



# WASHINGTON State Employee

## Stop the shutdown!

Department of Corrections shop steward Allen Werth (Local 970, Grays Harbor) holds the giant pink slip to Senate Majority senators at a recent regional meeting in Lacey (joined by other WFSE/AFSCME DOC members and staff). Why? At press time, the Senate Majority still hadn't gotten a budget done on time. The Senate Majority has already voted against funding our contracts and raises. Their revenue plan protects the wealthy. Meanwhile, 99% of state workers are paid below market rate. And we're getting notices of "temporary layoff due to loss of funding" that'll take effect July 1 if they don't get a budget done and state government shuts down.

**OFFICIAL PINK SLIP**  
 PLACE OF EMPLOYMENT: WA STATE SENATE TITLE: SENATE REPUBLICANS  
**REASONS FOR LAYOFF:**  
 FAILURE TO DO THE JOB YOU WERE ELECTED TO DO!  
 FAILING TO PASS BUDGET BY END OF SESSION!  
 FAILURE TO SUPPORT STATE WORK, FAMILIES AND OUR STATE!  
**THIS LAYOFF AUTHORIZED BY:**  
 [Signatures]  
 ELECTIONS ARE COMING SOON - WE NEVER QUIT AND NEVER FORGET  
 NEVER QUIT THE WASHINGTON FEDERATION OF STATE EMPLOYEES AFSCME

## Take action now.

Do we want a pay raise or pay cut?  
 Call your senator at (206) 693-2926. Tell them to pass a budget that puts working families first and funds our contracts.

More on pages 4 & 5.

## Growing trend: 3,000 more members in 3 years

# WSU-Puyallup group files to go 100% Union

A group of trades workers at the Washington State University Puyallup Research Extension Center June 1 took action to become 100% Union to gain a greater voice at work.

The workers in the Farm and Maintenance Operations unit filed the necessary

paperwork with the Public Employment Relations Commission (PERC) to become part of our union, the Washington Federation of State Employees/AFSCME, and gain the rights and power under the union's negotiated WSU collective bargaining agreement.

And their move to go 100% Union is needed now more than ever for the WSU-Puyallup workers.

Because of budget cuts and changes in the budgetary process at WSU (a management priority), the WSU-Puyallup workers could see layoffs and cuts in hours to make up the difference.

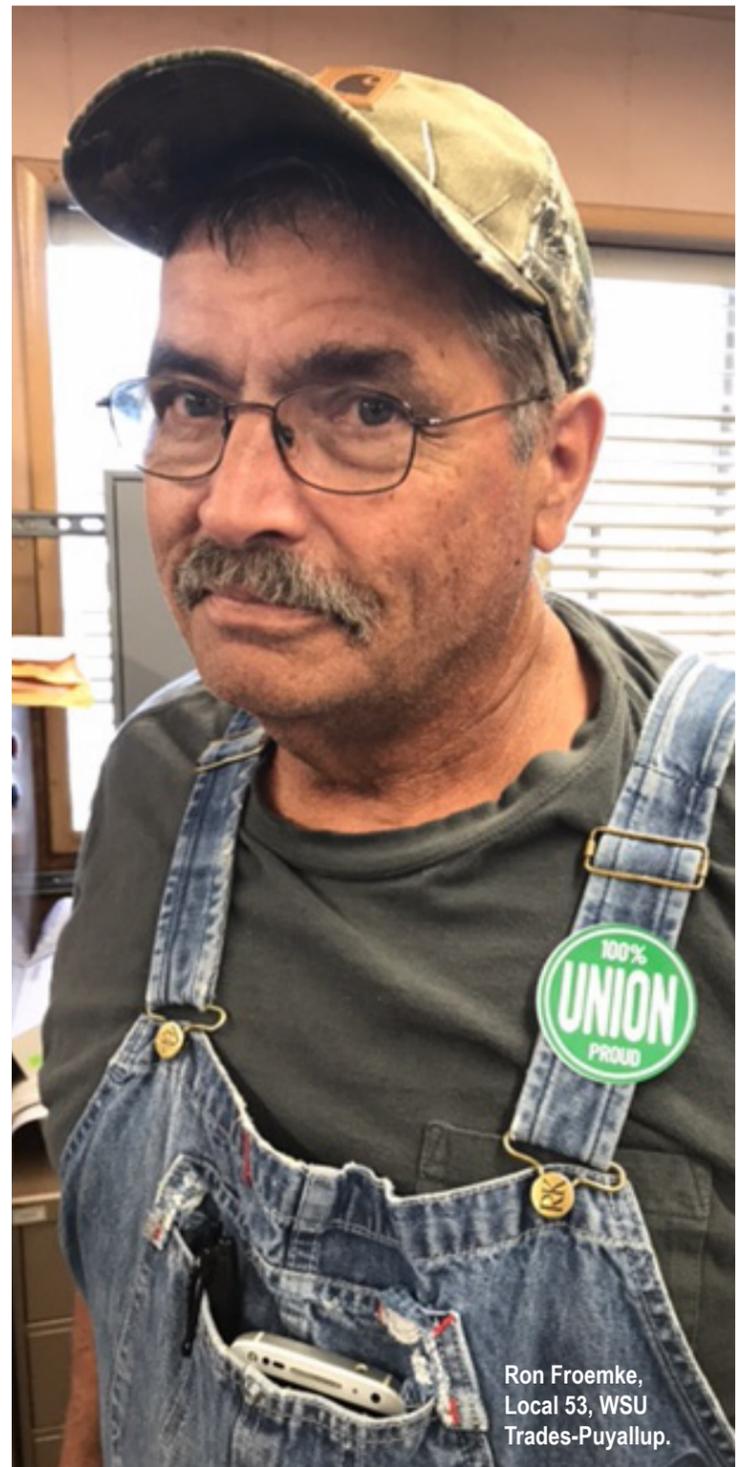
"This group knew the only way to have any voice for change and power in this process would be to go 100 percent union," WFSE/AFSCME Acting Organizing Director Tim Tharp said.

