

Local 1191-W continued from front page.

estimated project cost and brought up concerns about the authors of reports advocating privatization. It was later determined that the estimated cost of the project was inaccurate – and too low. After public comments, the council postponed their decision until the two new members were sworn in at the next meeting in January.

The month before the January meeting Local 1191-W members — Mike Neher, Gary Goodwin, Kyle Clemens with Staff Rep. Kevin Dougherty – contacted city council members and sent them each a letter detailing their opposition. Their efforts focused on bringing to light the cost of the project, the loss of accountability, the lack of authority and the reduced quality of services that city residents would receive. They stood strong and ended their letter with the following statement, “Local 1191-W firmly believes that they can do the great work they have been doing for decades and do it with local workers who live and spend their money in the fine city of Walla Walla.”

City employees packed the city council meeting again on January 13, 2014 and celebrated when the council voted 6-0 to keep operation of the water system by city employees who live, work and raise families in Walla Walla.

It was a clear win for Local 1191-W and a potential blueprint for those around the country working against the tide of privatization.

Collective Bargaining continued from front page.

To advance an anti-union agenda, right-wing organizations have started to use obscure parts of laws to force through their objectives — like using the municipal initiative process here in Washington.

The municipal initiative process was originally created as a means to provide citizens a voice at a time when the banks, railroad and timber industries dominated the landscape. “When the signature gathers were making their rounds in Chelan this was deceptively pitched as a transparency issue,” said Council 2 Staff Representative Tom Cash. “It was great to see the city council question the intent of the initiatives. They related that no citizen had ever questioned the collective bargaining process — nor had the council had the occasion to question the process — and in the end they weren’t intimidated by threats of litigation.” In an unfortunate turn of events, an initiative process meant to protect regular working people from industry is now being used against them.

Cities like Chelan, Sequim and Shelton are now at the forefront of the anti-union movement attempting to wreak havoc under a false veil of transparency and open government. The work that Council 2 representatives and members are doing to stop destructive measures — like illegal initiatives — is imperative to union security in Washington.

## Locals in Yakima Earn Wage Adjustments and Increased Benefits

Local 2658 Yakima County Appraisers, Local 87 Municipal and Local 87P have ratified a one-year successor agreement that gives employees a 3.5% to 5.5% wage adjustment and an additional \$50 per month towards their medical premium.

This agreement stems from the result of salary survey Yakima County performed to determine the appropriate market trend line for each classification. The survey was the result of a 2014 mediation session. Their salary survey clearly showed that our employees were way behind the comparables. Yakima County stood behind their decision to try to bring the employees close to the market trend line after many years of frozen wages and setting the employees back in wage comparables.

During the first negotiation session, Yakima County came to the bargaining table and was upfront about wanting to make things right. It was a great negotiation session and the bargaining team felt the County’s offer was fair to each employee. Russ Fonder one of Local 87 Negotiating team members commented, “I have been with the County for almost 30 years and this is the best offer they have given us in many years.”



## Paid Sick Leave Moves Forward in Tacoma, WA

By Olivia Sandbothe

The United States is one of the only developed nations on earth where employers aren’t required by law to provide their workers with paid sick leave. That means that about forty million Americans face the prospect of losing income or even their jobs if they get sick. This puts everybody at risk. Workers without sick days are 1.5 times more likely to show up to work when they have an infectious disease like the flu, increasing the chance of spreading disease.

While Congress refuses to act, some cities and states are taking matters into their own hands. The city of Tacoma, WA passed a paid sick leave law just last week, at the urging of AFSCME Council 2 and other community groups. Beginning next year, anyone who works in Tacoma can take three days off, with pay, if they are sick.

The city council chamber was packed to capacity with supporters as the bill was debated. That’s no surprise, since more than

80 percent of Americans say they favor policies like this. In fact, many people in Tacoma think the law could have gone farther.

