

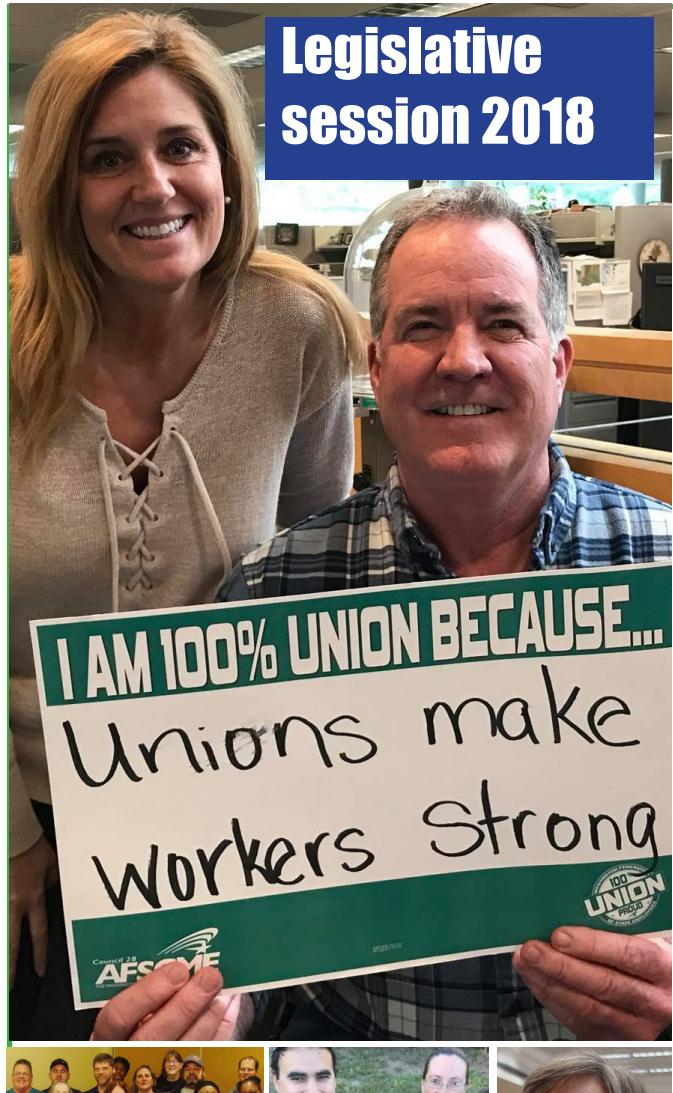
## WASHINGTON State Employee

# 100% Uni on Proud



I AM  
2018  
AFSCME • COGIC  
4/4/68-4/4/18  
iam2018.org

## Legislative session 2018



## What we won:

**8 for 2018.** It was one of the best legislative sessions in years thanks to WFSE/AFSCME members' committed actions. Including the work to replace the previous Senate majority. Here are 8 major bills we won in the session that ended March 8: **Poster of the month, 5.**

### PSERS

**SHB 1558** expands the Public Safety Employees Retirement System (PSERS) to include direct-care workers in DSHS and Veterans institutions. It allows those eligible (and for whom it makes sense) to retire at age 60. It recognizes the unacceptable rates of assault and injury these institutions workers face. *Detailed updates coming at wfse.org.*

### Shared leave

**ESHB 1434** expands the shared leave program to include pregnancy-related disability or illness, or for parental leave to bond with a new child. This is an idea that came from the bargaining table in 2016.

### Part-timers

**HB 2669** leaves no doubt and adds part-time employees to civil service. "Not only does exempting these employees from civil service law exclude them from the rights of just cause, the harm to the state comes at a financial burden to state resources," WFSE/AFSCME Council 28 Secretary Tracy Stanley testified in the Senate this session.

### DOC peer support

**HB 2611** gives Community Corrections officers and specialists the same post-incident privileged communications protections as other law enforcement officers when talking to peer support counselors. "We should be able to talk to a counselor as soon as possible and those statements should be protected," Local 443 member John Tulloch testified this session.

### Child Welfare

**SB 6407** among other things repeals the pilot project contracting out of Child Welfare Services in demonstration sites that was to begin in December 2019. SB 6407 was requested by the Department of Social and Health Services.

### SB 6245

**SSB 6245** expands the state's successful interpreter procurement system for medical Interpreters to other high-demand agencies like Labor and Industries. "Please pass this bill and let's save a lot of money," Local 1671 member Milena Waldron testified this session.

