



County and City Employee

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



AFSCME member Gerard Jolly knocks on a door in Columbus, Ohio. He was a member of an extremely well organized campaign across the state in which Council 2 members assisted.

Ohio's message to Washington State legislators: 'You have been warned'

Legislators in Washington State who want to mess with public service workers' bargaining rights have been warned. They have seen what has happened in Ohio.

That is the message from the huge victory for unions' collective bargaining rights in Ohio in the November elections, says Council 2 Director of Organizing Bill Keenan, who helped in the Ohio campaign.

"It also shows what we can achieve if we work together," Keenan adds.

Ohioans voted 61 percent to 39 percent to repeal SB 5, a measure signed into law by Gov. John Kasich earlier this year that curbed collective bargaining rights for

public employees.

Governors and legislators everywhere, including Washington State, should be aware that if they want to change public employees' work conditions, they should do so only through the collective bargaining process, Keenan says.

Keenan joined Council 2 Spokane Staff Representative Dean Vercruyse and AFSCME Olympia area representative Aaron Cole in Dayton, Ohio, where, assisted by 130 volunteers, they worked together visiting voters.

"We knocked on at least 1,500 doors in the 10 days we were there," Keenan says,

The campaign across Ohio was extremely well organized by an

umbrella organization called "We are Ohio," Keenan adds. "It was the most amazing coalition of private and public sector unions I have ever seen.

"It consisted of citizens, a lot of them young college students, the building trade unions, steelworkers, teachers, firefighters, police officers and state, city and county workers.

"They used labor union halls as meeting places and were assisted by huge numbers of volunteers knocking on doors day in and day out.

"The result was a record number of voters in an offseason. I am so glad I got to go there. It was very impressive."

Deep budget cuts ahead

More major cuts in Washington state spending lie straight ahead.

They are likely to be made during a special session of the legislature that starts on November 28. Members will seek to slash as much as \$2 billion from spending so that they can balance the state budget for the year.

"Given the continuing downturn in the economy, the only thing people can agree on is that these cuts will go beyond everyone's imagination," says Council 2 Deputy Director Pat Thompson.

"It's looking bad."

The legislature clearly did not cut enough when it met in the regular session in January, making the late-year special session necessary.

Spending at the state level is likely to be the major target. But the cuts are likely to spill over on to local authorities, affecting every facet of county and city government, including criminal justice loads, social services and human services, such as libraries, health care and mental health.

The only alternative to balancing the budget by cutting back on spending is to raise revenue. Taxes, including sales taxes, are likely to be raised. But an initiative promoted by Tim

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Our state's pension funds are well protected

Amid the doom and gloom, it's good to hear you don't have to worry about the health of your pension fund.

Washington state's pension funds are among the best funded in the nation, according to State Actuary Matt Smith.

And, although risks and challenges lie ahead, they are planning to remain a national leader, he adds.

The state's pension funds are 99 percent fully funded,

making Washington one of the top three funded states nationally. Only New York, at 101 percent, and Wisconsin, at 100 percent, do better.

Problems arise when a fund is less than 80 percent funded.

In addition, the Washington State Investment Board's 10-year returns through June 30, 2010 were, after fees, the best for public funds, Smith says.

They benefited from investments in private equity and

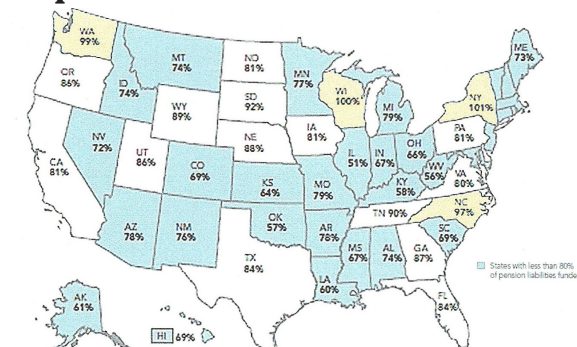
real estate.

The funds also cost less to run. At \$59 for each active member, the costs are way below the peer average of \$82.

"These figures refute anyone who suggests that our pension funds are bankrupting the state," says Council 2 Deputy Director Pat Thompson.

"If a pension fund is properly funded it can withstand even the most difficult of crises."

Top Three Funded States Nationally



Source: The PEW Center on the States April 25, 2011, report, "The Widening Gap: The Great Recession's Impact on State Pension and Retiree Health Care Costs."