Tacoma’s law isn’t just about illness. It also includes a clause allowing workers to take time off to seek protection if they are experiencing domestic abuse. Unions have been fighting for these clauses for years as a way to make sure that no worker has to choose between her job and her own safety. Communities across the nation are starting to realize that paid time off is critical for the health and well-being of their residents. Union members must keep speaking up at the local and national level to make sure that all workers can access this basic right.



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WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES — AFSCME AFL-CIO

## Aerospace Tax Incentives On Legislators' Agenda

After Washington passed an \$8.7 Billion tax preference bill, Boeing began moving jobs out of the state.

By Bill Dugovich, SPEEA Communications Director

The Washington Legislative session began on Jan. 12 and among the issues facing lawmakers is modifying the \$8.7 Billion aerospace tax preference bill to tie incentives to jobs. Parallel to this effort is adding a requirement that ensures aerospace and related services provide good, family wage jobs.

Since the incentives were extended 14 months ago, The Boeing Company’s employment in Washington is down by more than 2,000 employees.

“Legislators are listening and recognizing the need to add accountability,” said Chelsea Orvella, SPEEA legislative director. “Companies should not be able to receive tax breaks at the same time they are moving jobs out of state.”

First approved by the legislature in 2003 to “win” the site and jobs needed to build the 787, the Washington tax incentives were extended through 2040 during a hastily called special session in November 2013 to “win” the site to build the 777X.

However, while the intent of the legislation was to grow the state’s aerospace industry, the bill approved by lawmakers grants tax breaks without requiring companies to expand or even maintain employment in the state. The bill also says nothing about wages, a loophole that leaves the state’s more than 400 aerospace firms free to pay workers building parts for the 787, 777 and other highly complex aircraft at rates comparable to fast-food cashiers. Some firms now benefiting from the incentives hire workers for \$10 an hour or less. Employees with years of experience often can’t find jobs that pay over \$13 an hour — wages that have some aerospace workers relying on food banks to feed their families.

*Aerospace Tax Incentives continued on p. 3.*



Over 100 Council 2 members, staff and leaders gathered in Tacoma in January for the Annual Legislative Conference. State, local and regional issues were discussed to help locals stay engaged with elected officials throughout the State.



## Local 1191-W in Walla Walla pushes back against privatized water — and wins

Attempts to privatize water – a basic human right – have increased around the country as the infrastructure to deliver it ages. City of Walla Walla employees Local 1191-W recently proved there is much to be gained in fighting back against privatization.

In June of 2013, the City of Walla Walla employees Local 1191-W first heard about plans to privatize a new water treatment plant that was scheduled to be built and operated by C2HMHILL.

Local 1191-W employees closely monitored the privatization plan gaining traction and gathered information on why this move would be the wrong choice for the city, including the loss of four city employees. “We knew this

would be a bad choice for the city,” stated Council 2 Staff Representative Kevin Dougherty. “But we knew we would have to be prepared to convince the city council.”

During the 2013 election season, Local 1191-W interviewed candidates running for city council with a focus on their views towards outsourcing and privatization. Based on these conversations, the Local was active and successful in electing two new council members who shared their members’ opposition to handing over public funds for private profit.

At the city council meeting in December 2013, Local 1191-W packed the room with members who questioned the

*Local 1191-W continued on p. 4.*

## Collective Bargaining Under Attack in Chelan

In an effort to ensure strong collective bargaining rights are maintained in Washington, Council 2 and Local 846-CC (City of Chelan) have intervened in a lawsuit filed by local initiative sponsors which, if successful, would be detrimental to collective bargaining and union security in the City of Chelan.

The lawsuit is the result of the city council’s decision last fall determining the invalidity of two propositions heading to the ballot. Leading up to the election in 2014, local initiative sponsors — backed by an ultra-conservative, right-wing organization — attempted to put illegal propositions on the ballot that would have opened up contract negotiations between the city and the union to third parties and banned union security provisions. Both initiatives would have drastically reduced the bargaining power and effectiveness of local unions. Similar propositions were attempted in Sequim and Shelton.