### Budget

**ESSB 6032**, the final supplemental budget, helps vulnerable people, students, public safety and the natural resources that make this state great. It funds the expansion of PSERS. Its funding rate for our health plan expands three benefits, including a new virtual diabetes prevention program; and a change in the waiting period for dental crown replacements in the UDP from 7 to 5 years. The supplemental budget is the smaller, off-year spending plan that tweaks the major biennial budget adopted last year. *More on the supplemental budget: page 5.*

### Capital Budget

**SSB 6090**, the Capital Construction Budget held hostage by the previous Senate majority for 287 days starting 11 months ago finally passed Jan. 18; the governor signed it the next day. It freed up billions of dollars for infrastructure and ended layoffs of state employees whose positions are funded by that budget. This would not have happened without the efforts of WFSE/AFSCME members since last April with job actions, visits to legislators, Lobby Days, emails, phone calls and petitions. We saved the day for taxpayers – once again.

### PSERS

### Shared leave

### Part-timers

### DOC

### CWS

## "Crisis point"

Protecting DOT members cleaning up homeless encampments is at a "crisis point" and the union and Seattle Local 378 members are pushing the agency to amp up action.

To stress the need to address the crisis, the Spokane Street DOT members in late January held a solidarity event to show they're standing together for the safety of co-workers and the public.

**One of the jobs of these** Local 378 members at the Spokane Street Department of Transportation yard in Seattle is cleaning up homeless encampments set up in highway right-of-ways.

That work has placed them in danger of contact with hazardous materials, bio-hazards, blood-borne pathogens and more.



Spokane Street Department of Transportation members (Seattle Local 378) show solidarity on encampment cleanup.

They often have to de-escalate tense and dangerous situations with encampment residents.

**Some progress has been** made on staffing and vehicles needed for encampment cleanups.

Discussions have taken place over the past 10 months.

But "little progress" has been made protecting the

workers facing danger.

"We have reached a crisis point," WFSE/AFSCME Executive Director Greg Devereux said in a Feb. 2 letter to the agency's director of maintenance operations.

**The Spokane Street DOT** is already seriously understaffed – even before addressing the homeless encampment cleanup issues, Devereux

said.

"Our DOT members who were hired to be maintenance mechanics continue to be concerned that they must engage in homeless encampment cleanup, which exposes them to a number of safety hazards with little or no specialized training," Devereux wrote.

Devereux was blunt in his letter to the agency.

"We are gravely concerned that both our members and the public at large may face serious consequences in the near future," Devereux said.

"We would ask that we move with all speed necessary to adequately staff the dedicated DOT homeless encampment crew, train all staff who may come in contact with homeless encampments in programs that will keep them safe, and that the dire understaffing at the Spokane Street shed is addressed immediately."



Member Connection Center: 1-833-MCC-WFSE • [mcc@wfse.org](mailto:mcc@wfse.org)

## IN MEMORIAM



**Harmon Ornbaun**

**Harmon Ornbaun**, a retired construction and maintenance program specialist with state Parks Local 1466 at Fort Worden State Park in Port Townsend, died Feb. 15. He was 64. Services were held Feb. 21 with full military burial honors at Tahoma National Cemetery. He had served in the United States Marine Corps for more than 20

years, achieving the rank of gunnery sergeant.

**Linda Del Grosso**, the former treasurer of Vancouver DOT Local 2559, died Feb. 2. She was 67. She succumbed after a long battle with cancer; she was amongst family and friends when she passed away. She was a fiscal technician 2 with the Department of Transportation in Vancouver. She retired in 2015.

**Robert J. "Bob" Horner**, a longtime WFSE/AFSCME shop steward at the Washington Soldiers Home in Orting who retired in 2012, died the weekend of Jan. 20-21. He was 70. He was a custodian at the Soldiers Home and a member of Local 53. A memorial took place Feb. 2 in Midland.



**Linda Del Grosso**

**Harold Schatz**, the husband of **Julie Schatz**, a financial services specialist 3 with DSHS in Richland and a member of Local 1253, died Jan. 27. He was 62. He was a retired Teamster. Graveside services took place Feb. 2.

### Members Only Benefits update:

#### Trustmark open enrollment extended!

[wfse.org/trustmark-universal-life-insurance](http://wfse.org/trustmark-universal-life-insurance)  
WFSE/AFSCME members can still enroll this year for our new Trustmark Universal Life Insurance with Long-Term Care members-only benefit. Universal Life is permanent life insurance that helps shield your family from financial hardship if you or your spouse is suddenly out of the picture. It includes a benefit to help pay for qualified long-term care services, should you ever need them. Contact Barbara Dickson at (425) 827-8397, option 1. NW Benefit Advisors can answer your questions and enroll you in this benefit.