### 100% UNION PROUD

The WSU-Puyallup 100% Union push is part of the trend of more and more unrepresented state employees choosing to go union with WFSE/AFSCME to win the rights and protections of strong contracts and a stronger voice at work.

In the past three years, more than 3,000 state employees said yes to a stronger voice at work and joined the WFSE/AFSCME 100% movement – the union now represents nearly 43,000 workers at state agencies, colleges, universities and in the public service sector.

A majority of the workers signed authorization cards for the union. The request to PERC calls for certification of the union as the WSU-Puyallup group's exclusive representative based on that majority.



Ron Froemke, Local 53, WSU Trades-Puyallup.

## Mental Health, DOT members again use tragedy to call for a better future

Local 793 again this year held its annual Worker Memorial Day commemoration to pay special tribute to the working men and women who are killed or injured on the job.

They also used it to send a loud-and-clear message to the Legislature commit to the resources and staff needed to make Western State Hospital a “center of excellence.”

“We demand a culture of safety in this place,” Local 793 Vice President John Henson said at the April 28 event.

The group gathered on the lawn outside the iconic Western State Hospital administration building. They joined with the Pierce County Central Labor Council, elected officials and allies to say progress on safety has been made but more needs to be done.

“These are serious assaults,” Henson told the crowd before the procession.

“Many of them are life changing and often coupled with PTSD (post-traumatic stress syndrome). Sometimes our coworkers don’t make it



The dozens of attendees made a solemn procession past 120 markers representing the 120 Western State Hospital workers who'd been assaulted in the past year and missed at least three days of work.

back to work from the physical and mental injuries.

“Many assaults don’t get reported due to the time involved in reporting with short staffing. The paperwork, the time to investigate the incident, the pressure to keep your head down and don’t make waves, the potential of the victim being blamed for the incident.”

Henson said reducing the still unacceptable level of assaults is tied to our current fight in Olympia to fund our contracts, which continue the

progress toward competitive pay at Western to combat the severe recruitment and retention crisis there.

“We need to have a safe staffing levels, funded for continuous ongoing training, and workplace respect for line staff,” Henson said.

“Respect means fair compensation, rights are respected, and being treated as a colleague not a body.

“We need the Legislature to fund our contracts and #InvestInWA.”



Each rose, cone and hardhat represents one Washington State Department of Transportation worker who has died on the job. The roses—60 in all—were displayed April 13 at DOT’s annual Worker Memorial ceremony in Olympia. (Washington State Department of Transportation photo)

### IN DOT

The Department of Transportation in April also held its annual memorial service to spotlight transportation work zone risks.

And there was a special tribute to the latest DOT worker who died at the worksite, Bruce H. Cowing, the Local 1181 member and Hood Canal Bridge worker who died at the end of his shift in May 2016.

For more on this year’s ceremony, go to: <https://medium.com/wagovernor/annual-memorial-reminds-us-of-transportation-work-zone-risks-ad3e59247b00>

## Information you need to know about July 1 retirement contribution changes

Public employees and WFSE/AFSCME members in PERS Plan 2 and PSERS 2 will see their contribution rates to their strong retirement plans go up next month.

This isn’t a pay cut – this money will be coming to you when you retire and start collecting your pension. All future raises will still use the base pay – it’s not reduced by the amount of retirement contributions. But the fact you’re taking on this obligation July 1 argues for the modest raises that at press time were still being debated as the Legislature must fund the contracts.

