



# COUNTY & CITY

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## NEWS IN BRIEF

### Council 2 members attend AFSCME convention

Nearly 6,000 delegates, alternates and guests gathered in San Francisco for AFSCME's 38th International Convention, held July 28 through August 1.

Among them were about 110 delegates from Council 2.

The keynote address at the convention was delivered by President Gerald McEntee, who along with International Secretary-Treasurer William Lucy was re-elected by delegates to another four-year term. The

convention heard inspiring stories of organizing efforts, successful campaigns and contract fights, bruising battles against anti-union bosses and exciting accounts

by volunteer member organizers who are helping workers win a voice on the job.

Among the resolutions approved at the convention were those to reform government contracting to protect against privatization problems, to promote public service workers and the public services that keep our families safe and make our communities strong, and to protect deserving homeowners from bank foreclosures. (See pictures on pages 1 and 4.)



**McEntee addresses convention**

## 400 library pages join Council 2

A new chapter has been written at the King County Library System.

Some 400 pages who work in the system have joined their colleagues and also become members of Council 2, meaning that almost all the non-management workers in the library system have now joined the union.

The movement to unionize began in December 2006 when a number of the pages expressed an interest in joining the union.

They had seen the benefits enjoyed by the other 550 library work-



**Council 2 Director of Organizing Bill Keenan looks on as Susan Allen and Karen Russell mail authorization cards for the King County Library System pages' election.**

ers after they joined the union nearly six years ago. They had many issues they felt needed to be addressed. So they wanted in, too.

Council 2 staff sprung into action.

"We formed an organizing committee and began campaigning for potential members to sign authorization cards," says Bill Keenan, Council 2 director of organizing. "The law requires that 30 percent of workers sign cards to call for an election. But our goal was to set up

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meeting with **6,000** in a united cause



John Ohlson

**Council 2 members discuss union issues at the AFSCME convention in San Francisco, attended by 6,000 delegates from around the country. They are, from left: Vice president Ron Fredin (Local 307-VC); Tracy Ross, executive board member of Local 307-VC; Dian Seider, Local 120; Patti Cox, executive board member, Local 3787; Kent MacDonald, Local 307-CO; and Virginia Griesbach, Local 2617. (See report under NEWS IN BRIEF on left.)**

## Council 2 team helps prevent layoffs

Council 2 negotiations have helped save the jobs of nearly 30 Snohomish County Planning and Development Services employees.

The employees, all members of Local 109-E, learned in April that their jobs were on the line.

The reason: A sharper-than-expected drop in building permit applications. The drop was greater than anyone expected as the building industry worsened and permit applications plummeted to about half the level at which they stood during the peak of the building boom in 2005.

The anticipated fall in revenue forced

county officials to budget for a shortfall of \$4.4 million.

After trimming \$1.6 million in discretionary spending and temporary staff, nothing was left to cut but permanent employees, County Director of Planning and Development Services Craig Ladiser told *The Everett Herald*.

Those whose jobs were threatened included biologists, engineers and planners who process building permits.

But the news was not as bad as the county's Department of Public Works where road and surface water projects meant work was available. To help com-

plete the work, the department planned to rely on outside consultants to design and review about a third of the road projects, or up to \$10 million in spending.

Here was a potential solution. Employees in Planning and Development Services who were threatened with losing their positions had all the skills and qualifications needed to perform the Public Works jobs that were to be given to outside consultants. Why not cut back on the outside consultants, move Planning and Development Services employees to

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## INSIDE

60 join Council 2

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# Be leery of the one who offers you a free lunch

**CHRIS DUGOVICH**



*Letter from the President*

In 1992 newly elected President Bill Clinton entered office in an economic slowdown and inherited a mess that included the largest budget deficit to date.

After 12 years of the Reagan/Bush supply side economics, the drain of the borrow-and-spend politics of those previous years had to stop. He and congress did the unpopular thing and raised taxes on the

## We did it in 1992 and we can do it in 2008

wealthiest and set the stage for the economic boom of the nineties. Pay as you go, as with all our budgets, was resumed and by the time they left office the budget was balanced and was even producing surpluses.

Enter the current administration and the spending is out of hand, the borrowing greater and the deficit on a yearly basis is nearly \$500 billion — the largest ever.

The surplus created by Clinton/Gore and the Republican congress is gone. It has been blown across the sands of Iraq and in tax cuts to the wealthy that make no sense. Those surpluses that could have been used to bolster Social Security, fix Medicare, provide affordable college education to our kids were squandered and now again we're left with no choice but to dig ourselves out of a hole.