The reason for the lawsuit centers on the illegality of the initiatives themselves based on Washington’s Constitution and the intended result of the initiatives undermining of state labor laws. In their letter to the court, the union stated, “The Plaintiffs (ultra conservative backers) do not have a fundamental right to place unlawful initiatives on the ballot — even if they followed all the proper procedures and got enough signatures.”

The motion to intervene was granted on January 16th, 2015 and a motion for summary judgment finding that the initiative petitions are invalid and unlawful and should not be enacted into law or placed on the ballot will be heard before the court in mid-February.

Unions have been dealing with policy decisions that have weakened their structure for decades, but this pressure has intensified in recent years reaching a fever pitch in Wisconsin 2011 that has not subsided.

*Collective Bargaining continued on p.4.*

# Scholarship Application Deadline is Approaching



**CHRIS DUGOVICH**

For more than twenty years, the Washington State Council of County and City Employees have been awarding scholarships to dependents of members — and even a few members who choose to continue their education. In our first year we gave out only a few thousand dollars but it has

## Letter from the President

slowly continued to grow. We have now awarded over \$600,000 in scholarships to students since it started.

This spring, 23 of your daughters and sons will be awarded scholarships of varying amounts. Awards vary from \$20,000 — spread over four years — to six scholarships for \$5,000, ten for \$2,500 and six for \$2,000. Additionally, five \$1,000 continuing education scholarships will be awarded to qualifying members. All together, \$92,000 will go out to help our kids and their families achieve their educational goals. If you have personal experience with the price of a college education, you know first-hand how expensive it is to help put your son or daughter through one of our public universities.

Our application deadline for this year is approaching fast. Applications must be in by March 16th. The information needed to apply is on our website. Scholarship awards are determined by a five-member committee of Council 2 Executive Board Members. Award decisions will be made in April or May. If you happen to have a son or daughter that is attending college next fall, make sure they apply. It's all about helping them continue on their educational path.

One of the ways we provide funding for this program is our annual golf tournament. Last summer — with 144 golfers struggling over 18 holes at Chambers Bay Golf course — we raised almost \$25,000 through green fees and sponsorships from local unions and some key vendors that help us represent our membership.

This year's tournament will be held at Newcastle Golf course near Bellevue, Washington on July 10th. All members are welcome to attend. It will be a great afternoon of golf, barbecue and a prize for the tournament winner. Reduced rate hotel rooms will be available for members traveling from out of the area for the evening after the tournament. Most of the members are sponsored by their local union to support the scholarship program. You can find a sign-up sheet on our website. If your Local hasn't participated in the past, I encourage you to do so. You can also sponsor a hole on the course with a donation and have your local union recognized. Remember all fees and donations go to the scholarship fund. Find some golfers in your membership and get signed up today!

*Aerospace Tax Incentives continued from front page.*

"Without wage standards, taxpayers pay twice — once when they give the tax incentive and again when the worker must rely on public services," said Larry Brown, legislative director for IAM 751.

Today, Boeing employs fewer workers in Washington than it did when the tax incentive was extended.

SPEEA and the IAM have consistently supported — and continue to support — the incentives to grow the aerospace industry with good-paying jobs. Our two unions are now working side-by-side to have the legislature revise the aerospace tax preferences to require companies to meet the intent of the law.

"We want the industry to benefit from these tax breaks," Orvella said. "We just want accountability for companies taking the tax breaks to ensure they are creating jobs and paying living wages to the people in the state where they were granted."

According to the Good Jobs First Subsidy Tracker, Boeing has received more state and local economic development subsidies than any other company. The 152 different state and local subsidies listed total a staggering \$13.1 billion.

"We need to make sure the aerospace tax preference bill serves its intended purpose — to provide incentives to companies that grow Washington's aerospace industry," said Orvella, SPEEA legislative director. "Legislators are listening, and they really listen when the message comes from our members who live in their districts."



