

How to Save Money on Dental Costs

CHRIS DUGOVICH

In last summer's newsletter I informed you about Council 2's most cost-effective Health & Welfare service for its members. Since then, another benefit has been created. Our health trust now has a discounted dental option through the Smile Dental Network. The dental offices that participate in this network are listed here.

This dental savings option is one more reason for your Local to consider this self-insured trust during your next contract negotiations. Although all of our members in Council 2 will save money by choosing one of these dental offices for their care, members in the WSCCCE Trust will benefit the most.

WSCCCE Plan 10, Smile Dental Network Members Cost Comparison

Procedure	Your cost at another provider**	Your cost at WSCCCE preferred offices*
Cleaning (adult)	Possible co-pay	Guaranteed \$0
Exam (comprehensive)	Possible co-pay	Guaranteed \$0
Root canal (molar)	\$296	\$155
Crown (porcelain w/ base met.)	\$610	\$300

You pay no deductible when choosing a Smile Dental Network office.

* This offer is valid through September 2017. Annual maximums apply. This offer is available at any of the offices listed where you become a patient and applies to members that have dental coverage under the WA State Council of County & City Employees Health & Welfare Trust.

** Source: 2016 Optum Dental Fee Analyzer, Seattle area 75th percentile

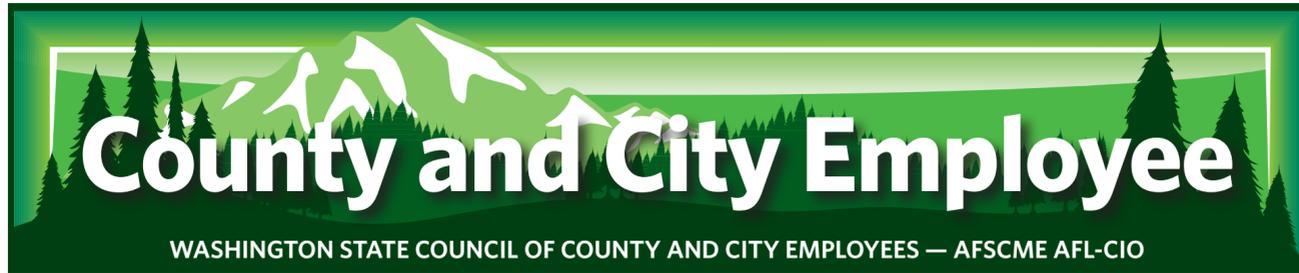
Preferred Dental Offices

- | | |
|--|---|
| Arlington
(360) 548-3188
Affordable Dental Care | Federal Way
(253) 946-3895
Sterling Dental Care |
| Battle Ground
(360) 666-5700
Excel Dental | Monroe
(360) 365-5165
Alpine Dental |
| Bellevue (Factoria)
(425) 401-5000
Affordable Dental Care | Mt. Vernon
(360) 424-7921
Alpine Dental |
| Bellingham
(360) 255-5000
Patrick Coe, DDS | Puyallup
(253) 435-5656
Avenue Dental Care |
| Bothell
(425) 488-2345
DMG Dental Design | Renton
(425) 264-0044
Affordable Dental Care |
| Burien
(206) 988-0500
Affordable Dental Care | Spokane (North Side)
(509) 467-8000
Avenue Dental Care |
| Camas
(360) 369-6420
Radiance Dental | Spokane Valley
(509) 926-1500
Avenue Dental Care |
| Covington
(253) 630-3500
Affordable Dental Care | Tacoma
(253) 471-2655
Affordable Dental Care |
| Edmonds
(425) 778-6333
Avenue Dental Care | Tumwater (Olympia)
(360) 943-5420
Affordable Dental Care |
| Everett
(425) 438-8584
Avenue Dental Care | Vancouver
(360) 573-4848
Access Dental |

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Spokane County Contract Has Hard Won Opportunities for Improvement; Reflects Efforts Across the State to Restore Wages and Benefits Lost During Recession

Spokane — It is a familiar story: The Great Recession of 2009, made worse by Eyman tax capping initiatives— results in massive losses to County and City coffers, and cutbacks in essential services. To protect jobs for themselves and their colleagues, workers around the state agreed to sacrifice hard-won gains in their contracts, with an understanding that in better times those sacrifices would be honored.

In many parts of the state, union leaders and employers have worked together to restore Cost of Living Adjustments (COLAs), cap health care premiums and secure pensions. This past year alone tough negotiations in Snohomish County, King County and other jurisdictions made significant progress.