The good news is we did it in 1992 and we can do it in 2008. We know how to do it and the only thing it takes is the will!

Whoever your vote goes to, just be leery of the individual who offers the free lunch. Lower taxes for the wealthy are not going to fix this problem.

Fiscal responsibility will!  
Let's get to it!



## Picnic in the park

Being a union member can mean much more than attending meetings. It can be a means to draw workers together, enable them to get to know one another better and have fun at the same time. To foster this camaraderie spirit, Local 1849, San Juan County, held its third annual picnic at the San Juan County Fairgrounds in July. About 20 Local members and their families ate shish kabobs, played games and swapped stories. "I think it helped bring not only the members, but also their children together," says Local president Phyllis Morrison. "We plan to do it again." Seen here are: Local Executive Board member LouAnne Spendiff, member Carlys Allen, Local Steward Connie Sundstrom, Council 2 Staff Representative Vinnie O'Connor and Council 2 Executive Board Member Lee Lehman.

## Council 2 continues to grow

In addition to about 400 library pages (see Page 1), almost 60 employees have become members of Council 2 since the start of the year. Here are details of those new additions to our ranks.

<b>FEBRUARY</b>	Eighteen day laborers in the City of Everett's Parks Department become members of Local 113 after becoming concerned that they worked nine months of the year but were not considered regular employees.
<b>MARCH</b>	Twelve clerical support workers in the Skagit County Sheriff's Department in Mount Vernon join Council 2 after another union to which they belonged agreed to waive their membership. A local number is yet to be assigned.
<b>MARCH</b>	Two employees in the probation department at the City of Puyallup join existing Local 1516.
<b>APRIL</b>	Three police support employees in the City of Kent join the existing Local 2617.
<b>MAY</b>	Three mechanics at the City of Lynnwood join existing Local 3035.
<b>JULY</b>	Nineteen Snohomish County Human Services supervisors in Everett join Council 2. A local number is yet to be assigned.

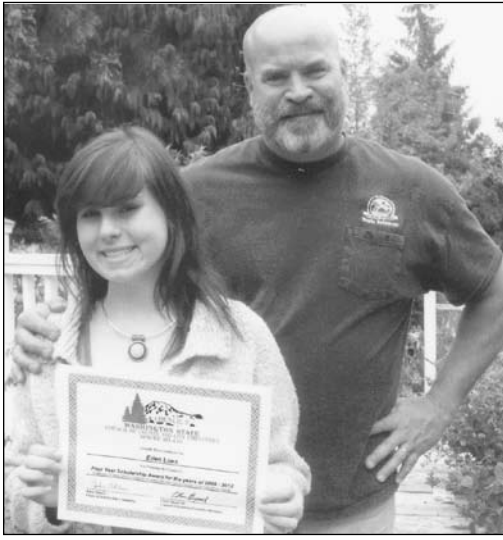
### COUNCIL 2 EXECUTIVE BOARD

#### OFFICERS

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

<b>DISTRICT ONE</b> <b>Roger Moller</b> , Local 109 (Snohomish County) <b>Lee Lehman</b> , Local 1849 (San Juan County) <b>Gerri Delisle</b> , Local 109-E (Snohomish County) <b>Patty Goins</b> , Local 1811-CA, Snohomish County	<b>DISTRICT TWO</b> <b>Doug Peterson</b> , Local 21 (City of Seattle) <b>Tammy McQueeney</b> , Local 2617 (City of Kent) <b>Michael West</b> , Local 2084-SC (King County Superior Court)	<b>DISTRICT THREE</b> <b>Patti Cox</b> , Local 3787 (Pierce County Library District) <b>Conni Uhinck</b> , Local 1308 (Kitsap County) <b>John Ohlson</b> , Local 120 (City of Tacoma)
<b>DISTRICT FOUR</b> <b>Kevin James</b> , Local 275 (Grays Harbor County) <b>Dennis Finegan</b> , Local 618 (Thurston County)	<b>DISTRICT FIVE</b> <b>Tracy Ross</b> , Local 307-VC (City of Vancouver) <b>Donna Goddard</b> , Local 307-CO (Clark County)	<b>DISTRICT SIX</b> <b>Carol Travis</b> , Local 874-H (Prosser Memorial Hospital) <b>Mike Haider</b> , Local 1122 (City of Yakima)
<b>DISTRICT SEVEN</b> <b>Chris Wood</b> , Local 1476-AC (Asotin County) <b>Pam Fitzgerald</b> , Local 1191-W (City of Walla Walla)	<b>DISTRICT EIGHT</b> <b>Tom Trarrough</b> , Local 492 (Spokane County) <b>Dave Hanshaw</b> , Local 270 (City of Spokane) <b>Lionetta Cook</b> , Local 1553 (Spokane County)	<b>DISTRICT NINE</b> <b>Robin Ricks</b> , Local 433 (City of Coeur d'Alene)