## SUMMER INSTITUTE ON UNION WOMEN SCHOLARSHIPS 2018

Application deadline: May 18, 2018.

WFSE/AFSCME offers two scholarships each year to the Western Regional Summer Institute on Union Women (SIUW) for WFSE/AFSCME members.

The Summer Institute on Union Women (SIUW) is a program of the United Association for Labor Education.

It brings together 150 diverse, dynamic activists from more than 50 unions, worker centers and community organizations in the western region of the United States and Canada for five days and four nights.

Participants develop and deepen organizing skills, train for becoming leaders in their unions and grapple with big picture issues that the labor movement is facing.

This is a rare opportunity for rank and file members, elected leaders and staff to explore issues that affect women in the workplace and in their communities.

SIUW creates lasting bonds; experienced leaders serve as mentors and role models, and younger leaders provide fresh perspectives and inspiration.

This summer the Institute will be held at Sonoma State University in Rohnert Park, Calif. (one hour north of San Francisco) from July 10-14, 2018.

The scholarships cover the costs for registration (which includes housing and most meals) and travel. The WFSE/AFSCME Scholarship Com-

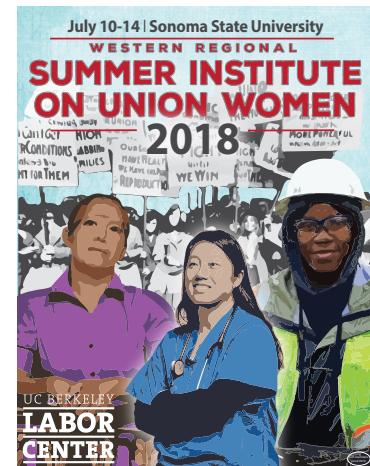
mittee will award one scholarship to a member from Western Washington and one from Eastern Washington.

To apply, please fill out the application form in full and return to:

WFSE Scholarship Committee  
1212 Jefferson St. SE, Suite  
300,

Olympia, WA 98501

or  
FAX to (360) 352-7608 by 5:00 p.m. May 18, 2018. The application form is to the right or can be found online at <https://wfse.org/scholarship-info>. For questions on the scholarship, call 1-800-562-6002.



More scholarship opportunities on pages 6-7.

### Application

## SUMMER INSTITUTE ON UNION WOMEN SCHOLARSHIPS 2018

Offered by the WFSE/AFSCME Scholarship Committee

Cover costs for registration (which includes housing and most meals) and travel.

Recipients will attend the summer school July 10-14 at Sonoma State University, Calif. Please complete the following questions:

1. Are you a member in good standing of WFSE/AFSCME?

Yes  Length of membership \_\_\_\_\_ Local No. \_\_\_\_\_  
No  How long have you been a state employee? \_\_\_\_\_

2. Have you previously attended a Women's Summer School?  Yes  No

3. Do you hold a leadership position in your local?  Yes  No

4. Ethnic heritage (optional) \_\_\_\_\_

5. Reason for wanting to attend \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone: (Daytime) \_\_\_\_\_ (Evening) \_\_\_\_\_

Home e-mail address: \_\_\_\_\_

Signature of Applicant \_\_\_\_\_

Signature of Local Union Officer (optional) \_\_\_\_\_

**Application deadline: May 18, 2018.**

For more information, call 1-800-562-6002 or (360) 352-7603. Online: <http://wfse.org/scholarship-info/>. Return this application to: WFSE/AFSCME Scholarship Committee, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. Or FAX to (360) 352-7608.

**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.

## State Employee

**Washington State Employee (USPS 981-200)** is published monthly, except February and July, for \$5.08 per year by the Washington Federation of State Employees/AFSCME Council 28 • AFL-CIO, 1212 Jefferson St. S.E. Suite 300, Olympia, WA 98501. Affiliated with the American Federation of State, County and Municipal Employees (AFSCME) and the Washington State Labor Council, AFL-CIO.

Periodicals postage paid at Olympia, WA and at additional offices. Circulation: 42,000.

POSTMASTER: Send address changes to Washington State Employee, 1212 Jefferson St. S.E. Suite 300 Olympia WA 98501-7501

Sue Henricksen, President

Greg Devereux, Executive Director

Editor Tim Welch  
e-mail: [tim@wfse.org](mailto:tim@wfse.org) • Internet: [www.wfse.org](http://www.wfse.org)  
Member, ILCA

## Janus case sparks “righteous” actions

The United States Supreme Court Feb. 26 heard oral arguments in the Janus case – the case you’ve heard so much about that aims to weaken public employees’ voice at work and at the bargaining table.

“You’re basically arguing, do away with unions,” US Supreme Court Justice Sotomayor asked the attorney

for the forces trying to take away our voice to win better wages, hours, working conditions and preserve the safety net.

