

AFSCME, the American Federation of State, County and Municipal employees is one of the largest unions in the AFL-CIO. AFSCME represents people who work for various governmental agencies throughout the State of Washington, Idaho and the nation. The Washington State Council of County and City Employees is a statewide affiliate of AFSCME with a professional staff of 40 employees, including is professional staff Representatives who handle over 170 union contracts, representing over 17,000 members.

We believe that members deserve the right to determine for themselves, in their own local union the best way to represent their membership. Each local union elects its own officers and stewards and conducts their own affairs, maintaining their own treasury and participating through the democratic process in their own collective bargaining. In contractual matters a Staff Representative is assigned to assist with grievances and negotiations. For matters that require a legal opinion, attorneys are on staff to prepare arbitration and court cases.

We believe that with professional and technical assistance, each local union and its members and officers have the opportunity to better their workplace and themselves by using the democratic process to vote on issues the affect them and their job site.

#### **What Kind of Workers Does the Washington State Council of County and City Employees Represent?**

Our membership consists of all types of public employees...blue collar and white collar including road and maintenance workers, clerical and technical support personnel, bus drivers, correctional officers, appraisers, prosecuting attorneys, counselors and more; The list grows everyday.

#### **What Do All These People Have In Common?**

All of these people perform work for a governmental agency (city, county, school district, health district, etc.) and have found that the Washington State Council's ability to provide representation and to improve contracts has bettered their workplace. That's hard to beat!!

#### **What Kinds of Things Will You Be Able To Count On From AFSCME?**

You will:

**Elect** your own local union officers;

**Control** your own treasury through a democratic process;

**Set** policies and goals for your own membership and vote on them within your own local union;

**Start** building solidarity with your co-workers for job security and working conditions;

**AND**

**With the assistance of a Staff Representative, you will:**

**Develop** your own contract proposals;

**Sit** in on grievance meetings as an equal with your supervisor;

**Elect** a negotiation team to represent you at the bargaining table;

**Have** access to other job related information (safety standards, salaries from other jurisdictions and more).

**AND**

**With the Assistance of WSCCCE, you will:**

**Attend** leadership and training seminars;

**Compare** trends in employer tactics with other local union leaders in the State;

**Receive** research information on special areas within your local union;

**Learn** about the legislative process to aid you in electing officials whose policies favor working people.