



COUNTY & CITY EMPLOYEE

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NEWS IN BRIEF

Page program is great experience

If you have a son or daughter between the ages of 14 and 16, you might want to tell them about the page program offered by the Washington State Legislature.

Each program runs for a week.

Page duties range from ceremonial tasks, such as presenting the flags, to operational chores such as distributing amendments during legislative sessions. Each job is vital to the efficient operation of the Legislature.

The program offers the opportunity to take part in the legislative process and observe the Legislature and other branches of state government in action.

Twelve pages work in the Senate chamber during a floor session, whereas only six pages work in the House chambers.

Applications to serve as a page, which must be made through a state senator or member of the House of Representatives, should be submitted no earlier than September and no later than five weeks before the end of the legislative session, making this a good time to apply for next year's session.

For more details, call 360-786-7560 for the senate or (360) 786-7573 for the House.

Presidents' conference slated for October

The annual local presidents' conference will be held at Lake Chelan on October 22 and 23. See your staff representative for details.

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More, deeper cutbacks loom

Brace yourself. September is coming, the month when cities and counties across the state start to lay out their budget proposals for 2011.

And things could get ugly.

True, times already are tough. The 2010 budgets were not pretty. But since then the outlook has become worse, not better.

In many cases shortfalls have grown bigger, meaning there is less money available to spend. And with less money to spend local authorities are having to look somewhere to make the budgets balance.

Take the City of Seattle, for example. When last year the 2010 budget showed

a shortfall of \$40 million, The City put furloughs in place and cut jobs in an attempt to make ends meet.

As the year wore on, the City faced pressures, such as the continued collapse of the housing market and a decline in household wealth, that cut incomes even more and rendered the budget worse than originally thought. On July 20 the City laid off another 13 workers.

The City drew down most of its rainy-day fund to help close the gap.

Now the city is looking at a \$56 million shortfall for the 2011 budget — 40 percent greater than the 2010 shortfall.

Similar situations are playing out in cities and counties across the state. The hard decisions lie straight ahead. They will involve more cutbacks in benefits, extended furloughs and more layoffs.

Already involved in informal talks, Council 2 is working hard to mitigate the effect on members. It is seeking solutions that could avoid layoffs and could ameliorate the impact of the cutbacks.

But it will not be easy.

Indeed, as the national economy levels off and fears rise that it will plunge into recession once more, 2012 also looks like being another tough year.

FIGHTING FOR JOBS



Council 2 members attending AFSCME's Boston convention join others in a rally to protest job cuts.

Lee A. Saunders was elected the new AFSCME Secretary Treasurer at the organization's 39th convention in Boston in July.

Saunders, who was endorsed by Council 2, received 652,660 votes as against the 648,356 cast for Danny Donohue, president of the Civil Service Employees Association.

Before his election, Saunders served as executive assistant to AFSCME President Gerald McEntee, managing what is acknowledged to be one of the most effective political and legislative operations in the history of the American labor movement.

About 190 Council 2 members and their guests were among the 5,000 people who attended the convention.

On Wednesday, June 30, Council 2 members joined other convention



attendees in a massive rally on Boston Common to protest dangerous cuts in services across the nation.

They were fighting for the jobs that America needs to boost the economy and build a future of prosperity for all.

The rally also called for a stop to the closure of facilities in Massachusetts with developmental disabilities and devastating cuts to Boston's public libraries.

Convention pictures: Page 3



Lee A. Saunders, who was elected secretary treasurer of AFSCME at the convention.

Union dental plan offers lower rates

CHRIS DUGOVICH

From time to time we use this column to point out the excellent benefits and traditionally lower premium rates available for our dental plans.

Right now those rates are better and lower in comparison with plans offered by the employers in many jurisdictions. Specifically with *better benefits* we are approximately \$20.00 a month less than the comparable Delta/Washington dental services plan. In this day and age of premium payments being payroll deducted from your paycheck for medical and dental plans, \$20 a month adds up quickly.

Dental

Our 10 dental plans offer benefit options to match your employer's ability to pay. With the exception of Plan X (10), our payments for each individual procedure are a set amount with frequent upgrades. Plan X pays benefits on a usual, reasonable and customary basis rather than a scheduled payment. Our newest plan would pay 100 percent of



Letter from the President

your preventative dental care, 80 percent for basic services, 50 percent for major services and 50 percent for orthodontia up to \$5,000. These benefits would be paid no matter the actual cost, up to a \$2,000 a calendar year.