Rapid end to longest-ever negotiations

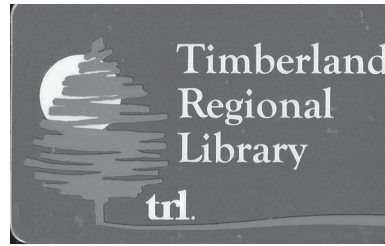
The end came surprisingly quickly and amicably in what is believed to be the most protracted dispute over organizing and contracts in Council 2 history.

In contrast with more than two years of some of the toughest and most intense bargaining seen by the union, the first contract for managers and supervisors at Timberland Regional Library System was agreed upon in only two hours in early November.

The contract had to be negotiated in two parts because the managers and supervisors are in different bargaining units.

The managers and supervisors ratified their contracts on October 17.

The contracts, which cover the next three years, include “openers,” which require that the cost-of-living allowances and medical benefits be renegotiated annually, a requirement necessitated by the uncertainty



surrounding the economy.

“Base and supervisor units and the Timberland management agreed to coalition bargaining for the 2012 cost-of-living adjustment and medical benefits opener,” Staff Representative Kathy Brown, who assisted in the negotiations, says. “We will do the same at the end of 2012 to cover 2013.

“We were able to reach a 2012 COLA and medical tentative agreement with management after only two sessions,” Brown says. Currently that agreement is with both respective bargaining units for ratification.

“We anticipate they will ap-

prove them, as it was a fair offer,” Brown adds.

Similar “openers” are becoming more common in other contracts because of the uncertain economic climate.

The negotiations with Timberland Regional Library System — which serves 421,000 people through 27 branches in Grays Harbor, Lewis, Mason, Pacific and Thurston counties — began in 2009.

Over that time, “they threw everything at us,” says Council 2 Director of Organizing Bill Keenan. “They tried to wear us down, but we hung in there and persisted over the years.

“We even instituted an unfair labor practice at one stage, which we won.”

Now the mood is different, says Brown. Where management set up barriers before, now they are willing to cooperate.

“I am encouraged moving forward,” she adds.

CHRIS DUGOVICH



Letter from the President

Winners beat losers in election

We won more than we lost in the November 8 elections, says Council 2 Deputy Director Pat Thompson.

Among the wins:

- Initiative 1125 proposed by Tim Eyman, which would have sharply restricted tolls to pay for new transportation projects, was headed for defeat.

Eyman hooked up with ultra-conservative multi-millionaire Kemper Freeman, who bankrolled the initiative, which would have hurt bonding and road-construction projects.

“It is nice to see another stupid idea defeated at the polls,” Thompson says.

- At the local level Snohomish County Execu-

tive Aaron Reardon, after a bruising campaign, easily beat his opponent, State Representative Mike Hope. Reardon’s win is good news for Council 2.

- In Stevens County, Deborah Rarrick defeated highly anti-union candidate Dick Nichols for the position of mayor of Colville.

- Local 114 employees received a big victory when Kell Linville defeated incumbent Dan Pike for the position of Bellingham mayor.

Among the losses:

- Mary Verner, who sought another term as Mayor of Spokane, was defeated by David Condon. “That’s a big disappointment,” Thompson says.

Council 2 is “very concerned” about an unprecedented recent attack by Gov. Christine Gregoire on local government workers.

Gregoire reportedly said that local governments have not been as hard-hit by revenue losses as the state and that state workers have suffered more than other governments’ employees. She endorsed cutting \$91 million in money

shared with cities and counties because — according to her budget chief Marty Brown “we keep giving them big dough. So we’re not giving it to them this time.”

Council 2 Deputy Director Pat Thompson comments, “We make no apologies for making a better case to the public about the value of the services we provide.”

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'Don't let the anti-union trend cross the Rocky Mountains'

The anti-union attack centered in the Midwest has been delivered a setback by Ohio's overturn of the restrictions on collective bargaining enacted there.

But we still need to remain vigilant and make sure the trend does not cross the Rocky Mountains.

In a message to the President's Conference held in Chelan in late October, Council 2 President and Executive Director Chris Dugovich pointed to these events:

- In Wisconsin, Gov. Scott Walker repealed collective bargaining in March 2011. Results were that contracts and seniority fell away, employee health insurance premiums and pension contributions were raised, and union security



and payroll deductions were removed.