## COUNCIL 2 CONVENTION

Fri. June 5 - Sun. June 7  
Marysville - Tulalip

Visit [www.Council2.com](http://www.Council2.com) for registration and more event info.



## 2015 COUNCIL 2 SCHOLARSHIP

Deadline to apply:  
Monday, March 16, 2015

Visit [www.Council2.com](http://www.Council2.com) for a list of scholarships offered and more details.

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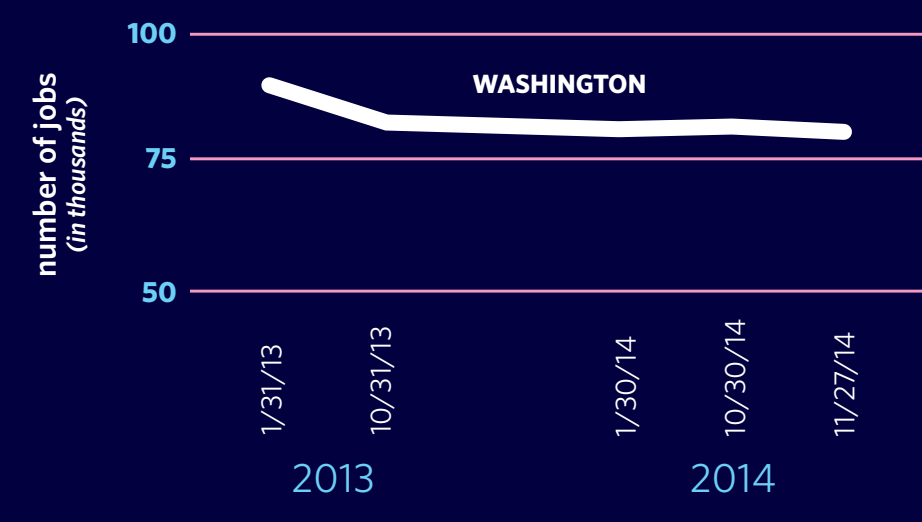
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## Boeing Wins — Washington Loses Jobs



When the legislature extended Washington's aerospace tax preferences to secure 777X work, the stated intent of the legislature was to maintain and grow good aerospace jobs in Washington. That was clearly the expectation of the Washington public when the state committed an estimated \$8.7 billion to support our aerospace industry.

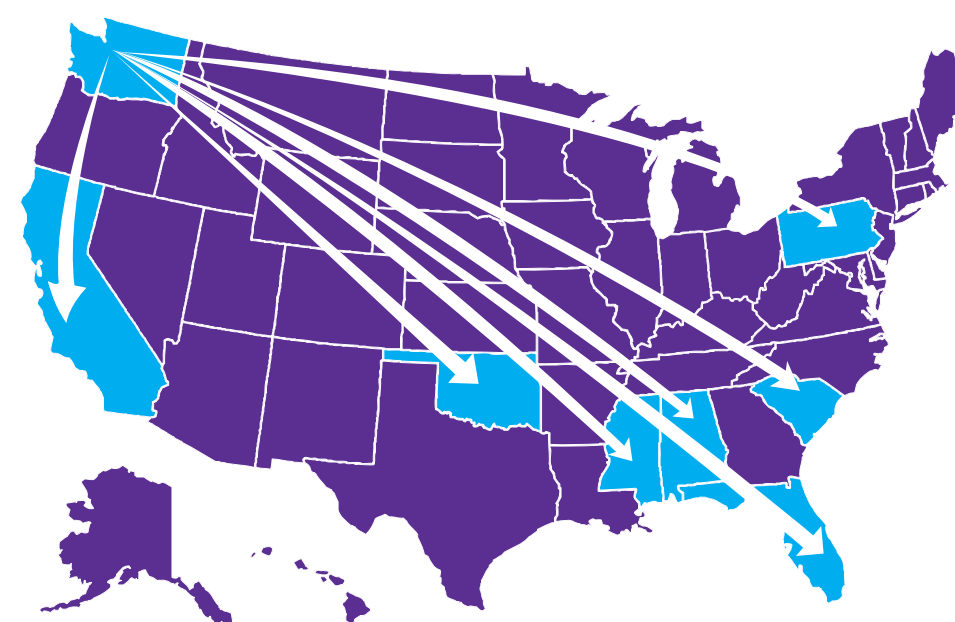
Since then, The Boeing Company announced it is moving upwards of 6,000 high-paying engineering and technical jobs out of Washington. Today, there are more than 2,000 fewer Boeing jobs in Washington than in November 2013. This job loss is not due to a downturn in the industry. It is a deliberate decision to move future aerospace innovation and support to other parts of the country and abroad.