How does my local participate?

Two ways! The first is to make your choice of the coverages as a proposal during your next set of contract negotiations and gain agreement of the employer to pay the premium. Additionally, by a simple majority vote of your local membership you can participate in the plan.

Keep in mind that all members of your local must participate whether or not they voted for the plan, and you will need to gain your employer's agreement to deduct the premium from your pay. If your local is interested in pursuing these coverages or you need additional information, ask your staff representative.

Check out the chart below and make an inquiry to your staff representative. In these tight budget times we can help to stretch your dollars.

DENTAL PLAN COMPARISON 2010 — DELTA AND AFSCME

Plan Summary	Delta Dental PPO Dentist	Delta Dental Premier Dentist	Non-participating Dentist	AFSCME IX	AFSCME IIX	AFSCME X
Monthly fee	\$117.81			\$96.20	\$88.94	\$104.50
Class I – Diagnostic & preventative: Exams, prophys, fluoride, X-rays, sealants are covered up to age 15	100%	80%	80%	100%	100%	100%
Class II – Restorative: Restorations, endodontics, periodontics, oral surgery	80%	70%	70%			80%
Class III – Major: Crowns, dentures, partials, bridges and implants	50%	40%	40%	50%	50%	50%
Annual maximum per person: Benefit period: (January 1 – December 31)	\$2,000	\$2,000	\$2,000	\$2,000	\$1,500	\$2,000
Deductible (waived on class) per person/per benefit period Annual family maximum	None	None	None	None	None	None
Orthodontia: Adults and children: Lifetime maximum per person	50% up to \$2,000	50% up to \$2,000	50% up to \$2,000	50% up to \$5,000		50% up to \$2,000



Diane McDaniel

Council 2 endorses McDaniel for labor council position

Council 2 has endorsed Diane McDaniel for the position of secretary-treasurer of the Washington State Labor Council in elections that take place in December. Members of affiliated Council 2 locals have an opportunity to vote in the election,

"We have worked with her for a number of years," says Council 2 Deputy Director Pat Thompson.

"She is extraordinarily qualified for this position. We be-

'She would be a welcome addition to the labor council'

lieve she would be a welcome addition to the council and would represent our union's interests well."

McDaniel joined the Washington State Labor Council in 1988 and has served in a number of positions, including assistant to the president for affiliation. She was appointed political director in 1993, a position she still holds.

She developed the council's Labor Neighbor program, which has become a national model for member-to-member political action.

One of McDaniel's most innovative programs has been the Washington State Labor Council's Labor Candidate School, a four-day residential campaign school that prepares labor activists to run for elected office at all levels of government.

Launched in 1995, the program (entitled "Planting seeds for the future") has trained more than 300 members in strategies for running winning campaigns.

Representing about 400,000 rank-and-file union members, it is the only organization representing all AFL-CIO unions in the state.

Ballots will be sent out to all affiliates later this fall.

COUNCIL 2 EXECUTIVE BOARD

OFFICERS

Chris Dugovich, President/Executive Director
Ron Fredin, Vice-President **Kathleen Etheredge**, Secretary/Treasurer

DISTRICT ONE	DISTRICT TWO	DISTRICT THREE
Roger Moller , Local 109 (Snohomish County) Lee Lehman , Local 1849 (San Juan County) Cameron Johnson , Local 113 (City of Everett) Patty Goins , Local 1811-CA, Snohomish County	Cindy Richardson , Local 1857 (King County Library System) Tammy McQueeney , Local 2617 (City of Kent) Michael West , Local 2084-SC (King County Superior Court)	Patti Cox , Local 3787 (Pierce County Library District) Conni Uhinck , Local 1308 (Kitsap County) John Ohlson , Local 120 (City of Tacoma)
DISTRICT FOUR	DISTRICT FIVE	DISTRICT SIX
Kevin James , Local 275 (Grays Harbor County) Dennis Finegan , Local 618 (Thurston County)	Tracy Ross , Local 307-VC (City of Vancouver) Donna Goddard , Local 307-CO (Clark County)	Carol Travis , Local 874-H (Prosser Memorial Hospital) Mike Haider , Local 1122 (City of Yakima)
DISTRICT SEVEN	DISTRICT EIGHT	DISTRICT NINE
Jodi Prather , Local 1135-ST (Stevens County) Pam Fitzgerald , Local 1191-W (City of Walla Walla)	Tom Trarbough , Local 492-CS (Spokane County) Dave Hanshaw , Local 270 (City of Spokane) Lionetta Cook , Local 1553 (Spokane County)	Robin Ricks , Local 433 (City of Coeur d'Alene)