The pension contribution level for Public Employees Retirement System Plan 2 will go up 1.26 percent (from 6.12% to 7.38%). The rate for those in the Public Safety Employees Retirement System



### RPEC CORNER

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

(PSERS) Plan 2 will go up 0.14 percent (from 6.59% to 6.73%).

If the Legislature passes a budget and makes no adjustment to the contribution recommendation by the Pension Funding Council (PFC), the increase will be in place on July 1.

### Here’s some background on why this is happening:

Contribution rates are set by the PFC every two years based on analysis and recommendations from the State Actuary and input from the Select Committee on Pension Policy. The State Actuary recommends updates to assumptions so policymakers can

adjust contribution rates as needed to fund the retirement benefits earned by members. The state Legislature has the authority to revise the rates and assumptions adopted by the PFC, but is not required to do so.

The State Actuary’s recommendation was adopted for 2015 to update the mortality rate assumptions and lower the assumed rate of return (from 7.8% to 7.7%). Both changes increased the amount that needed to be contributed to the pensions by employers and employees. The increase in contributions was significant enough that the PFC approved a graduated approach, which spread them out over several budget cycles.

The State Actuary has been advocating for the further reduction of the assumed rate of return, to be on par with the currently accepted rate for public funds, which

is about 7.5%. The current 7.7% however is well below the 8.56% that the Washington State Investment Board (WSIB) has been able to earn over the lifetime of the Commingled Trust Fund (CTF), and the return over the last 5 years of 9.53%. While these rates of return are positive, the market is volatile and therefore the projections must be fairly conservative in order to maintain the health of the pensions.

### What is at stake?

It is important to understand that we walk a fine line. The goal in setting the assumptions is to have a well-funded pension that provides little cost but a decent retirement. Currently, we have the 7<sup>th</sup> best-funded pension in the country (funded status: PERS 1 58%, PERS 2 88%, PSERS 2 95%, SERS 2 89%). We have learned from both the underfunding across the country and in our own state that we must be strong advocates for the full funding of our pension.

Due in large part to the WSIB, which is globally recognized for their expertise, for the next 40 years, 75% of every pension dollar has been generated by investment returns rather than from the

contributions from employers and employees. In addition, according to the National Institute on Retirement Security (NIRS), for every public pension dollar paid to a retiree in Washington, there is a \$1.47 economic output. The total economic impact of public pension is \$5.4 billion. This means that for little cost, the pensions are an economic driver in our state.

Unfortunately, these facts are not well known and there are organizations trying to undermine public pensions. While AFSCME has been successful in maintaining pensions in the public sector, the majority of employees in the private sector do not even have access to a pension. Those who do are often paying absurd fees, which prevent them from setting enough aside for a decent retirement. Now those seeking even more profit in the financial sector are targeting the public sector.

Please make sure you stay connected on the latest pension news so you can be aware of changes to your contributions, pension funding level, and stay engaged in discussion regarding your retirement security.

### Washington State Employee

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## Part of the 43,000

Here are a few of the other groups that are part of the growing 100% Union trend:



### ESH, WSH group goes 100% union

Another group of psychiatric social workers at Eastern State Hospital in Medical Lake and Western State Hospital in Lakewood are the latest group of workers taking action to become 100% Union to gain a greater voice at work.

The psychiatric social worker 4s through a majority signing of authorization cards become part of our union, the Washington Federation of State Employees/AFSCME and gain the rights and power under the union's negotiated General Government collective bargaining agreement.

The tally of the authorization cards as part of their "cross-check" rights took place May 31 and at press time official certification of the results was expected within days from the Public Employment Relations Commission (PERC).



### Yakima, Puyallup office support supervisors

A group of office support supervisor 2s in the DSHS CSO/CSCC Hub Imaging Units in Yakima and Puyallup have chosen WFSE/AFSCME and gained the rights and power under the union's negotiated General Government collective contract.



### Legal assistants, paralegals group

In April, a group of legal assistants and paralegals in DSHS/ALTA/LTC voted to make WFSE/AFSCME their union and gain the General Government contract and a strong voice at work. They are dispersed at offices throughout the state – Olympia, Seattle, Tri-Cities and Spokane.

## 5 UW painters defend their work -- and win \$25,000

Five painters at the University of Washington in Seattle used their 100 percent union contract to win respect on the job – and this month will split a \$25,000 settlement payment.

The payments for the UW Local 1488 members come in the wake of the settlement of an unfair labor

practice (ULP) compliant filed by WFSE/AFSCME.

The settlement defends their right to do work traditionally assigned to their Skilled Trades Bargaining Unit.

Their challenge came when they discovered that paint-stripping work at the Central Garage in 2016 had

been assigned to workers not in the Skilled Trades Unit.