In Spokane County, entrenched political leadership was unwilling to meet reasonable and responsible union demands until the very real threat of a strike was considered by membership. These employees had been working under an expired contract and five years of frozen wages. Ratified late last year, the contract restored some of the back pay owed workers, but failed to lock in a satisfactory COLA for 2017.

Instead, negotiators agreed to re-open negotiations, believing an improved economy and cooling off from contentious negotiations would result in a better outcome. That remains the case, and early conversations have begun.

"This was a difficult process for our members, who made their voices clear that they deserve a fair wage for the hard work they perform," said Gordon Smith, a Council 2 Staff representative in Spokane. "As we approach the 2017 negotiations, I know that pressure will continue. We need the Commissioners to know that as the economy continues to improve, workers deserve a fair deal."

With two of the three elected Commissioners up for election this fall, the economy of Spokane and services provided will be a campaign theme. Both incumbents— appointed Republican Nancy McLaughlin and Republican incumbent Shelly O'Quinn— tout the economy and jobs as integral parts of their campaigns.

"It will be difficult for these sitting Commissioners to trumpet economic growth and financial stability in Spokane County and then try to claim that the County cannot afford a modest COLA," said Smith. "We look forward to a productive, consistent dialogue throughout the year."

Both McLaughlin and O'Quinn have drawn strong challengers. McLaughlin, a former Spokane City Council member, is facing current Council member Candace Mumm. Andrew Biviano, an attorney for former mental health professional, is challenging O'Quinn. Both have earned the endorsement of the Spokane County Labor Council (AFL-CIO).

Walla Walla Compensation and Classification Study Yields Positive Changes

Council 2 and its members have long been leading the charge on providing fair compensation one benefits for workers. Members of Local 1191-W in the City of Walla Walla have been working with the City for some time on an overdue compensation and classification study for street, parks, water and other workers in this growing South East Washington city.

The result of the study was a great win for our local members. Following the conclusion of the study city officials signed a Memorandum of Understanding that gave most worker in these services a deserved raise, some up to 20% for the year, to match their new job classification.

"We were pleased with the outcome of this study as a way to recognize the important work of our members, and the need for comparable pay to their peers in other cities," said Kyle Clemens, President of Local 1191-W. "We are grateful for the openness of the process and the positive impact it will have on our members and their families."



Kyle Clemens, President 1191-W, City of Walla Walla

UPCOMING EVENTS

- JUNE 18** - Advanced Steward training
- JULY 18** - 15th Annual Council 2 Golf Tournament
- JULY 17-22** - International Convention in Las Vegas
- OCTOBER 14-15** - Executive Board Meeting

Please check the Council 2 website for details and a full list of upcoming events.

Bus Drivers From Local 21-I Do Their Homework And Get Raise

Issaquah school bus drivers secured a 14 percent raise over the next three years-and they did it with back pay and ahead of schedule.



Last fall, members of the bargaining unit of Local 21-I were both surprised and motivated to action when the school district came to them for an early offer to renegotiate their contract. Staff Representative Mary Louis credits the school district for the amicable negotiations, saying "they recognized the bus drivers were not being compensated adequately and didn't want to make them wait out the rest of their contract."

Working collaboratively, with the help of bus driver Don Crook and Local 21-I President Angela McSwain, the staff representatives did their homework. They compiled research from similar school districts and a proposal was given to the district asking for more competitive pay. When the district first heard what the union was asking for, "they were shocked," said Louis. The management team took time from the negotiations to go back and do their own research and further analysis of the data the union provided.

Doing your homework paid off, and the numbers proved to be in the bus drivers' favor. Once the district took the time to review the data they came back ready to strike a deal. Louis believes the district's management team appreciated the comprehensive research Crook and the rest of the team did to present updated numbers and to build a case to justify why they deserved more money. "I think that the result was due in large part to the hard work of the bargaining committee and their willingness to assist with research and negotiation preparation," said Louis when asked what she thought was the tipping point.

The previous contract was set to expire later this summer.



Local 120 President Wayne Withrow named Trustee to Clover Park Technical College

Our very own Wayne Withrow, President of Local 120, was recently appointed to the Clover Park Technical College (CPTC) Board of Trustees. Governor Jay Inslee nominated Withrow and four other district residents to five-year terms. Duties of trustees include setting the CPTC policy and delegating administrative authority to the college president.