Washington law ensures certain 777X work remains in our state for companies to continue benefiting from the aerospace tax preferences. However, the law does not require any new jobs be created in our state or ensure any current job is protected for the full tax preference to be made available.

Meanwhile, the growing and alarming number of "working poor" in the aerospace workforce goes largely unnoticed. Unlike other states, Washington's aerospace tax measure does not incentivize high-wage job growth.

## Up, Up and Away?

The Boeing Company employs fewer employees in Washington today than in 2013 when the tax incentive package was passed. The map below shows where they're going.



**SOUTH CAROLINA:** Research and Design Jobs

**ALABAMA:** Research and Design Jobs

**PENNSYLVANIA:** Research and Design Jobs

**MISSOURI:** 777X Wing and Tail Work, Defense Jobs, Research and Design Jobs

**FLORIDA:** Flight Simulators

**CALIFORNIA:** In-production Customer Service Positions

**OKLAHOMA:** Defense Jobs

**CHINA, INDIA AND RUSSIA:** 777X Tail work and other jobs.

## COUNCIL 2 GOLF TOURNAMENT AT NEWCASTLE

July 10, 2015  
Golf Club at Newcastle, WA

Come and enjoy an afternoon of golf, barbecue and prizes! All fees and donations go towards the Council 2 scholarship fund. For more information and to sign up, see our website for details. [www.Council2.com](http://www.Council2.com)

## Local Incentives Worth Looking At

VANCOUVER, Wash. — The city across the Columbia River from Portland is earning praise for tying business fee discounts to employment and high paying jobs.

Approved unanimously by the Vancouver City Council last month, businesses with 200 or more employees can have license and impact fees reduced by paying employees higher-than-median wages and signing a written development agreement with the city that outlines a long-term commitment to maintain high wages and employment. The median income in Vancouver is \$48,562.

Fee reductions are tiered based on the benefit to the city, largely from sales tax and other mechanisms produced by workers earning higher wages. Businesses paying a median salary at least double the regional median could qualify for a 25% reduction in traffic impact fees, up to \$100,000. The waiver for business license fees is capped at \$20,000 a year.

Vancouver based its incentives on efforts used to lure the Banfield Pet Hospital headquarters and its 500 employees to the city. Banfield expects to expand Vancouver employment to 600 by the end of the year.

## Examples of States Doing Incentives Right

### SOUTH CAROLINA



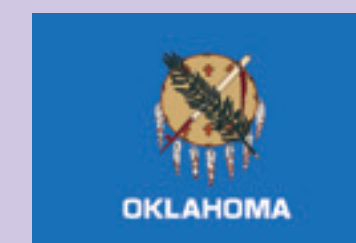
Law required Boeing to create 3,800 jobs to secure \$900 Million in tax breaks for locating a 787 plant in the state.

### MISSOURI



Passed legislation granting tax breaks to Boeing if the company expands high-wage employment by 2,000.

### OKLAHOMA



Provided aerospace tax credits based on a percentage of compensation provided to employees.

### SOUTH CAROLINA



Passed a \$120 Million tax incentive package for Boeing to expand its North Charleston plant and create 2,000 additional jobs.