be sealed).
- (3) The \$1,000 award may be drawn on by the student for registration fees, books and incidental direct costs to education upon submission of receipts. Any balance at the end of the first academic year following the award will be available to recipient on entering school the second year, conditional upon maintenance of satisfactory standing.

The WFSE/Council 28 AFSCME Women's/Equal Partners Committee will evaluate the applications and determine the recipient of the award no later than August of each year. The decision of the Committee will be final.

Application Deadline: Fully completed applications must be received by 5 p.m., April 30, 2017.

### Schut Scholarship application checklist

#### REQUIRED:

- ✓ Application filled out in full.
- ✓ Official high school, vocational school or college transcripts (must be sealed).
- ✓ Statement of Educational and Career Goals.
- ✓ Financial information sufficient to assess need.
- ✓ Address to: WFSE/Council 28 AFSCME Women's/Equal Partners Committee, 1212 Jefferson St SE, Suite 300, Olympia, WA 98501

## Application-Statement of Required Facts NORM SCHUT SCHOLARSHIPS 2017 Offered by the WFSE/AFSCME Women's/Equal Partners Committee

1. Applicant's name: \_\_\_\_\_
2. Address: \_\_\_\_\_  
(Street) (City) (Zip)
3. Date of Birth: \_\_\_\_\_ 4. School choice: \_\_\_\_\_
5. **SUBMIT OFFICIAL TRANSCRIPT OF HIGH SCHOOL, VOCATIONAL SCHOOL OR COLLEGE RECORD. Your application will not be considered unless your transcripts are submitted.**
6. Are you now the recipient of a scholarship or other financial award? \_\_\_\_\_
7. Are you working now? \_\_\_\_\_ Hours per week: \_\_\_\_\_
8. Do you plan to work part-time? \_\_\_\_\_
9. Give pertinent information concerning your earnings or other financial assets and obligations that would be helpful in assessing your financial need. (Attach any additional data.) \_\_\_\_\_  
\_\_\_\_\_
10. Attach a written statement of Educational and Career Goals.
11. Do you have credits earned toward degree requirements? \_\_\_\_\_
12. Work History: \_\_\_\_\_  
\_\_\_\_\_
13. Member name: \_\_\_\_\_  
Occupation: \_\_\_\_\_ Spouse Occupation: \_\_\_\_\_  
Monthly income: \_\_\_\_\_  
Number of Dependents: \_\_\_\_\_ Ages: \_\_\_\_\_  
Local Number: \_\_\_\_\_ Date of Affiliation: \_\_\_\_\_

In applying for the scholarship described in this application form, I certify that all of the facts contained herein are correct.  
Date: \_\_\_\_\_ Signature of Applicant: \_\_\_\_\_

**Application deadline: April 30, 2017.**

For more information, call 1-800-562-6002 or (360) 352-7603. Online: [www.wfse.org](http://www.wfse.org), click on the 'Scholarships' link. Return this application to: **WFSE/AFSCME Women's/Equal Partners Committee, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. Or FAX to (360) 352-7608.**

## Application-Statement of Required Facts YOUNGLOVE & COKER SCHOLARSHIP 2017 Offered by the WFSE/AFSCME Women's/Equal Partners Committee

1. Applicant's name: \_\_\_\_\_
2. Address: \_\_\_\_\_  
(Street) (City) (State) (Zip)
3. Date of Birth: \_\_\_\_\_ 4. School choice: \_\_\_\_\_
5. **SUBMIT OFFICIAL TRANSCRIPT OF HIGH SCHOOL, VOCATIONAL SCHOOL OR COLLEGE RECORD. Your application will not be considered unless your transcripts are submitted.**
6. Are you now the recipient of a scholarship or other financial award? \_\_\_\_\_ If yes, list amount of other award(s)? \_\_\_\_\_
7. Are you working now? \_\_\_\_\_ Hours per week: \_\_\_\_\_
8. Do you plan to work part-time? \_\_\_\_\_
9. Give pertinent information concerning your earnings or other financial assets and obligations that would be helpful in assessing your financial need. (Attach any additional data.) \_\_\_\_\_  
\_\_\_\_\_
10. Attach a written statement of Educational and Career Goals.
11. Do you have credits earned toward degree requirements? \_\_\_\_\_
12. Work History and/or Community Service: \_\_\_\_\_  
\_\_\_\_\_
13. WFSE Member's name: \_\_\_\_\_ Relation to Applicant: \_\_\_\_\_  
WFSE Local Union Number: \_\_\_\_\_ Date of Affiliation with WFSE: \_\_\_\_\_  
Occupation: \_\_\_\_\_ Spouse Occupation: \_\_\_\_\_  
Net monthly income (combine member's and spouse's incomes, if appropriate): \_\_\_\_\_  
Number of Dependents: \_\_\_\_\_ Ages: \_\_\_\_\_