Besides the \$25,000 payment, the settlement mandates bargaining between the union and UW to better define – and clear up confusion – about work duties for Local 1488 members in the Skilled Trades Bargaining Unit and those in the Cam-

puswide Bargaining Unit.

The settlement came April 27 before the scheduled Public Employment Relations Commission (PERC) hearing. WFSE/AFSCME PERC Specialist Herb Harris and attorney Ed Younglove assisted the Local 1488 members.

## No such thing as free parking, but...c'mon!

WFSE/AFSCME members in Olympia, Pullman use their voice, defend rights on parking

### Opposition grows to "unfair" Capitol Campus parking hikes

WFSE/AFSCME members and other state employees June 7 vocally protested proposed parking rate hikes for those working on the Capitol Campus in Olympia.

The \$10 a month increases would hit minimum wage, lower wage and part-time workers hard. The parking fee increases would take effect



Local 443 member **Bing Bristol** leads long line of speakers challenging rate hikes.

July 1. The Department of Enterprise Services argues parking rates must go up to match market rates.

That irked many at the special hearing in Olympia.

"Has anyone here had market rates for our salary?" asked Local 443 member Bing Bristol (DES). "The answer is, 'No.' So why are we asking for market rates for parking?"

"The cost of \$10 would be quite substantial for myself," said Ted Petty, a Local 443 member at the Department of Licensing.

Many said the timing stinks, coming at the same time our negotiated pay raises would take effect – if the Legislature ever funds them.

"We don't know if we're going to get our contracts funded, we don't

know if we're going to get a raise," said WFSE/AFSCME Council Representative Todd Stidd, echoing sentiments turned up in an online survey of members.

"You believe that it is okay to charge someone who makes minimum wage the same rate that you're charging someone who makes somewhere north of \$100,000



**Ted Petty** (Licensing)

a year..." WFSE/AFSCME Council Representative Cristal Java told the DES panel.

"Is that fair? Because it doesn't seem fair to me."

Java urged the agency to tap into the innovative ideas that the vocal, but useful, hearing testimony generated.

"It would be good if you find a way to make this more fair," Java said.

### WSU members challenge detrimental parking changes

Local 1066 members at the main Washington State University campus in Pullman are fighting back to ensure safe parking areas in the face of detrimental – and unilateral – changes announced by the university.

The WSU members are using the voice and power they have with their 100% Union contract – and a

specific provision on parking providing fair treatment. Meaning, any changes would have to be bargained by our union, WFSE/AFSCME, and Local 1066.

But the university didn't do that. Instead, on May 2 the WSU administration announced that come Fall Semester 2017,

**See WSU parking, page 7**



# STAND UP FOR WASHINGTON

## Spotlight event: Local 304's May 24 'Day of Action'

The pictures tell the story at Local 304 events at Seattle Central and North Seattle colleges.



“ We do this work because we want to support students to get a good education and we can't do that when they're laying us off. ”

-- Alex Bacon, Local 304  
Seattle Central College

## Spotlight event: Local 341's 'Save Fircrest Rally'

The legislative proposal to close Fircrest School in Shoreline is a cruel attack on citizens with developmental disabilities. Local 341, joined by other locals and parents, rallied May 20.



“ The 200 people who live at Fircrest would lose their homes....I think my daughter is perfect just the way she is. She can't speak. She can't walk. She doesn't understand the language that we speak to her. But she has personality, has likes and dislikes. I think she's perfect. But she needs medical care (provided at Fircrest). ”

-- Liz Patterson,  
Fircrest School parent

# What to tell your friends and neighbors

## #InvestInWA

### The House budget invests in Washington!

- Fully funds vital public services and education
- Invests in recruiting and retaining high quality public employees for our communities
- Reduces state university and college tuition
- Lowers the tax burden on middle income families and small business
- Asks the wealthy to pay their fair share of the tax burden.



### State Senate

**Republican budget hurts our community**

- Cuts childcare aid for low income families
- Reduces homeless housing assistance program by 80%
- Cuts offenders off supervision, putting our communities at risk
- Raises property taxes on Washington families by \$5.5 billion
- Refuses to ask the wealthy to pay their fair share of the state's tax burden

Urge your Senator to ask the wealthy to pay their fair share to keep our communities strong.

**Call 206-693-2926**

Washington Federation of State Employees (WFSE), AFSCME Council 28

**State House budget StandsUP for Washington families**



As a result of the current classification and pay structure, there have been recruitment and retention difficulties throughout state government. In January of 2014 the Office of State Human Resources began working on a classification study for information technology (IT) job classes. Between January 2014 and January 2017 much work was done to research private and other public IT structures, develop a tool to evaluate current state IT job classes based on job functions, and to test the tool for validation. In March of 2017 approval for implementation of the new classification and compensation structure was granted.