A decision is expected by June.

Day of Action events took place Feb. 26 at Harborview Medical Center and UW Medical Center in Seattle, Western State Hospital in Lakewood



At Seatac event 2/24/18: “We’re sticking with our union no matter what the Supreme Court says.”

and Eastern State Hospital in Medical

Lake. There members of WFSE/

AFSCME and other public employee



unions stood up for our freedoms now under attack in the Janus case heard by the Supreme Court that day.

Two days earlier, hundreds of members of our 10 Policy Committees

sponsored Day of Action events in Seatac.

“We have the righteous fight,” WFSE / AFSCME President Sue Henricksen said before the Feb. 24 actions.

## Session update: Retiree benefits restored, work to be done

Eight years after the cuts to PERS Plan 1 retiree benefits, the state Legislature has finally passed proposals to provide some relief.

With the passage of SSB 6340, those in Plan 1 will receive a one-time 1.5% COLA capped at \$62.50/month.

Plan 1 retirees will see that increase in their July pension payout. Funding came in the supplemental budget adopted by the House and



### RPEC CORNER

Online:  
rpecwa.org

Senate March 8.

In addition, the final budget includes an increase to the PEBB Supplement for Medicare-eligible retirees of \$18/month (From current \$150 to \$168). This will be effective January of 2019.

While these actions are nowhere near enough to make up for the 25 percent

loss of purchasing power to Plan 1 retirees since their COLA was eliminated in 2011, or to fully restore of the PEBB Medicare Supplement which was cut from \$183 to \$150, it is the first increase retirees have received since the cuts were made.

This is a direct result of the work both active employee and retiree members have done educating and building relationships with their lawmakers at the local level.

And we must remind everyone that this success must be built upon to get a full restoration of a Plan 1 COLA and

complications. This development has extended her recovery time and the need for further doctor appointments and testing. She is extremely grateful for any donations. Contact: Kim Kenderesi at (360) 236-4058 or your human resource office.

**Kellie Divine**, a revenue agent 3 with the Department of Labor and Industries in Tumwater and a member of Local 443, is recovering from surgery Jan. 5, post-surgery complications and another surgery Jan. 26. She will be off work at least until April 4. Contact: Felicia Wright (360) 902-9532 or your own human resource office.

**Rene Whittington**, an office assistant 2 with the Employment Security Department in Olympia and a member of Local 443, has been approved for shared leave. Rene is requesting shared leave to cover the time she has missed and will continue to miss due to the ongoing effects of autoimmune deficiency and subsequent surgeries. Rene has been in the hospital since mid-November. Contact: Courtney Eiswald at (360) 489-4848 or your human resource office.

**Kristi Fehlig**, a program coordinator with the Employment Security Department in Olympia and a member of Local 443, has been approved for shared leave because of



Eva Barber, WFSE/AFSCME Ecology Local 872 vice president, knows without strong unions we don't have secure retirement.

to prevent further erosion on the benefits in the other retirement plans.

In the floor discussion on SSB 6340, it was noted that legislators have heard loud and clear that these proposals are not sufficient.

Lawmakers stated they would use the interim to look at a more permanent solution.

We must continue to build on these efforts to not only secure the full restoration of your benefits but to work against the ever increasing attacks on RETIREMENT SECURITY FOR ALL!

## SHARED LEAVE REQUESTS

**Jose “Tony” Loya**, a social services specialist 3 with DSHS in Seattle and a member of Local 843, is requesting shared leave while he is in reasonable accommodation process for reassignment to a new position as a result of a medical condition. Contact: your human resource office.

**Charlie Johnson**, a financial services specialist 4 with DSHS at the Lakewood Community Service Office (CSO) and a member of Local 53, has been approved for shared leave because of a family member’s serious medical condition. Contact: your human resource office.

**Renata Casch**, a psychiatric security attendant at Eastern State Hospital in Medical Lake and a member of Local 782, is in need of shared leave to care for her domestic partner who is suffering from a terminal illness. Contact: Melissa Brown, (509) 565-4000.

**Kathleen “Kate” Greene**, a WorkSource specialist with the Employment Security Department in Tumwater and a member of Local 443, has been approved for shared leave to care for her son who has a serious health condition. Contact: Felicia Wright, (360) 902-9532.

**Sylvia Lausted**, a support enforcement officer 3 with DSHS in Spokane, has been approved for shared leave as she recovers from breast cancer surgery and further treatment and surgery. Contact: your human resource office.