# 2008 SCHOLARSHIP AWARDS



**Eden Loes with her father Matt Loes, Local 618, City of Olympia**



**Janel Gressett**



**Jaimie Thomas**

DEPENDENT SCHOLARSHIP — \$2,000		
<i>In memory of Jack Roberts, past member of Local 1135, Spokane County Road Department, husband of current member Terrie Roberts, Local 1553, Spokane County Courthouse and in memory of Herb Dionne, father of current member Sandy Griffin, Local 618, Thurston County.</i>		
Recipient	Member	Member's Local
Janel Gressett	Laura Gressett	1262 Cowlitz County Courthouse
Lauren Pavish	Chris Pavish	109 Snohomish County Road Dept.
Jaimie Thomas	Teresa Thomas	618 Thurston County
Brent Weisse	Wendy Weisse	1845 Island County Courthouse
FOUR-YEAR SCHOLARSHIP — \$5,000 A YEAR		
<i>In memory of Steve Uhinck, husband of current member Conni Uhinck, Local 1308 Kitsap County.</i>		
Eden Loes	Matthew Loes	618 City of Olympia
CONTINUING EDUCATION		
<i>In honor of Sue Naccarato, retired member of Local 1553, Spokane County Courthouse; in memory of Gregory James Beckham, past member of Local 270, City of Spokane; in memory of Larry Tarrant, past member of Local 307-CO, Clark County; in honor of Loni Simone, retired member of Local 120, City of Tacoma; in honor of Donna Wendt, retired member of Local 120, City of Tacoma; in honor of Roland Huske, retired member of Local 120, City of Tacoma; in honor of Susan Kunkel, retired member of Local 120, City of Tacoma, and in memory of William "Frankie" Gray, past member of Local 1191-W, City of Walla Walla.</i>		
Recipient	Local	
Ragina Carey	21-I Issaquah School Bus Drivers	
Nathan Salseina	176-SW City of Sedro Woolley	
Jeffrey Stevens	846-AA Aging & Adult Care of Central Washington	
Michael Cook	1262 Cowlitz County Courthouse	
Christopher Dunphy	1811-CA Snohomish County	
Tiffany Gorrebeek	2083 Seattle Public Library	
Lisa Overson	2658 Benton County Appraisers	
Thomas Cash	21-RD City of Redmond	


**LAYOFFS, from Page 1**

Public Works, and save almost 30 jobs?  
 But a major hurdle was the protocol and paperwork involved.  
 Enter Council 2.  
 "We were optimistic that we could come up with a way to avoid as many layoffs as possible by working with management in an innovative way," explains James Trefry, Council 2 Staff Representative for Snohomish County.  
 "We negotiated with the Department of Public Works and found a way to divert the money by creating two separate sets of books.  
 "We put together a package that would otherwise have gone to the private sector. And it proved to be less expensive


than putting the work out to private consultants.  
 "By doing that, we were able to convince the county to move 26 people over from Planning and Development Services for these projects. In that way, we secured a deal to keep all those people employed.  
 "They were able to keep their jobs and their seniority and avoid being laid off."  
 Trefry thanks those members who spent many hours negotiating with management of both Planning Services and Public Works. They are: Local 109-E President Gerri Delisle, Gary Bontrager, Amy Selia and Dwayne Overholser.  
 "They worked diligently to keep the waters as calm as they could during the process and transition period," he says.



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**AFSCME**  
IN THE PUBLIC SERVICE

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AFSCME CONVENTION, SAN FRANCISCO, 2008



Kathleen Etheridge

Local 2617 representatives Virginia Griesbach (left) and Tammy McQueeney, executive board member.



AFSCME Secretary/Treasurer William Lucy (left) and John Ohlson, Local 120 executive board member.

# Job and union are retiring bus driver's passion

For Gloria Day, retiring on September 30 will be bittersweet. On the one hand, she is looking forward to doing all the things she never had time to do while working, such as taking in shows, eating out more often, or undertaking three-day backpacking trips. But, after 32 years on the job, she says she will have a hard time giving up her position as a bus driver for the Aberdeen School District as well as her work for Council 2 as a union member and officer of Local 275 in Grays Harbor. Both the job and the union have been her passion. "I knew from the start it was a job I would retire from," she says. "I loved the kids and every part of it. "And I just loved being a representative of the union, which I became after only two years on the job. "It is so rewarding making the jobs of your fellow workers a little easier and helping them, for example, to get improved benefits.