- In Michigan, Gov. Rick Snyder passed legislation that allows the governor to declare a finan-



cial emergency and appoint a financial manager over a city/school district in March 2011.

- In Ohio, Gov. John Kasich restricted collective bargaining for state workers and removed union security and payroll deduction before it was repealed in a vote on November 8.

- In Indiana, Gov. Mitch Daniels's first act in office in January 2005 was to repeal an executive order that provided for collective bargaining rights.

We must do all we can to prevent such events occurring here, Dugovich said. Ohio has given us renewed confidence that we can.

Ohio's warning to state - Page 1



Above: Brad Reich, associate professor of law and ethics at the University of Puget Sound, leads a negotiating-skills workshop at Council 2's President's Conference in Chelan in late October. Below: Reich talks with Elise DeGuseppi, Local 3787.

Photographs by John Ohlson, Local 120

Golf tournament set for July 20

Our annual golf tournament to benefit the Council 2 Scholarship Fund will be held at Chambers Bay Golf Course, University Place, on Friday, July 20, 2012, at 1 p.m.

The tournament helps to raise money for scholarships that have provided more than \$250,000 to members and dependents over the past five years.

Other 2012 dates:

- January 26-28: Legislative Weekend, Olympia
- June 17-22: International Convention, Los Angeles
- October 19-20: President's Conference, Chelan

CUTS, from Page 1

Eyman and approved by voters a few years ago requires a supermajority — two-thirds of the legislature — for any significant increases in revenue. Such a majority seems unlikely to emerge from the legislature.

Another way to raise income to balance the budget would be to place a revenue package before voters. Such a move can be approved by

a simple majority of the legislature, but it is unlikely that members would do so, particularly given likely resistance in the Senate.


A preview of what lies ahead came in early November from Tacoma, where City Manager Roy Arellano said 130 jobs could be slashed and workers' pay cut to close a projected gap of more than \$26 million that

has emerged in the city's two-year general fund budget.

Council 2 will be monitoring the session closely and doing what it can to protect members' interests.


"We will be focusing on the people who caused the problem — businesses taking advantage of tax loopholes that working people don't enjoy," Thompson says.

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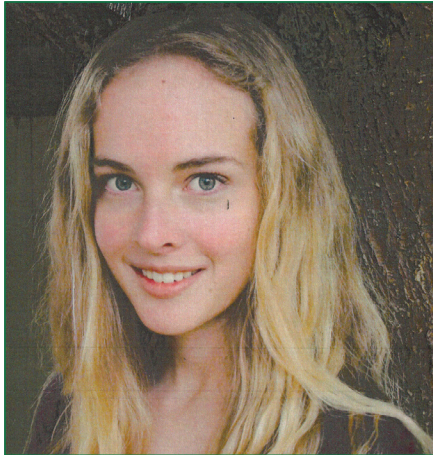
President/Executive Director Chris Dugovich
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AFSCME We Make America Happen

Eighteen awarded Council 2 scholarships, ranging from \$2,000 to \$5,000

Here are the recipients of this year's Council 2 scholarships.



Kathryn Stewart



Allison Neathery



Andrew Halstead



Mariya Bashkatova



Naomi Fogerty

Four-year scholarship (\$5,000 a year for four years)

In memory of Dave Kanigel, Council 2 attorney.

Recipient	Council 2 member	Member's Local
Joseph Sutton-Holcomb	Frank Holcomb	3787 Pierce County Library

\$2,000 Awards

In Honor of Robert "Bob" Eskew, retired; Sharon Chisum, retired; Herman Bain, retired; Shirley McWayne, retired; Ada Gillisse, retired; Geneva Obenchain, retired; Rich Needham, retired; Sharon Williamson, retired; Susan Cole, retired; Chris Wood, retired; Curt Patterson, Local 120 Pierce County, retired.

Recipient	Member	Member's Local
Allison Neathery	Wanda Cooper	275 Grays Harbor County
Justin Nejbauer	Ken Nejbauer	109-E Snohomish County
Emily Pinckney	Maneula Pinckney	120 City of Tacoma
Jennifer Smith	Clayton Smith	21-I Issaquah School Bus Drivers
Mari Smith	Andrew Smith	109-E Snohomish County
Kathryn Stewart	Karen Stewart	1845 Island County Courthouse

\$5,000 Awards

In Memory of Darin Crockett, deceased, Marley Henry, deceased, Kevin Lukes, deceased; Richard Farwell, deceased, Norm Mahan, deceased, Donald "Danny" Lemberg, deceased, Tom Foster, deceased, Allen Daaes, deceased, Rozelle Hall, Local 120 Pierce County Health, deceased; Craig Vaughan, deceased, Larry Dixon, deceased.