Initiative will bring tax breaks for working class

Council 2 is backing Initiative 1098, a tax reform measure that is intended to make Washington state's tax code more fair.

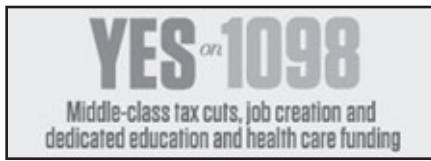
The initiative — which will cut taxes on middle-class families while providing stable revenue dedicated to protecting education and health-care priorities — will be on the November ballot.

The initiative was put together by a coalition of business, labor and community leaders who support a careful, balanced reform of our state's tax system with the aim of benefiting the middle class and strengthening small business.

"This is an exciting opportunity that can make a fundamental change that brings fairness to the state's tax system,"

says Council 2 Deputy Director Pat Thompson. "Given the support of people like Bill Gates Sr., this measure presents a once-in-a-lifetime opportunity."

Voters are looking at many negative issues in politics these days in the midst of a general anti-government mood, Thompson says.



But this initiative is a bright positive one. If it is approved, our members would see a change for the better.

"It would represent a tax-cut for the working class," Thompson adds.

The initiative:

- Cuts the state property tax by 20 percent;
- Eliminates business-and-occupation taxes for more than 375,000 small businesses, exempting about 80 percent of

tax-paying businesses in the state;

- Imposes a high-earners income tax only on the wealthiest 3 percent of households — couples with joint income of \$400,000 a year (\$200,000 and up for individuals);

I-1098 will generate an estimated \$1 billion a year in taxes dedicated to a trust fund for education and health care.

Backers of the initiative say the income tax will impact only the top 3 percent of households. All income below \$400,000 for couples and \$200,000 for individuals is exempt from the tax. Any future change to these levels would require a public vote.

Proposition 'will protect families'

Severe budget cuts have placed King County public safety at risk and an increase in the sales tax is needed to support the criminal justice system, argue supporters of Proposition 1, which will be on the ballot in November.

The proposition — endorsed by Council 2 — calls for a 0.2 percent rise in sales tax in King County to support criminal justice, police and fire services.

The additional funding is necessary, supporters of the proposition say, because the city is running out of money to fully fund these services.

After cutting \$140 million in the

'Proposition 1 does not expand government, it avoids additional deep cuts that threaten public safety'

past two years, King County faces an additional \$60 million in cuts for 2011, proponents point out.

Even if Proposition 1 is approved, additional cuts will likely have to be made, they say.

"Already, wages and benefits are frozen for many, layoffs notices have been delivered and a hiring freeze is in place," says a voters' statement.