### What is happening now?

Right now State HR is working to review applicable rules and policies, assess and address impacts to the existing classification structure, and training agencies/institutions of higher education on how to write PDFs. Your agency/institution of higher education is working now to update IT PDF's by June 2017.

### I'm impacted, what should I do?

Get educated and get involved! Find out about the status of your PDF right away. Is it being updated? Have you reviewed it and provided input? Having an accurate PDF is the best, first step to ensuring you are allocated appropriately. You can learn more about how a PDF is written, and see the training materials your management team has been taught, at <http://hr.ofm.wa.gov/compensation-job-classes/tools-services/class-study-information-technology-it-classifications>. What are the next steps?

Very soon the Office of Financial Management Labor Relations Section will be sending WFSE formal notice of their intent to implement the class study, which WFSE will respond to by filing a "demand to bargain." This will ensure our Union has a say in the impacts of this study throughout the process. Once all PDF's have been updated and submitted, State HR will begin the evaluation process of those PDF's to determine allocations.

### More background

- In 2014, Office of Financial Management (OFM) and State Human Resources (HR) initiated a class study for Information Technology (IT) classes.
- State HR researched private and public sector IT workforce structures and worked with HR & IT professionals to develop:
  - ¶ 12 IT job families
  - ¶ Evaluation tool assigning numerical value to factors that determine level
- IT position descriptions (PDs) written and evaluated in 2016



- New classification & compensation structure with paraprofessional job classes and professional/technical bands that include ranges of consideration.
- Some positions will be IT users rather than IT workers

### Where is the IT study today?

- Class study completed in early 2017 with approval to move forward for implementation
- Full implementation not expected until July 2018
- Agencies/institutions now updating new IT position descriptions (PDs)
- New IT PDs due by June 30, 2017
- May be extended to July 21, 2017, if 65% of PDs submitted June 30
- Late July & early August 2017, State HR & team will review updated IT PDs and recommend position allocations
- Employees will have the right to appeal final allocation decisions

### Purpose of new IT PDs

The IT PD is designed to:

- Identify the job family that is the primary focus of the position's work
- Convey the position's technical functions, problem solving, decision making and level of accountability
- Correlate the knowledge, training, education and skills (qualifications) needed to successfully perform the technical work of the position

### How does an IT PD differ from a regular PD?

- An IT PD identifies a primary and secondary job family
- Focuses on the technical need of the position and the technical knowledge, skills and abilities needed to perform the work
- Considers the position's focus and essential functions rather than majority of work (51%) to determine position's allocation
- Includes specialized skills needed to perform technical work
- Considers decision making, problem solving and accountability

### Ensure your PD is correct

Completing IT PDs is happening now. Ensure your PD is correct. Details: <http://www.wfse.org/it-class-study/>

### Important to keep in mind:

1. Provide as much input as possible to your updated IT position description
2. You will have the right to appeal the final allocation decision
3. WFSE will bargain the changes to the classification & compensation structure

## Continuing studies: Making the most out of AFSCME's Free College Benefit

Another in a series of news reports and columns from our national union AFSCME

by Pete Levine  
AFSCME

For many people, going to college means achieving the American dream. However, far too often, college remains just that: a dream. Whether the price tag is too high or the obligations of work or family intervene, the pursuit of higher education is unattainable.

**AFSCME CORNER**

Through its Free College Benefit program <http://freecollege.afscme.org/>, AFSCME has started to erase the lines that have kept so many from attending college. Since 2015, more than 4,400 members have taken advantage of the Free College Benefit, and what had once seemed impossible is now a reality.

The program allows AFSCME members and their families to take classes online through Eastern Gateway Community College in Ohio, earning credits toward a two-year associate degree. Areas of study include accounting, business management, early

childhood education, criminal justice and others.

Not only is the program totally free, but it's flexible. The online format means that students can work from wherever, and whenever, is most convenient for them. What's more, earning an associate degree means you can bank those two years toward a bachelor's degree at most four-year-institutions.

### Moving up the ladder

Ashley Buck, an administrative employee for Minnesota's Enforcement Division of Construction Codes and Licensing, and a member of Local 2672 (Council 5), received an email advertising AFSCME's Free College Benefit at just the right moment.

"Returning to school had been on my mind for a very long time. We were trying to decide what we could afford," said Buck. That's when the



Ashley Buck  
(Photo by Emily Moe Photography)



[freecollege.afscme.org](http://freecollege.afscme.org)

email appeared in her inbox. "It was a coincidence that came to fruition."

For Buck, going back to school meant the possibility of moving up the ladder at work. There are two career paths at her current workplace: the administrative track and the investigative track. In order to become an investigator, however, some college experience is preferred—experience she's now gaining.