Recipient	Member	Member's Local
Mariya Bashkatova	Dmitriy Bashkatov	307-CO Clark County
Kaari Burdsall	Walt Burdsall	120-H Tacoma/Pierce Co. Health
Madeleine Derrick	Denise Sullivan	1553-S Spokane Co. Courthouse
Angela Gelfer	Adrienne Gelfer	21-I Issaquah School Bus Drivers
Andrew Halstead	Kate Halstead	1811-CA Snohomish County
Danielle Navarre	Janet McBeth-Navarre	1837 City of Kirkland

Continuing Education Awards

In Memory of Larry Craig, Past Member of Local 618 Thurston County

Recipient	Recipient's Local
James Babcock	2658 Benton County Appraisers
Joy Cavanaugh	2170 City of Renton
Naomi Fogerty	1857 King County Library System
Cindy Gobel	1811-CA Snohomish County Auditors
Lindsey Legaspi	1811-CA Snohomish County Human Service



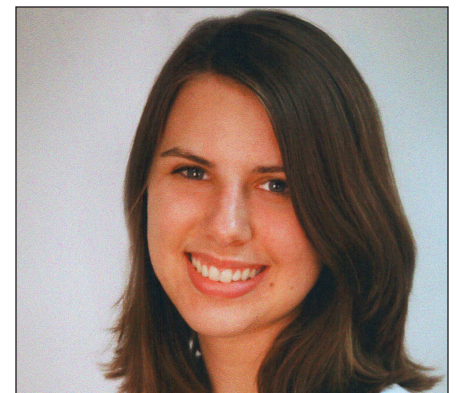
Joseph Sutton-Holcomb



Emily Pinckney



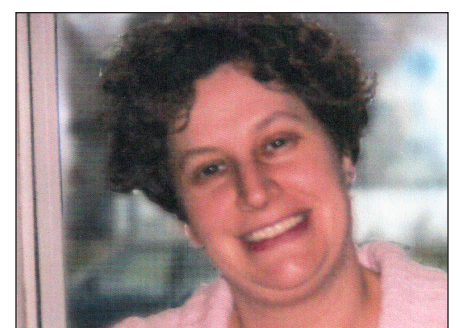
Angela Gelfer



Danielle Navarre



Madeleine Derrick



Cindy Gobel

Thank-you letters

'I feel truly blessed'

"Thank you for choosing me as a recipient of a Washington State Council of County and City Employees AFSCME AFL-CIO scholarship.

A month ago, I was feeling discouraged about my financial situation. The burden of paying for higher education was weighing heavily on my parents' minds and mine. Then I received your letter letting me know I had been awarded a scholarship, and a generous scholarship at that.

For the first time in a long while I felt hopeful. Suddenly that drive I had felt towards furthering my education was present again. My once unrealistic dream of attending the University of Washington is now a reality." — **Madeleine Derrick**

"It is a great honor to be recognized and given a gift from the union. I have always admired the work they have done and continue to do in our nation. This scholarship will be put to good use helping me achieve my goal of becoming a lawyer. I hope that one day I'm in a position to assist the union through the courts." — **Andrew Halstead**

"I was so excited when I heard that I was selected. My family is in an income bracket which makes us ineligible for federal and state grants but does not leave enough to finance college by ourselves." — **Emily Pinckney**

"I am incredibly appreciative of the support you have given me by offering me a scholarship. I promise that I will do your generous scholarship justice by working my hardest in order to succeed in my studies." — **Mariya Bashkatova**

"I anticipated attending Seattle University's Law School for the past two years and your financial assistance with making this happen is greatly appreciated. The last 12 years of union membership have fostered my development of community leadership and collaboration and my dedication to the union mission remains strong." — **Cindy Gobel**

"Thank you so much for your contribution towards my college education. It will allow me to achieve my dreams in the field of biotechnology." — **Kathryn Stewart**

"I cannot thank you enough or tell you how much I appreciate your scholarship. I feel truly blessed to have been awarded so much help for school. You made my education that much easier to attain." — **Allison Neathery**

"Thank you so much for your generous scholarship. This scholarship is blessing to me and my family. We truly appreciate all your help." — **Danielle Navarre**