In applying for the scholarship described in this form, I certify that all of the facts contained herein are correct.  
Date: \_\_\_\_\_ Signature of Applicant: \_\_\_\_\_

**Application deadline: April 30, 2017.** For more information, call 1-800-562-6002 or (360) 352-7603. Online: [www.wfse.org](http://www.wfse.org), click on the 'Scholarships' link. Return this application to: **WFSE Women's/Equal Partners Committee, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. FAX:(360) 352-7608.**



## Althea Lute Scholarship information

**Application deadline: July 31.**

This \$5,000 scholarship is available to eligible members or members of their families to pursue studies in a degree program at a public college or university in Washington State.

### ELIGIBILITY:

Applicants must:

- be a WFSE/AFSCME member who has been a member for at least one year prior to application OR an immediate family member (including domestic partners) of a WFSE/AFSCME member who has been a member for at least one year prior to application.

- be a graduating senior, or a high school graduate (GED accepted) from an accredited public or private high school.

- have a satisfactory scholastic standing.

- be in need of financial assistance.

- have participated in community service.

### RULES AND PROCESS:

Rules governing recipient award and use of funds:

(1) Recipient must provide evidence of acceptance into a degree program at a Public College or University in Washington State of his or her choice during the academic year following the award.

(2) Recipient must provide official transcript(s) of high school or vocational school or college.

(3) The \$5,000 award may be drawn on by the student for registration fees, books and incidental direct costs to education upon submission of receipts. Any balance at the end of the first academic year following the award will be available to recipient on entering school the second year, conditional upon maintenance of satisfactory standing.

The WFSE/Council 28 AFSCME Workforce Diversity & Human Rights Committee will evaluate the applications and determine the recipient of the award no later than August of each year. The decision of the Committee will be final.

**Application Deadline:** Fully completed applications must be received by 5 p.m., July 31, 2017.

## Application-Statement of Required Facts ALTHEA LUTE MEMORIAL SCHOLARSHIP 2017

1. Applicant's name: \_\_\_\_\_

2. Address: \_\_\_\_\_  
(Street) (City) (Zip)  
Home or cell phone: \_\_\_\_\_ Home e-mail address: \_\_\_\_\_

3. Date of Birth: \_\_\_\_\_ 4. School choice: \_\_\_\_\_

5. **SUBMIT OFFICIAL TRANSCRIPT OF HIGH SCHOOL, VOCATIONAL SCHOOL OR COLLEGE RECORD. Your application will not be considered unless your transcripts are submitted.**

6. Are you now the recipient of a scholarship or other financial award? \_\_\_\_\_ If "Yes," list amount of the other award(s) \_\_\_\_\_

7. Are you working now? \_\_\_\_\_ Hours per week: \_\_\_\_\_

8. Do you plan to work part-time? \_\_\_\_\_

9. Give pertinent information concerning your earnings or other financial assets and obligations that would be helpful in assessing your financial need. (Attach any additional data.) \_\_\_\_\_

10. Attach a written statement of Educational and Career Goals.

11. Do you have credits earned toward degree requirements? \_\_\_\_\_

12. Provide a detailed description of any community service you have performed and length of time. Please include any special awards or certificates you may have received: \_\_\_\_\_

13. WFSE/Council 28 AFSCME Member's name: \_\_\_\_\_

Relation to Applicant: \_\_\_\_\_ WFSE/Council 28 AFSCME Local Union Number \_\_\_\_\_

Date of Affiliation with WFSE/Council 28 AFSCME: \_\_\_\_\_

Occupation: \_\_\_\_\_ Spouse Occupation: \_\_\_\_\_

Net monthly income (combine member's & spouse's incomes if appropriate): \_\_\_\_\_

Number of Dependents: \_\_\_\_\_ Ages: \_\_\_\_\_

In applying for the scholarship described on this form, I certify that all of the facts contained herein are correct.