**Sherri Greenup**, an environmental specialist 2 with the Department of Ecology in Lacey and a member of Local 872, has been approved for shared leave. Sherri is requesting shared leave to cover the time she will miss while fighting an aggressive form of cancer. She will be out for an undetermined time for treatments and recovery. Contact: Michelle Gillis at (360) 407-6679 or your human resource office.

**Rosalinda “Linda” Soto**, a customer service specialist 2 with DSHS-CA Central Intake in Seattle and a member of Local 843, has been approved for shared leave. Linda is requesting shared leave to cover the time she will miss during her serious medical procedure and recovery. Contact: Matt Reed at (206) 341-7025 or your human resource office.

**Laura Olexa**, a health services consultant 3 with the Department of Health in Olympia and a member of Local 443, has been approved for shared leave. She had her right shoulder totally replaced on Nov. 28, and has developed

an unexpected knee replacement. Contact: your human resource office.

**Teresa Esparza**, an administrative assistant 4 with the Employment Security Department in Lacey and a member of Local 443, has requested shared leave donations to help cover the time she is off work because of a degenerative back condition. Contact: Felicia Wright (360) 902-9532 or your own 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.

**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.

**Daniel Ramey**, a fiscal analyst 2 with DSHS in Olympia, has been approved for shared leave. Contact: Ksea Canton-

wine at (360) 902-7687, or your human resource office.

**Dan Joy**, a financial services specialist 3 with DSHS at the Spokane Maple CSO and a member of Local 1221, has been approved for shared leave for a serious medical condition. He is looking at surgery and being off the job six to eight weeks. Contact: your human resource office.

**Wanda Mercer**, a financial services specialist 3 with DSHS in Richland and a member of Local 1253, is in need of shared leave. Contact: Sabrina McClure at (509) 225-7923 or by e-mail at mcclusl@dshs.wa.gov.

• • •

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

To place a shared leave request, call 1-833-MCC-WFSE or email [tavies@wfse.org](mailto:tavies@wfse.org) or [tim@wfse.org](mailto:tim@wfse.org).

### AFSCME Sec.-Treas. training 4/7 & 4/14/18

If you’re a WFSE/AFSCME local president, secretary-treasurer, treasurer or trustee, there’s still time to sign up for AFSCME Secretary-Treasurer Training: 4/7/18 in Spokane; and 4/14/18 in Seatac. To RSVP, contact Emily Roberts, (360) 709-1961 or [emilyr@wfse.org](mailto:emilyr@wfse.org). Or RSVP online at <https://wfse.org/calendar>

# HIGHER EDUCATION MEMBERS IN ACTION



Clockwise from upper left: Some 50 UW Laundry members about to board light rail for King County Council hearing Feb. 26; joining with United Students Against Sweatshops (USAS) and other student allies; UW Laundry internal organizing committee meets on action plan next steps.



## Fight to save the UW Laundry spreads to full campus, community, corridors of power

Closure targets “lower-wage workers from communities who have little or no voice in the university’s decision-making”



**U**niversity of Washington Laundry members have fanned out to the grassroots, the classroom and corridors of power in their fearless fight to keep their facility open.

At press time, an internal organizing committee of Local 3488 members planned a rally later this month.

That came after they'd reached out to UW student groups and forged a partnership that aims to oppose privatizing this vital public service.

That came at an event organized by the UW chapter of the United Students Against Sweatshops (USAS).

USAS in turn invited representatives from a few other groups on campus including the Filipino American Student



Association, Huskies for Food Justice, and Campus Animal Rights Educators.

A grass-roots petition flying out of the hands of laundry supporters urges the UW to meet with the laundry workers to brainstorm solutions.

The closure proposal is “targeting lower-wage workers from communities who have little or no voice in the university’s decision-making,” the petition said.

**Late last month, they took** their case to the King County Council.

There, some 50 University of Washington Laundry members – many people of color and immigrants who have embraced the American Dream -- pleaded with the King County Council to join their fight to keep their facility open.

“Please help us – our dream is gone,” **Sewalem Gebre**, a laundry operator 1 and Local 3488 member, told the council Feb. 26.

### Why is this happening?

The UW claims a \$75 million budget shortfall may mean a closure and outsourcing of the facility in Seattle's Rainier Valley.

The laundry and its 120 workers are too valuable to lose, members told the council meeting in their chambers in Seattle. Laundry members from SEIU 925 were also there.

“We didn’t do anything

wrong – and we’re losing our jobs,” said Local 3488 member **Mustafa Getahun**.

**The Local 3488 members** said if the laundry closes and they lose their jobs, their families would suffer when it comes time to pay the mortgage and doctors’ bills.

“I just pray, I hope you guys help us out to keep this laundry open,” said Local 3488 member **Patricia Thomas**, a laundry operator 1 for 27 years.