Withrow, an AFSCME member since 1984 is a code enforcement officer in the environmental health section of the Tacoma Pierce County Health Department, but plans to retire at the end of this month after 26 years. A retirement, Withrow says, during which he and his wife Tanya look forward to traveling, participating with his local retiree group, and working to get Hillary Clinton elected this November.

As a graduate of the 1971 class at Devry Institute of Technology, Withrow says he has an "affection for technical colleges and technical education," and believes "it can be financially and emotionally rewarding."

Since moving to Washington state in August 1987 Withrow has kept himself busy serving his union and his community. Prior to the Clover Park appointment, he served as a delegate to Pierce County Labor Council, Precinct Committee Officer 29 Legislative District, and as a delegate to the 2008 Democratic National Convention. In previous years, he has ridden his motorcycle to AFSCME International Convention in Las Vegas, Los Angeles, and San Francisco.



"I have an affection for technical colleges and technical education. I believe it can be financially and emotionally rewarding."



2016 Presidential Election Critical To Working People



CHRIS DUGOVICH

All elections matter, but the 2016 Presidential election matters a little more than most. Never in my lifetime has there been such a stark choice about the direction and temperament of this great country. While the side-show politics of Donald Trump may seem humorous at times, and certainly

Letter from the President

draw more headlines than most candidates, the underlying message is far from a laughing matter. If elected, Donald Trump would first and foremost appoint a new U.S. Supreme Court Justice, breaking a fragile 4-4 tie that, since the death of Justice Antonin Scalia months ago has protected through gridlock the rights of working people and unions. We simply cannot risk an even more ideological court with the kind of person a President Trump would appoint.

Trump would provide zero checks and balances to a Congress that has voted dozens of times to repeal Obamacare, blocked equal pay for women, and threatened Scott Walker style policies at the national level. Walker, the Governor of Wisconsin, has led a multi-year attack on organizing rights, collective bargaining, pension security and other policies that are devastating enough at the state level; applied nationally these types of laws would undermine the backbone of labor and progress we have made to build and sustain living wages in this country.

In an economy that is fundamentally tilted unfairly toward the ultra-rich, we know Donald Trump and a Congress led by Speak Paul Ryan will continue to provide tax breaks for the wealthiest Americans at the expense of working people.

While AFSCME has proudly endorsed presumptive Democratic nominee Hillary Clinton for her decades of excellent services to this nation and unflagging support for the rights of working people and gender equality, Senator Bernie Sanders deserves a lot of credit for forcing a spotlight on the fundamental inequities of our economy. His ability to articulate the structural problems trapping too many working people in near poverty, and a declining middle class facing long term uncertainty is important and frankly, long overdue.

My hope is that as union members, working families, and Americans we can unite around Hillary Clinton for President. The stakes are simply too high to take a chance on the alternative—this election is not a reality TV show so enjoyed by the bombastic Donald Trump. This time the reality is real.



Bothell Public Works Local Rallies for Job-Saving Levy

Bothell — Local 3845 President Barry Tookey and Vice President Aaron Milner did a great job generating member turnout for a May City Council meeting where up to four measures were under consideration for voter referral this November. At stake are potential funds to replace long-expired dedicated road maintenance and incident response funds, which if the Bothell Council decides to not place before voters or continue to back fill with other revenues, could result in job loss—and a major loss of essential services.

At the May meeting, union members made their presence known wearing orange safety vests and speaking with their elected leaders. Council 2 Deputy Director Pat

Thompson addressed the Council on the importance of placing a single measure before voters.

“The people of Bothell depend on safe roads and responses in times of weather or other emergencies,” said Thompson. “The loss of dedicated funds is not unique to Bothell. Cities around the region have asked voter for funding, and voters have agreed when the measure is clear and dedicated. It’s good for the city, good for local families and businesses, and good for jobs.”

As a result of the May meeting and further discussions, the Council is expected to consider a single measure focused on Public Works on the November ballot.

Great things are happening at your local! Sign up for email updates on the Council 2 website.

Have a good news story you'd like to share? Send the details to Council 2!

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Terri Prather, Local 618 (Thurston County)	

AFSCME Couple Celebrates 14 Years of Love at Convention

By Pablo Ros

Cindy and Doug Cook couldn't be more excited about the 2016 AFSCME Convention in Las Vegas. Not just because they've been members of AFSCME for a combined total of more than 60 years. And not just because they're big believers in what workers can achieve together when they stand with each other, even in the face of a great challenge. Their trip to Las Vegas this year will be unique for a very personal reason.



then Doug visited Erie, then Cindy visited Olympia.