Date: \_\_\_\_\_ Signature of Applicant: \_\_\_\_\_

Return no later than **July 31** to: WFSE/Council 28 AFSCME Workforce Diversity & Human Rights Committee  
1212 Jefferson Street S. E., Suite 300  
Olympia, WA 98501

*All envelopes should be clearly marked "To the WFSE/Council 28 AFSCME Workforce Diversity & Human Rights Committee."*

### Althea Lute Scholarship application checklist

#### REQUIRED:

✓ Application filled out in full.

✓ Official high school, vocation school or college transcripts (must be sealed).

✓ Statement of Educational and Career Goals.

✓ Financial information sufficient to assess need.

✓ Detailed description of any community service performed and length of time including any special awards or certificates received.

✓ Address to: WFSE/Council 28 AFSCME Workforce Diversity & Human Rights Committee, 1212 Jefferson St SE, Suite 300, Olympia, WA 98501

*Named in honor of the late Althea Lute, former WFSE/AFSCME staffer and Local 1488 officer and activist, who died in 2011.*

## Younglove & Coker Scholarship information

**Application deadline: April 30.**  
**Application form on page 6**

The \$2,500 Younglove & Coker Scholarship is available to eligible members or members of their families to pursue studies at an accredited vocational school, college or university. This scholarship is funded by a generous grant from the law firm of Younglove & Coker, WFSE/AFSCME's attorneys.

**ELIGIBILITY:** Applicants must:

- be a WFSE/AFSCME who has been a member for at least one year prior to application OR an immediate family member (including domestic partners) of a WFSE/AFSCME who has been a member for at least one year prior to application.

- be a graduating senior, or a high school graduate (GED accepted) from an accredited public or private high school.

- have a satisfactory scholastic standing.

- be in need of financial assistance.

### RULES AND PROCESS:

Rules governing recipient award and use of funds:

(1) Recipient must agree to enroll in an accredited vocational school, college or university of his or her choice during the academic year following the award.

(2) Recipient must provide official

transcript(s) of high school or vocational school or college (must be sealed).

(3) The \$2,500 award may be drawn on by the student for registration fees, books and incidental direct costs to education upon submission of receipts. Any balance at the end of the first academic year following the award will be available to recipient on entering school the second year, conditional upon maintenance of satisfactory standing.

The WFSE/Council 28 AFSCME Women's/Equal Partners Committee will evaluate the applications and determine the recipient of the award no later than August of each year. The decision of the Committee will be final. Application Deadline: Fully completed applications must be received by 5 p.m., April 30, 2017.

### Younglove & Coker checklist

#### REQUIRED:

✓ Application filled out in full (see p. 6)

✓ Official high school, vocation school or college transcripts (must be sealed).

✓ Statement of Educational and Career Goals.

✓ Financial information sufficient to assess need.

✓ Address to: WFSE/Council 28 AFSCME Women's/Equal Partners Committee, 1212 Jefferson St SE, Suite 300, Olympia, WA 98501

## Rainier School's Wellness Center aims for resilience

A modest place to de-stress is one more effort to address the crisis in retaining good employees



**Katia Ramirez**  
Local 491

est Wellness Center on the campus of Rainier School in Buckley is a place for Local 491 members and other employees to exercise or rest in a

quite place.

"It shows we care and we're being heard," Ramirez said. "It's instilling resilience in the workplace."

"I believe that as an employer, we have got to do more to take care of our employees," said Rainier Superintendent Harvey Perez who heard employees' requests when he arrived last year and made the Wellness Center a priority.

"The best client outcomes are dependent on our employees."

**There's a community eating area for an undisturbed lunch.** For the first-time ever a place to shower or wash clothes after an active shift.

"We've never had that out here before do that," Ramirez's colleague Pat Bockelman said.

Perez, Ramirez and Bockelman recently conducted a tour for the Washington State Employee newspaper.



**Bockelman, Ramirez and Perez at the dry-erase table near weight machine, community eating area and entrance to quiet room. Insets: Lending library, quiet room.**

They stressed the Wellness Center is also meant to keep employees there and mitigate the double shifts and other stresses that cause many employees to leave.

"We don't have a problem hiring employees, we have a problem keeping them," Bockelman said.