The county officials have already gone on record in support of the laundry and its acclaimed workers.

Seven of the council’s nine members and County Executive Dow Constantine on Feb. 12 formally asked UW President Ana Mari Cauce to freeze the contracting timeline and discuss options to save the laundry and jobs.

One of those might be

new funding tied to the county’s upcoming capital levy for Harborview Medical Center.

The letter was signed by Constantine and councilmembers Joe McDermott (chair), Rod Dembowski (vice chair), Larry Gossett, Dave Upthegrove, Reagan Dunn, Jeanne Kohl-Welles and Claudia Balducci.

Cauce responded that her staff would reach out to the council “as soon as possible” to schedule a “substantive discussion of your ideas.”

**At the hearing, the laundry** workers urged the council to continue holding the UW’s feet to the fire.

King County has unique leverage because it owns Harborview Medical Center. The UW runs it on a management contract, but the council expects the UW to follow the county’s values in how it treats workers and patients.

The county-owned facility is a major user of the laundry, thus the council’s keen interest.

This is not the first time that WFSE/AFSCME members and the community have risen up to stop UW’s proposed closures.

In 2014 they stopped the closure of four critical care clinics at Harborview Medical Center.



**WSU members take their message directly to Board of Regents.**

Washington State University members of Local 1066 March 2 alerted the WSU Board of Regents to a number of issues including parking as part of their commitment to the students and Pullman campus community. They appeared at the regents' meeting in Tri-Cities, where members of WFSE/AFSCME Tri-Cities Local 1253 assisted them in solidarity.



**Big win for WSU-Puyallup members.** Members of the new WFSE/AFSCME bargaining unit at Washington State University's Puyallup Research and Extension March 7 voted unanimously to immediately come under the current, 2017-2019 union contract for WSU members. WSU-Puyallup members **Beau Porter** and **Ron Froemke** and WFSE/AFSCME Labor Advocate **Mark Hamilton** March 6 negotiated the memorandum of understanding with WSU management. The MOU brings the employees in the recently certified WSU-Puyallup Bargaining Unit 20 (Farms and Maintenance Operations) under WFSE/AFSCME's current contract. After the ratification vote, WSU-Puyallup members celebrated their commitment with signed 100% Union cards. From left: **Mark Hamilton** (WFSE/AFSCME labor advocate) and WSU-Puyallup members **Trevor Thompson**, **Beau Porter**, **Ron Froemke**, **Karen McClure**, **Ed Creson** and **James Grosz**.

# VICTORY!

Expanding Public Safety Employees Retirement System!

**Are you eligible?**

Workers whose primary responsibility is to provide nursing care to, or to ensure the custody and safety of, offender, adult probationary, or patient populations; and who is in a position that requires completion of defensive tactics training or de-escalation training; and who is employed by one of the following state institutions or centers operated by the Department of Social and Health Services (DSS):

- Juvenile rehabilitation administration institutions, not including community facilities; and parole;
- Mental health hospitals;
- Child Study and Treatment Center (CSTC); or
- Institutions or residential sites that serve developmentally disabled patients or offenders, except for state operated living alternatives facilities;

Workers whose primary responsibility is to provide nursing care to offender and patient populations in institutions and centers operated by the following state employers:

- Washington state Department of Corrections (DOC)
- Washington state Department of Veterans Affairs (DVA);

**NOTE:** Specific positions eligible are yet to be determined, but the intent of the bill is to provide front-line direct care staff. WFSE is working with DRS to identify which positions will be included.

**WASHINGTON FEDERATION  
100% UNION PROUD  
OF STATE EMPLOYEES**

OPEU/Baficio

# VICTORY!

We've Stopped Contracting Out of Child Welfare Services

We finally put the ill-conceived idea of contracting out case management to rest. For over 8 years, we've been successfully battling the contracting out of your public service.

Members standing together to put child safety over profits. The right answer is higher pay & retaining a quality workforce.

**PRIVATE CASE MANAGEMENT OF CHILD WELFARE SERVICES (SB 6407)**

The Senate concurred with SB 6407 that repeals the pilot project contracting out of Child Welfare Services in demonstration sites that was to begin in December 2019.

The Senate concurrence vote was 49-0. It originally passed the Senate 47-0 and the House 97-0. SB 6407 was requested by the Department of Social and Health Services. It now goes to Gov. Jay Inslee for his signature into law.

**WASHINGTON FEDERATION  
100% UNION PROUD  
OF STATE EMPLOYEES**

OPEU/Baficio

# VICTORY!

CRITICAL INCIDENT SUPPORT!