Despite having two young kids at home, Buck says the coursework is laid out in a way that's very straightforward.

"The nice thing about the program is the way it's set up. The expectations are crystal clear," she says.

After 13 years away from school, having a regimented schedule makes tackling her

classes easier.

One of her favorite courses is Organizational Behavior, which she believes will help her down the road in a management role. But what she's studying is paying dividends already.

"I've definitely been able to use things I've learned in class. I'm really involved in groups at work and studying group mentality is especially related to what I'm doing now."

### Setting an example

Michaela Spriggs, a Licensing and Registration Technician Lead with the Maryland Department of Natural Resources, and a member of Local 631 (Council 3), saw the Free College Benefit as an opportunity she couldn't af-

ford to pass up.

First was the price. Spriggs said that if the program wasn't free, she would not have been able to attend college. Second was the flexibility.

"I'm able to take courses at my own pace. It helps me to schedule the school time around my family time," says Spriggs.

Finally, like Ashley Buck, Spriggs has an eye on her future, and believes the coursework she's completing now will prepare her for a role in management. But perhaps just as importantly, she's setting an example for her children.

"They see the time and energy I spend on my classes, and enjoy doing homework with me. I feel like this helps them take schooling seriously," Spriggs says. "My daughter tells me all the time how proud she is of me for going back to school."



Michaela Spriggs



## WSU PARKING, from page 3

the location of parking zones would be changed.

The change would hit WSU employees' wallets and safety. Parking rates would

go up, harm to vehicles from lower-grade surfaces could result and safety could be jeopardized with different night lighting.

So the Local 1066 members used the power of their contract and legal rights and

on June 6 filed an unfair labor practice complaint against WSU for refusing to bargain the changes and interfering with employee rights.

"These changes impact the safety and relative convenience of the parking lots, not

just the amount of the fee," the union said in its official challenge. "At bargaining, the WFSE would have bargained to mitigate these changes."

The ULP complaint asks the state Public Employment Relations Committee (PERC)

to order WSU to bargain with the Local 1066 members on the proposed parking changes and after bargaining allow them the chance to renew their parking or cancel an earlier renewal.

## SHARED LEAVE REQUESTS

**Rebecca Tufts**, a WorkFirst program specialist with DSHS in Pierce County and a member of Local 53, has been approved for shared leave. Contact: Bertha Martin at martinbv2@dshs.wa.gov, or your

human resource office.

**Catherine (Katie) Mangino**, an information technology specialist 4 with the Department of Labor and Industries in Tumwater and a member of Local 443, has been approved for shared leave. She is requesting shared leave to cover the time she will miss while caring for her husband,

who has just been diagnosed with terminal cancer. Contact: Laura Cadwell at (360) 902-5488 or your human resource office.

**Denise Durbin**, a Work-Source specialist 4 with the Employment Security Department in Tacoma and a member of Local 53, has been approved for shared leave. She

is requesting shared leave to cover the time she has missed and will miss while caring for her husband during his bone marrow transplant and his lengthy cancer recovery. Contact: Kathleen Young at (509) 902-9538, or your human resource office.

**DesiRae Zabel**, a financial services specialist 2 with

DSHS in Clarkston and a member of Local 1300, has been approved for shared leave. She is requesting shared leave to cover the time she will miss during lengthy recovery from multiple reconstructive surgeries due to serious injuries in an automobile accident. Contact: Karla Stewart at (509) 227-2720, or your human resource office.

### WFSE/AFSCME Howard Ocobock Memorial

# FAMILY CAMPOUT

Sept. 15-17, 2017

Camp Delany Environmental Learning Center/Retreat Center

## at Sun Lakes State Park

- Check-in begins on Friday at 1pm.
- Cabins have been reserved. **WFSE/AFSCME will pay the \$11.66 per night camp fee for members; members pay \$11.66 for any family or guests over 3 years of age.** Camp Delany cabins have heating and air conditioning: eight cabins sleep 9; one cabin sleeps 4. There are 3 spaces for dry camping RV - no hook-ups permitted.
- **Non-refundable registration fee of up to \$30 for cancellations after Aug. 22, 2017.**
- Lodge and recreation hall with fully equipped kitchens available for meals. Bring your own food for breakfast, lunch and Friday evening dinner.
- Saturday night BBQ with hotdogs, hamburgers, condiments and chips provided. Each family should bring one main dish to serve eight, plus a salad or dessert.
- What is not provided: sleeping bags or bedding materials; kitchen linens and dishwashing supplies; firewood; first aid equipment; recreational equipment.
- Activities: hiking, horseshoes, volleyball and other field games on site. Swimming, assorted water activities, sightseeing, fishing, Interpretive center, Vic Meyers 9-hole golf course and 18-hole mini golf close by.
- Lakes: 8 lakes within 10 miles for fishing and boating. Be sure to purchase your fishing license.
- Free light show at Grand Coulee Dam on Saturday night.