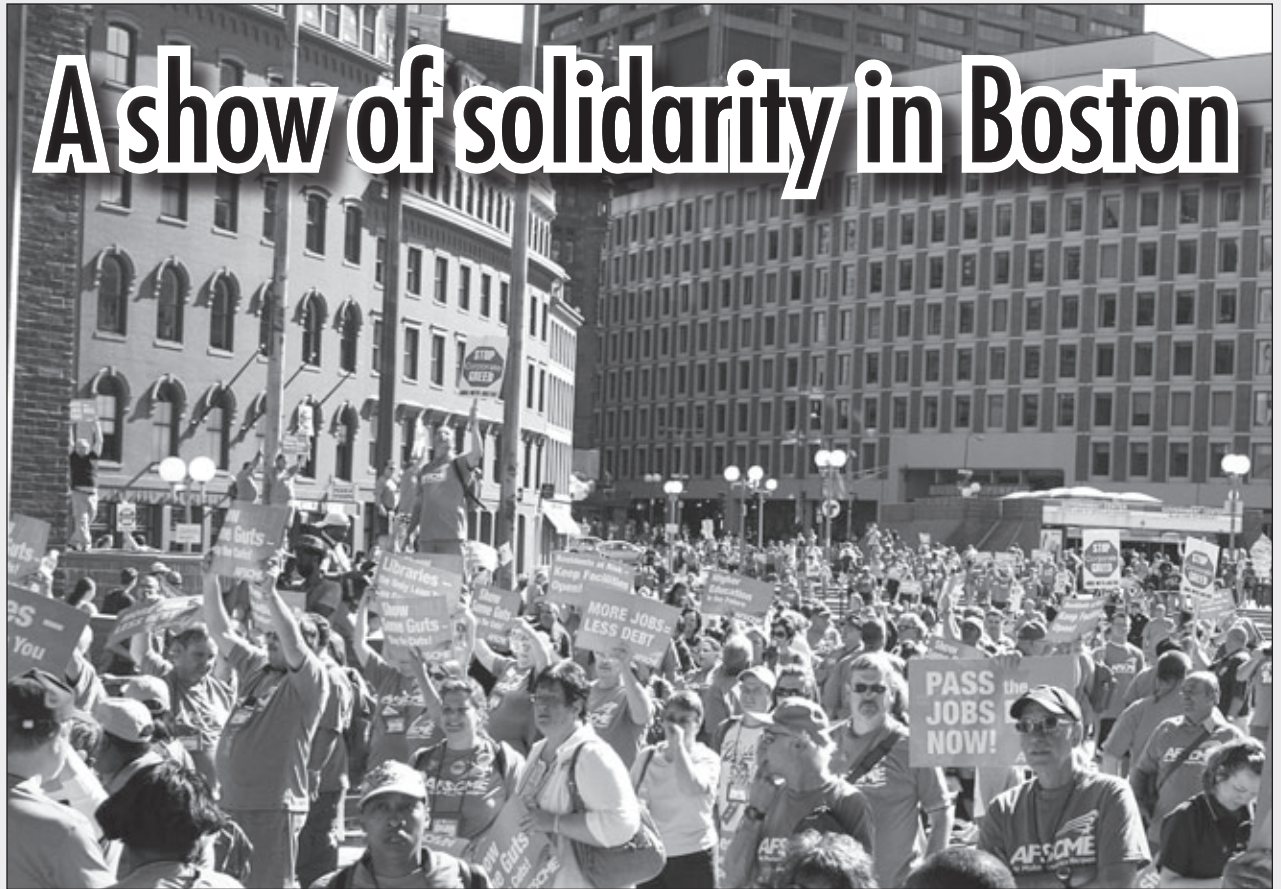
"Proposition 1 does not expand government — it simply avoids additional deep cuts that threaten public safety.

"The added sales tax is needed to preserve adequate police protection in our neighborhoods, retain probation officers to monitor dangerous offenders, maintain critical services for victims of domestic violence and sexual assault, and ensure our courts and prosecutors have resources to keep criminals off the streets."

The additional sales tax is affordable and will be limited, the statement adds.

It will cost 2 cents on a \$10 purchase for three years, then will drop to a penny on a \$10 purchase, or less than \$3 a month for the average household.

A show of solidarity in Boston



Above: Council 2 members join union members from around the country in a rally against job cutbacks in public services during the biennial AFSCME convention in Boston in July.

Below: A family affair — Morgan Laposa, daughter of Lonnetta Cook, joins in the rally. On the right is executive board member Cook, of Local 1553 (left), and Carol Travis, local 874-H.



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



Levi Basinger



Kimberly Carson



Darien Guajardo



Beth Zainwel



Maia Kreis



Joel Lee

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

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

In memory of Margaret Dugovich, mother of longtime president of Council 2, Chris Dugovich; May 17, 1926 to November 20, 2009; registered nurse and lifelong Washington resident.

Recipient	Council 2 member	Member's Local
Raju Roleru	Michael Roleru	21-HD (Seattle/King County Health Dept.)

\$2,000 Awards

In memory of Loralee Armstrong, past member of Local 120, Tacoma Public Library; in honor of Becky Lake, laid-off member of Local 2617, City of Kent; and in memory of Carol Sinclair, past member of Local 1857, King County Library System.