**HB 2611 PEER SUPPORT GRP COUNSELORS**

JOHN TULLOCH  
CONCERNED CITIZEN  
HOUSE JUDICIARY COMMITTEE

**Day in and Day Out, we answer the call of duty— we DESERVE the proper Critical Incident Support! NOW WE HAVE IT!**

**OUR EFFORTS WITH OUR UNION WORKED!**

**WASHINGTON FEDERATION  
100% UNION PROUD  
OF STATE EMPLOYEES**

OPEU/Baficio

# VICTORY!

Shared Leave Passes Senate!

**Family Friendly win from bargaining to the legislature!**

Your activism at bargaining, electing a pro-labor Senate, and lobbying efforts have made the difference.

**Family friendly workplaces help recruit & retain staff.**

The Senate on Tuesday (Feb. 27) passed priority bill, ESHB 1434, to expand the shared leave program to include pregnancy-related disability or illness, or for parental leave to bond with a new child. The vote was 49-0. This is an idea that came from **YOUR UNION BARGAINING TABLE** in 2016.

**WASHINGTON FEDERATION  
100% UNION PROUD  
OF STATE EMPLOYEES**

OPEU/Baficio

**What we won:**  
**Supplemental Budget**  
More at [wfse.org/news/senate-house-pass-budget](http://wfse.org/news/senate-house-pass-budget)

**Corrections:** No cuts to Community Corrections and no changes to the violation policy; increases vendor rates by 25 percent for providers of chemical dependency services in the Department of Corrections' work releases and prisons; funding for 62 additional beds at current work release facilities.

**Higher Education:** Funding

is provided to hire one additional TESC campus police officer and a part-time office assistant; one-time funding is provided for a study of compensation across the community and technical college system.

**DSHS Mental Health:** Funding for increased staffing and other costs addressing quality of care and patient safety at the state mental hospitals; increases funding for forensics, including 45 new beds at Western State Hospital effective July 2018; funding for five positions in the Office

of Forensic Mental Health Services to increase capacity and effectiveness in providing forensic evaluation services; additional treatment staff at the Child Study and Treatment Center in Lakewood; consolidated maintenance/operations at Western State Hospital; equipment replacement at state hospitals; \$17.8 million in other capital construction projects.

**DSHS Developmental Disabilities:** Adds 146 positions at state residential habilitation centers (RHCs) to comply with federal requirements; ex-

pands State-Operated Living Alternatives (SOLAs) by 47 beds; a seat at the table on client care study (aka Ruckelhaus Center process).

**Children's Services:** Increases implementation funding for the new Department of Children, Youth and Families.

**Veterans:** Funds critical staffing in the Department of Veterans Affairs: one-time backfills at the Soldiers' Home in Orting, the Walla Walla Veterans' Home and the Veterans' Home in Retsil.

**Liquor and Cannabis Board:** Adds six positions to upgrade marijuana retail enforcement.

**Juvenile Rehabilitation:** Funds to hire 7.6 FTEs (full-time equivalent positions) to operate an acute mental health program for youth at Green Hill School in Chehalis.

**Ecology:** Funding for Water Availability and Water Rights Compliance activities.

# WFSE/AFSCME SCHOLARSHIPS 2018

## 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 Scholarship 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, 2018.

### Schut 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.
- ✓ Address to: WFSE/Council 28 AFSCME Scholarship Committee, 1212 Jefferson St SE, Suite 300, Olympia, WA 98501

## Application-Statement of Required Facts NORM SCHUT SCHOLARSHIPS 2018 Offered by the WFSE/AFSCME Scholarship 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, 2018.**

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 Scholarship 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 2018 Offered by the WFSE/AFSCME Scholarship 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, 2018.** 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 Scholarship Committee, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. FAX:(360) 352-7608.**

# WFSE/AFSCME SCHOLARSHIPS 2018



## 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 Scholarship 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, 2018.

## Application-Statement of Required Facts ALTHEA LUTE MEMORIAL SCHOLARSHIP 2018

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 Scholarship Committee  
1212 Jefferson Street S. E., Suite 300  
Olympia, WA 98501  
*All envelopes should be clearly marked "To the WFSE/Council 28 AFSCME Scholarship 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 Scholarship 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 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 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 Scholarship 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, 2018.

### 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 Scholarship Committee, 1212 Jefferson St SE, Suite 300, Olympia, WA 98501

# First deaf member of Executive Board wears armor of empathy to fight for others

**Tommy Fuglestad, Local 304:** "We can all learn to respect each other"

**T**ommy Fuglestad -- like most of those reading this -- is a dedicated state employee and passionate union member.

As a groundskeeper for the past 2 ½ years on the campus of North Seattle College, he says he wants "to make sure that everything looks good."