**Seventy percent of new attendant counselors are under age 34,** Perez said. They're starting families -- and the state as a competitive employer must provide simple family-friendly innovations like the Wellness Center. Otherwise, they'll leave shortly after arriving for higher-paying, lower-stress or more

family-friendly jobs, he said.

The Wellness Center is housed in a surplus cottage. With a little bit of new paint and a lot of employee imagination, the Wellness Center offers a place to come before or after work or during breaks. There's a meditation room, a room with massage chairs, a lending library, a dry-erase tabletop board and a community bulletin board. Coming soon: a lactation room for nursing mothers who work at Rainier.

There's wi-fi access -- a big stress reliever in itself on a campus with a lot of wireless dead spots.

And for employees who have to work a double shift

and are so exhausted they don't feel safe driving home, four themed dorm rooms, including one with a rustic cabin motif. Previously, many who worked double shifts slept in their cars.

The Wellness Center also has a place to debrief and grieve after the loss of a co-worker or resident, as was recently done after the tragic death of Local 491 member Cody Buffington (see story, page 1).

**Much of the equipment and furniture throughout the Wellness Center was donated or came from surplus.**

Where another large employer might have gone extravagant, the Rainier School team went smart.

For instance, employees volunteered to reupholster the chairs in the common eating area.

The signs on the doors are simple laminated 8 1/2 by 11 copies taped into place.

The indoor plants come from the greenhouse on campus.

Wall hanging quilts came from the women's prison at Purdy.

Smart. Modest. But huge for what it's meant to do.

"This exceeds our expectations," Perez said.

The new Wellness Center at Rainier School is a modest concept that simply aims to value employees.

It's a place for Local 491 members and colleagues to relieve the stress that comes from being dedicated caregivers to some of this state's most vulnerable developmentally disabled citizens.

Like workers at any 24/7/365 facility, Rainier School employees, especially after working a double shift, may take the stress home and never truly recover before the next workday starts.

"Staff need a place to decompress before going home," said Local 491 member Katia Ramirez, a psychologist 4 who since last year helped to take employees' ideas and transform them into the Wellness Center.

The center opened Feb. 21.

The innovative but mod-

## Longtime WFSE/AFSCME staffer Bob Keller retires

"Truly like family here" as Keller ends nearly half century of service

Bob Keller, WFSE/AFSCME's deputy executive director and a former member activist in the Department of Transportation, retired last month, ending a 48-year career in public service and the union.

Co-workers showed their appreciation at a reception on his official last day Feb. 28.



**Keller**

"It truly is like family here," Keller said.

He held numerous positions on staff and played key roles in major member actions, including the 2001 strike.

Keller came to work for the union after a 30-year career with the Department of

Transportation -- the last 22 of which saw him as president of DOT Local 1208 based in Davenport in Lincoln County west of Spokane.

From 1999 to 2001, he filled a number of temporary organizing and representative positions with the union before being hired in October 2001.



**ABOVE:** Co-workers celebrate Bob Keller's years of service to the union on his last official day before retiring Feb. 28.



**LEFT:** WFSE/AFSCME colleagues wish Keller well after nearly a half century of public service to the state and union.

Less than a year later, he became a field supervisor in the Olympia Field Office (in three different buildings), then director of field services and later deputy executive director.

He helped the union step up its game after the passage of the full-scope collective bargaining law in 2002 that led to 20,000 more state employees voting to join WFSE/AFSCME

bargaining units now that they could negotiate wages and benefits.

"What I really liked doing was changing from a total service model to more of an internal organizing model," he said. Keller helped develop a culture where members could participate in events and use their voices right where they worked, not just at a monthly local meeting or in a grievance hearing room.

He also ushered in our modern era of collective bargaining when he negotiated the first-ever Higher Education Coalition contract in 2004. He shared his team's frustration when colleges balked and wouldn't agree to more than what was negotiated at the General Government table.

"The colleges knew they had other monies but they just were not willing," Keller said. "The team members absolutely felt that the colleges could afford it, and they could frankly, and they just weren't willing to do it."

**Later, Keller represented the union and state employees on the Select Committee on Pension Policy where he advocated support for expanding the Public Safety Employees Retirement System (PSERS) to include institutions jobs with high rates of assault and injury.**

Those who know Bob and who have worked with him say they will miss his decades of devotion to the union that has bettered the lives of thousands of members past, present and future.