Recipient	Member	Member's Local
Levi Basinger	Edward Basinger	492 Spokane County
Spencer Dobbins	Christopher Dobbins	270-V City of Spokane Valley
Alexander Goodan	Rosa Goodan	1308 Kitsap County
Darien Guajardo	Shawn Guajardo	3892 Benton/Franklin County
Maia Kreis	Jill Kreis	1857 King County Library System
Mackenzie McEvoy	Greg McEvoy	275 Grays Harbor County

\$5,000 Awards

In honor of Gerri Delisle, retired member of Local 109-E, Snohomish County Engineers; in memory of Bob Friedman, past member of Local 492, Spokane County Jail; in memory of Don Hanley, past member of Local 1308, Kitsap County, and in honor of Doug Peterson, retired member of Local 21, City of Seattle.

Recipient	Member	Member's Local
Kyle Grosshans	Gerald Caird	618 Thurston County
Joel Lee	LouAnn Heitt	334 Cowlitz County Public Works
Andrea Navarre	Janet McBeth-Navarre	1837 City of Kirkland
Amanda Piper	Jamie Piper	1341 Lewis County Road Department
Laura Venemon	Margaret Venemon	3787 Pierce County Library District
Beth Zainwel	Leon Zainwel	1811-CA Snohomish County Auditors

Continuing Education Awards

In memory of Margie Beechie, past member of Local 120, Pierce County; in memory of Larry Hoel, past member of Local 1135-ST, Stevens County Road Department; and in memory of Utah Phillips, past union activist and singer.

Recipient	Recipient's Local
Kimberly Carson	275 Grays Harbor County
Michael McDaniel	1811-JPD Snohomish County Juvenile Probation
Nicole Taylor	1811-CA Snohomish County Auditors

Expressing appreciation Excerpts from thank-you letters

“My first reaction on receiving the news was to feel honored. However my appreciation goes much further than that. My parents are putting both my brother and me through college at the same time, so the scholarship goes a long way in helping with that financial burden. Of course, I have been working and saving money for college and plan to continue contributing as much as I can toward my education.”

“I will strive to do the best I can in reaching my academic goals. I have been accepted at Washington State University and am hoping to get into the architectural program there. I plan to have a double major in architecture and construction management. My ultimate goal is to design and construct eco-friendly buildings. Your generosity has played a big role in my ability to successfully reach my goals.”

“I hope some day to be able to contribute as much to the success of others as you have contributed to my success. I will always be indebted to Council 2 for your tremendous generosity.” — **Raju Roleru**

“I am deeply appreciative of your support. I appreciate your confidence in me and willingness to contribute to my future education. I am very much looking forward to starting my sophomore year at Gonzaga University in the fall.” — **Andrea Navarre**

“Thank you for the generous scholarship. It will be of great help in achieving my academic dream.” — **Alexander Goodan**

“This generous scholarship will be a great help in achieving my dreams as I pursue an education degree from Western Washington University. I am truly honored to have received this award and hope to continue to promote the same belief in community

support that AFSCME has shown for its member families and students like me.” — **Beth Zainwel**

“Thank you for awarding me the scholarship. I will be using it towards my education while attending South Puget Sound Community College taking classes towards an engineering degree.” — **Kyle Grosshans**

“This money will help with continuing my schooling through Washington State University to advance my nursing degree to a bachelor's level. Thank you so much.” — **Kimberly Carson**

“I am very grateful for your generosity in helping me achieve my goal of becoming an engineer. College is an expensive investment and this scholarship will help ease the financial burden.” — **Darien Guajardo**

“This scholarship will tremendously help fund my education at Eastern Washington University this year, as I will be working towards my dental hygiene pre-requisites.” — **Mackenzie McEvoy**

“Thank you so much for the scholarship. I appreciate it very much and know it will be put to good use. I will be attending the University of Washington in the fall.” — **Maia Kreis**

“I am very grateful to have received this award and it will really help to pay for my college education. This September, I will be attending Eastern Washington University.” — **Levi Basinger**

“Thank you for awarding me with this year's scholarship. I am registered for the 2010 fall classes at Centralia College.” — **Amanda Piper**



Raju Roleru



Mackenzie McEvoy



Alexander Goodan



Andrea Navarre



Amanda Piper