**QUESTIONS?** Contact Tavie Smith at 1-800-562-6002 • tavies@wfse.org

**REGISTER ONLINE** at [WFSE.org/family-campouts/](http://WFSE.org/family-campouts/) or mail this form to **WFSE HQ\***

### Deadline to register: Aug. 21, 2017

*This campout requires a minimum number of campers. In the event the minimum isn't reached, you will be refunded your money.*

*If you register and need to cancel, please do so by the Aug. 21 deadline so those on the waiting list can take your place.*

NAME \_\_\_\_\_ LOCAL#: \_\_\_\_\_

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

( ) ( )

Home phone \_\_\_\_\_ Cell Phone \_\_\_\_\_ Home e-mail address \_\_\_\_\_

How many family members or guests will you be bringing? \_\_\_\_\_

Please pay \$11.66 for each participating family member/guest by Aug 21, 2017. No charge for WFSE/AFSCME member and children under age 3.

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**Robin Shanafelt**, a social service specialist 3 in DSHS Children's Administration in Olympia and a member of Local 443, is in need of shared leave to care for a family member. Robin's mother is currently living with Alzheimer's disease and was recently diagnosed with breast cancer. Contact: My Linh Tran at tranml@dshs.wa.gov or your human resource office.

**Ron Fording**, a custodian 1 at Eastern State Hospital in Medical Lake and a member of Local 782, is in need of shared leave to spend what time there is with his wife, who is dying from cancer. Contact: Laura Fairly at (509) 565-4000.

**Karen Angel**, a safety and health specialist 3 with the Department of Labor and Industries in Spokane and a member of Local 1221, is still in dire need of shared leave as she continues her battle with Stage 4 breast cancer that has now spread into her bones. Contact: your human resource office.

**(Michelle) Yuan Yuan Tan**, a financial services specialist 3 with the DSHS Columbia River Office in Vancouver and a member of Local 313, has been approved for shared leave. Contact: your human resource office.

*If you've been approved to receive shared leave by your agency or institution, you can submit a shared leave request here.*

• To submit your request for publication here, online ([wfse.org/shared-leave/](http://wfse.org/shared-leave/)) and via the WFSE/AFSCME Hotline E-mail Network, call Tim Welch or Tavie Smith at 1-800-562-6002, or e-mail them at [tim@wfse.org](mailto:tim@wfse.org) or [tavies@wfse.org](mailto: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.



Camp Delany Environmental Learning Center (ELC) is nestled in the Grand Coulee Corridor of Sun Lakes - Dry Falls State Park. Camp Delany is an ideal location for large groups to learn the geology of the area.



**Deadline to register:**  
Aug. 21, 2017



The WFSE/AFSCME Members Only Benefits Committee and the WFSE/AFSCME Statewide Executive Board invite all WFSE/AFSCME members and their families to come to this fun, overnight get-together at one of the most beautiful state parks maintained by members of Parks Local 1466.



# FACES OF OUR FUTURE: 2017 WFSE/AFSCME Scholars



## Katelyn Monaco

The daughter of a WFSE/AFSCME Local 443 member has won one of this year's national AFSCME Family Scholarships.

Katelyn Monaco, the daughter of **Karyl Monaco**, an information technology specialist 4 at the Department of Labor and Industries in Tumwater, will use the \$2,000 a year AFSCME Family Scholarship to attend Ithaca College in New York where she plans to major in English.

Katelyn, a 2017 graduate of Tumwater High School, was active there as Key Club president, journalism senior editor, in the National Honor Society and as a drum major in the school's marching band.



Katelyn Monaco

Katelyn is clearly focused on the future.

"Don't be afraid to take a risk even if you're not sure," she says.

### MORE ONLINE

The application deadline for the 2018 AFSCME Family Scholarship is Dec. 31, 2017. For more information: <https://www.afscme.org/members/scholarships/afscme-family-scholarship>

## Younglove & Coker Scholar



This year's recipient of the \$2,500 Younglove & Coker Scholarship (funded through a generous grant from our outside legal firm, Younglove & Coker):

## Emily Prieto

Emily Prieto, daughter of **Thomas Prieto**, a licensing services representative for the Department of Licensing in Wenatchee and a member of Local 1299, is this year's recipient of the \$2,500 Younglove & Coker Scholarship.

Emily is a 2017 graduate of Wenatchee High School. She plans to attend Eastern Washington University in the fall.

She said she will continue to build on her "passion" for serving others.

"I have seen the power of helping others and I want to keep seeing that power in what I study and what I do every day for the rest of my life," she says.