"You name it, I want to take care of it," he says.

As a relatively new Local 304 member, he's already made a difference representing his members as a delegate to the 2017 WFSE/AFSCME Convention held this past October.

"That was awesome," Fuglestad says. "That's where I met so many new people and developed so many friendships, which I think made me think I could get more involved in this."

## And he did.

In November, delegates from the union's Higher Education Policy Committee elected Fuglestad to one of the committee's 15 allotted seats on the WFSE/AFSCME Executive Board. WFSE/AFSCME Communications Committee member Katie Nelson interviewed him on Facebook after his election. He helped chart new directions when the board met for a weekend retreat in January.

In late February, he got down to business when the board met for its first session of a two-year term that could see a momentous sea change depending on how the United States Supreme Court rules on the Janus case.

**In between,** Fuglestad embraced the drive to move legislation in Olympia to increase affordable housing options for state workers in high-cost areas of the state. He took part on Martin Luther King Day Lobby Day and later testified for the affordable housing bill.

"It's impacting a lot of state workers because their cost of living is not equal to wages," Fuglestad -- wearing an AFSCME Green t-shirt -- told a House committee in January.

The bill didn't pass in 2018 but he intends to try again in 2019.

"It doesn't mean that the fight is over because you can still keep fighting for it,"

Fuglestad says. "If it doesn't work the first time, try again."

He is also one of the youngest union board members and member leaders WFSE/AFSCME has ever seen.

## The rest of his story...

All that you've read until now should be news enough about Fuglestad. But there's more to his story.

Tommy Fuglestad is deaf.

"I prefer to be called deaf," Fuglestad said in a recent interview assisted by an interpreter.

"Deaf is my primary identity. I believe I'm the first person in the history of the Executive Board to be a deaf person....

"Deaf people and hard-of-hearing folks -- there's usually just one of us but they typi-



Local 304's Tommy Fuglestad (left) before start of Feb. 24 Policy Committee meeting. Above, explaining Janus case to co-workers at North Seattle College on Feb. 26.

is and who we are as a union.

"I'm willing to fight for equality, especially for people with disabilities and to promote diversity issues so that we can all learn to respect each other," Fuglestad says.

"Anyone who experiences bullying or discrimination or any kind of inequality, that's what I'm trying to address," he adds.

"The union is a good way" to address these and other challenges, he says.



At North Seattle College, Feb. 26.



cally can inspire all of the rest of the members.

"You can say something to the general population and be representative for what other people are feeling or going through and encourage other people to be motivated and think about what they can do as well."

**Born in California and raised** in the Seattle area, Fuglestad attended Snohomish High School and graduated from Juanita High School.

He got his first experience of what the Washington Federation of State Employees members can do when, after high school, he attended what is now known as the Center

for Childhood Deafness and Hearing Loss in Vancouver (formerly called the State School for the Deaf). He saw Local 1225 members standing up for a fair contract.

He got job-training as a groundskeeper and in September 2015 he started with the Seattle College District.

Thanks to Local 304 mentors **Rodolfo Franco** and **Amy Lazerte**, Fuglestad stepped up and got involved to make a difference on such issues as fair pay and inequality.

Fuglestad says as a deaf person, he's faced challenges when it comes to inclusion and fair treatment.

"Yes, I have experienced discrimination or bullying,"

Fuglestad (center) before Jan. 23 affordable housing hearing in Olympia. With (from left): Rod Palmquist, WFSE/AFSCME; Chris Genese, Washington Community Action Network; Joelle Craft, WACAN; and Jim Hulse, Local 793, Western State Hospital.

Fuglestad says.

There have been times, he says, when "I was treated as someone who was not equal. For example, some people may always be trying to take advantage of me as a person with a disability in certain situations."

**But instead of emphasizing** the times he's been treated poorly, Fuglestad instead wears an armor of empathy he uses to stand up for others who face mistreatment because of a perceived disability.

His election to the governing board of the largest union for the largest employer in the state of Washington (state agencies, colleges and universities) sends a strong message about who Fuglestad

"Yes, I think we should be 100 percent union because we don't know what the final court decision will be on Janus," he says.

On the day the Janus case came up for oral arguments at the high court, Fuglestad joined colleagues in hosting a 100% Union lunchtime session at North Seattle College to explain the impacts an adverse court ruling could have.

"We are standing strong together!" he said on social media after the event.

Ask him what's at stake and Fuglestad will gladly share his own story.

"The union has really added to my life because personally it's given me a way to be involved, something to do to really fight for equality," Fuglestad says.

"Equality's a big issue and just respecting each other and fighting for our rights. I'm more than willing to do that."