From 2002 through 2005, they spent all of their vacation time together in Las Vegas, Erie, or Olympia. “When we weren't together, we spent hours on the phone,” Cindy recalls. “It was crazy because we both realized we had found something completely unexpected and extremely beautifully rare and special.”

Their love for each other resulted in a decision to spend the rest of their lives together. “It was frightening to leave my family and friends whom I'll always miss,” Cindy says, “but it turned out to be the best decision of our lives. We've never been happier.”

Cindy and Doug met at the AFSCME Convention in Las Vegas in 2002, and they were married in Las Vegas in 2006. So this year they're going back to celebrate their 14th meeting anniversary and 10th wedding anniversary. Their union was “literally union-made,” they say, and they are looking forward to sharing this special moment with their AFSCME sisters and brothers.

How they met

On the Sunday before Convention 2002, Doug was swimming in the pool at the Paris Hotel when he first set eyes on Cindy. “I saw this beautiful girl sitting by the pool, dangling her feet in the water,” he says. “So I swam up to her and we started talking.” “We clicked immediately,” Cindy recalls, “and we ended up talking for over two hours. He made me feel like I had known him all my life.”

At the time, Cindy was an employee of the City of Erie in Erie, PA and president of AFSCME Local 2206 (Council 13). Doug was (and still is) an equipment operator for Thurston County, in Olympia, WA and a member of Local 618 (Council 2), where he has served as vice-president. Though they came from opposite sides of the country, they had much in common, including their union activism. They spent the rest of the week together, attending Convention activities getting to know each other.

“It was then that our friendship was born,” Cindy says.

They never quit on each other

After the 2002 Convention, Doug and Cindy went back to their respective homes. For the next three and a half years, they did the “East Coast/West Coast thing,” as Cindy puts it. At first they visited each other in Las Vegas,

After Cindy found a job with the Washington State Department of Ecology, she moved to Olympia, they bought a house, and they were married February 19, 2006. She is now a member of AFSCME Council 28.

They are going strong

While the past ten years have been full of happiness, they have not been free from struggle: In the spring of 2012, Doug was diagnosed with stage three non-Hodgkin's lymphoma. For the next six months, he would have to undergo chemotherapy at the University of Washington in Seattle, 60 miles away.

“Going through something like that changes your whole outlook on life,” Cindy says. This struggle made us stronger and drew us even closer together. “How Cindy stuck with me was remarkable,” Doug says. “She was by my side at every appointment, every test, and every session of chemotherapy. It was unbelievable. Her love and support is why I'm here today.”

Thanks to her union contract and her co-workers, Cindy was able to use shared leave on the days that Doug was being treated. It's what allowed her to be by Doug's side. “It was so important for me to be with him,” she says, “because we had no idea what the future held for us.” Doug has been cancer free since the fall of 2012.

They never gave up on each other, and today they're a stronger couple. “Life is good!” Cindy says.

Shopping around for healthcare pays off

Timberland Regional Library (TRL) employees and management successfully renegotiated their healthcare insurance contract, saving money and securing a raise. In 2015 union members began to feel that they were not getting a good “bang for their buck” with their current insurance. They believed a better deal was out there and after searching for the better part of a year, they found one with Association for Washington Cities (AWC) Regence health plan.

covering five counties: Thurston, Mason, Grays Harbor, Lewis, and Pacific. Because physician networks are often limited in such areas, healthcare shopping was challenging. The Union-Management Healthcare Subcommittee met approximately twice a month for six months to evaluate all of the options available in the marketplace. Fortunately, AWC offered similar benefits, but at significantly lower premiums than the existing company.

premiums for part-time employees, and provided a 2% Cost of Living Adjustment — the biggest wage increase since January of 2009.

According to Dylan Carlson, Council 2 Staff Representative, “None of these changes would have happened if the Union members hadn't vocally demanded that TRL shop around for a better deal.”

While the end result proved to be a success, going in there were some difficulties. TRL is a rural district

Reducing healthcare costs, allowed for more money to be spent toward total wages, substantially increasing the employer contribution toward



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Council 2: In their own words



Rick Winter describes 1135MT as “an overall great union to be involved with!”



There is only one word that comes to mind when Phyllis Hume thinks about 1135MT: “Supportive!”



Angela McSwain credits Mary Lewis with helping to negotiate a 14% raise over three years. “Council 2, you are the best!”



Shannon Gipson, Treasury Specialist, Spokane County, Treasure's Office, Local 1553 “The value of the union to me, is the representatives who work hard to provide the best deals for the employees.”