AT RIGHT: Emily Prieto



### MORE ONLINE

Check upcoming scholarships for 2017:

**ALERT:** Applications for Althea Lute Memorial Scholarship (\$5,000) due July 31. <http://www.wfse.org/lute-scholarship/>

**DON'T FORGET:** The Neville B. Crippen Grant-in-Aid Awards to help members advance their education or improve skills. <http://www.wfse.org/crippen-grant/>



## Norm Schut Scholars

This year's recipients of the \$1,000 Norm Schut Scholarships (named after WFSE/AFSCME's first executive director):

The daughters of two WFSE/AFSCME members in Rochester and Spokane and a Western Washington University member are recipients of the union's three 2017 Norm Schut Scholarships.

## Julia Thompson

Julia Thompson, daughter of **Jaime Thompson**, a support enforcement officer 3 with DSHS in Tumwater and a member of Local 443, is a 2017 graduate of Rochester High School, where she was active in the Future Farmers of America.

She will attend Central Washington University in the fall.

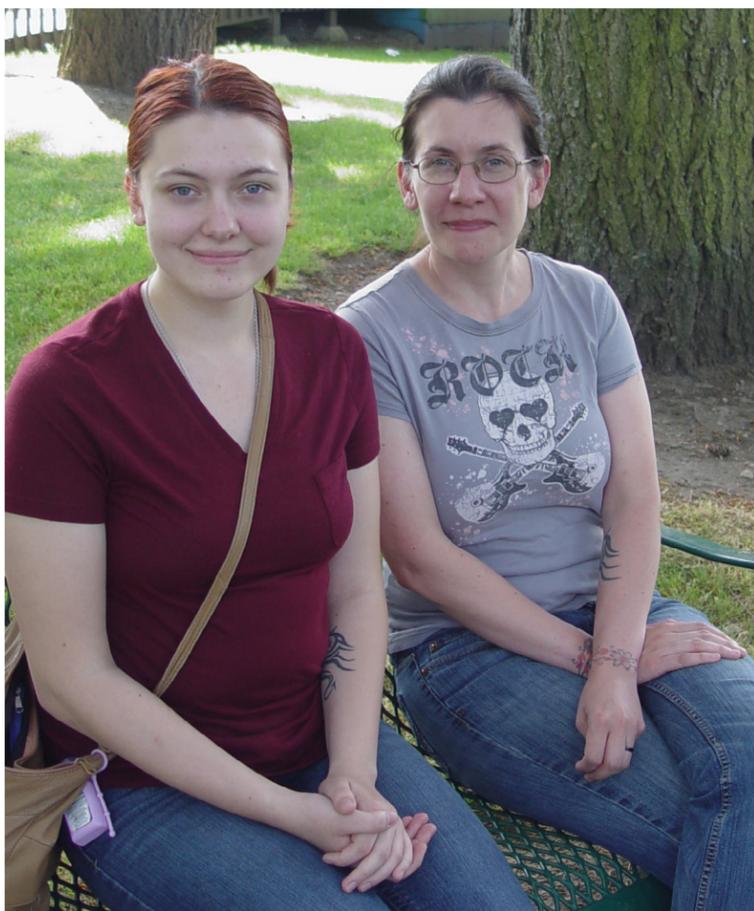
Her Norm Schut Scholarship will make a big difference.

Julia's reaction when she went to the mailbox and opened the letter from the union:

"Oh, my God, I got the scholarship!"

She and mom Jaime Thompson can't thank the union enough.

"My union does great things for me and it does great things for you," Jaime explained to Julia.



Julia Thompson (left), with mom, **Jaime Thompson**, Local 443

"As a mother and union member, I would just like to

say, "Thank you, this is awesome," Jaime added.

## Emily Boren

Emily Boren, the daughter of **Johnna Boren**, a social service training specialist with DSHS in Spokane and a member of Local 1221, is a 2017 graduate of Rogers High School.

She'll attend Eastern Washington University in the fall where she will major in mathematics.

"I continue to look for innovative ways to reach my goals and objectives along with being able to challenge myself and demonstrate leadership qualities," Emily says.



Emily Boren

## Ryan Cullup

**Ryan Lee Cullup** a facilities services coordinator at Western Washington University in Bellingham and a member of Local 1381, is this year's winner of the Norm Schut Scholarship designated for a member.

He is pursuing a bachelor's degree in operations management at Bellingham Technical College, where he has been enrolled for the last

two quarters.

"I am proud to say that completing a baccalaureate degree has been a lifelong goal of mine," Cullup says. "I will be the first in my immediate family but also in the last two generations to complete my undergraduate education. I believe this educational foundation will allow me not only to sharpen and improve my skills in my current position at Western, it may also allow me to further my career in facilities management."