"There is not a better union than Council 2." The feeling, you could say, is mutual. The children she drove when they were toting lunch boxes still remember her now that they are putting their own kids on the bus. And she occupies an exceptional place in the hearts of the special needs children she has been driving for the last five years. Council 2 will miss her, too. "She always gave 150 percent to her job and to the union," says Kathy Brown, staff representative in Olympia. "I will miss her and her dedication to the union where she was an active and valuable member." Understandably, Day still wants to be involved in union activities when she can help. "I hope to continue to be involved from time to time," she says. "I will be available any time they need me." Asked whether she has any advice for younger people in the union, Day suggests they remember that they will not always be at the bottom, but one day will have

seniority and will be at the top with a better quality job and benefits through the union contracts. "People sometimes want a 40-hour week, overtime and benefits that others have worked their way toward over the years. You need to remember you will reach that position one day." Day certainly reached that position and now, as a new school year starts, she moves on to a new phase of her life. All those she has touched through Council 2 will wish her a great retirement as a reward for a job well done.



Kathy Quigg / Daily World

Aberdeen School bus driver Gloria Day, of Local 275, who retires Sept. 30, ensures special needs student Rosalie Holman is safely buckled in for her ride home.

## LIBRARY, from Page 1

a comfortable margin and have a greater percentage of pages sign cards." Because the union cannot campaign in the libraries themselves, the organizing committee set up tables in the parking lots outside the branches where they sought to speak with pages as they reported for work. They bought an awning to cover the tables and afford protection from the rain. And they set out an ice chest, lunch snacks and AFSCME-green balloons to attract attention. They published two flyers over several months to help get the message across. In addition, the organizing committee held regular monthly meetings at pizza places throughout the district to plan their next moves. "The committee members faced numerous obstacles," Keenan explains. "They had to try to figure out when the pages would arrive and leave as they were on three different shifts. They had to try to reach as many of the 42 branches as they could. They also had to work during one of the harshest winters that the Pacific Northwest has experienced in recent memory. "But we were pleased to have a large group of volunteers who visited most of the branches over a year and bravely endured the worst of what the weather threw at them." Once enough authorization card signatures had been obtained from the pages, Council 2 filed a petition on April 22, 2008 with the Public Employment Relations Commission (PERC) who set

up the election procedure. Ballots were sent to each employee's home address. The ballots were counted on June 19, 2008. The result: 142-58 in favor of joining Council 2, a margin of about two-to-one. The outcome handily met the legal requirements of 50 percent plus one vote. On July 7, the pages were certified as an official bargaining unit represented by Council 2. "At the first general membership meeting on July 18, those in attendance agreed it would be best to attempt to merge this new group with the existing Local 1857," Keenan says. "In order to make that occur, both Local 1857's existing members and the new page groups will have to agree. If that is approved, the King County Library System will need to agree to the merger to take place. If they don't agree, the issue will go to PERC for a formal hearing and a decision." The pages have formed a contract committee that will need to negotiate an

## WHY JOIN A UNION?

When my husband retires I will need a job that provides medical benefits. Working 20 hours a week would provide me with that security. —Wanda

I love being a page because I get to provide a public service, but have the flexibility of working a part-time job. I want other pages to have the option of more hours and benefits. —Colleen

Whether you are pro-union or neutral, when everyone else in your workplace is represented and you are not, it leaves you at a distinct disadvantage. —Mary Anne

As a student, I need to be able to negotiate a schedule that allows flexibility to attend class, and to get the job done at the library. —Eileen

Joining a union will allow us to connect and network with other pages, enable us to meet regularly to discuss issues, and negotiate to determine our working conditions. —Karen

Pages are the foundation of KCLS and represent a third of the workforce. We have a lot to offer and want to participate in decisions about our jobs and necessary changes. —Susan

We need consistent and specific job descriptions to do our jobs and be treated fairly. Union representation will give us the support we need and the respect we deserve. —Teresa

**LET'S BE ON THE SAME PAGE!**

Council 2 issued this flyer to acquaint pages with the benefits of joining a union. Those pictured — all pages who work in the King County Library System — are, from left: Eileen Huynh, Wanda Dummitt, Karen Russell, Colleen Rappé, Susan Allen, Mary Anne Kruse and Teresa Mallare.

addendum to existing contracts should the merger be approved. Keenan praises Susan Allen, a page at the Bellevue library, the largest branch in the King County Library System, for the effort she put into signing up her fellow pages and in coordinating the campaign. "Without her work, this never would have happened," he says. "She put a tremendous amount of energy and resources into the campaign."