



# COUNTY & CITY

# EMPLOYEE

A F S C M E   A F L - C I O

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## NEWS IN BRIEF

### Council 2 is fastest growing union

Council 2, which now has 15,000 members, was the fastest growing AFSCME union in 2000.

"We added close to 1,000 new members last year," Chris Dugovich, President and Executive Director of Council 2, told the union's biennial convention in June.

"Two years ago, we were number two in growth. Council 75 in Oregon was number one. Last year, however, we grew faster than anyone else and we narrowly beat Council 75."

Dugovich added that the credit for the union's rapid growth must go to the staff and to Council 2's organizing director Bill Keenan.

### Wentworth wins United Way award

Laura Wentworth, Council 2 Staff Representative for Snohomish County, has received the Spirit of Labor Award for her volunteer service for United Way and her service on the board of directors. She also is Chairwoman of the Snohomish County Labor Council's community service committee and served as President of Operation Shortfall.



Wentworth

United Way commended Wentworth for her great contribution to the successful 1997 United Way campaign as a loaned executive.

"Laura has been especially passionate in championing United Way and organized labor's core values of embracing and celebrating the rich diversity in our community," said an article in a United Way publication.

"I really feel it is important to give back to your community and for organized labor to give back to their community," Wentworth says.

## INSIDE

- 2 Resolutions approved at Convention
- 3 Scholarships awarded
- 4 Convention news and pictures

## Why we must vigorously oppose I-747

Council 2 is ready to fight Initiative 747 with everything that it can muster. Every member will be called on to help in the battle against the biggest threat to members' jobs ever.

The initiative qualified to go on the November ballot in early July after the sponsor, Tim Eyman, collected the required number of signatures.

**NO** on Initiative **747**

His success in gathering the signatures was not a surprise. But Council 2's vig-

orous anti-I-747 campaign caused Eyman to spend \$400,000 to gather them, which, at this stage, far exceeds spending on any of his earlier initiative efforts.

The initiative seeks to cap property tax increases at 1 percent — below the inflation rate of nearly 4 percent — in-

See I-747, Page 3 →



## Convention sets agenda for next two years

Some 335 people attended Council 2's 45th biennial convention held in Wenatchee at the beginning of June. They approved 33 resolutions and one constitutional amendment, listened to speakers on a variety of topics ranging from fighting Initiative 747 to the history of the union movement, and enjoyed a dinner-dance on the Saturday evening.

"I believe the convention went extremely well," says Chris Dugovich, President and Executive Director of Council 2. "The delegates found the programs interesting and enjoyed the hospitality of the City of Wenatchee."

Dugovich adds that the next convention will be held on the west side of the state. "I hope all members will consider the opportunity to attend," he says.



Among the speakers at the convention were U.S. Rep. Rick Larsen, who represents the 2<sup>nd</sup> district, U.S. Senator Maria Cantwell, and Spokane County Prosecutor Steve Tucker. Reports on their speeches appear in this issue. **Pictures: Page 4.**

## Bothell calls in a cop to help in negotiations

Generally when counties or cities negotiate with a union, they hire an outside consultant to serve as their negotiator.

But when contract talks were due to start between the City of Bothell and Local 3845 in December, the City Manager, Jim Thompson, looked to a member of his own staff. He called in the Police Chief, Mark Ericks, to lead the negotiations for the City.

After all, Ericks had demonstrated his negotiating skills in the past. A few years ago, discussions had reached an impasse

and Ericks stepped in and was able to break the logjam.

"I also have quite a long history of working with Pat Thompson (Council 2's Director of Legislation/Political Action)," Ericks says.

Not only that, but Ericks knows bargaining from both sides of the fence; he was guild president when he worked for the Bellevue Police many years ago.

By the time the negotiations were completed in late April, members of the Local were pleased with the new three-year contract.

"Any time you have a three-year period between contracts it is in the best interests of all that the terms of the contract remain fair during the course of the contract," Ericks says.

A significant aspect of the new contract is a new retirement health savings program, sometimes referred to as a VEBA. Ericks believes that the City of Bothell is one of the first cities in the country to offer the program, provided by International City/County Management

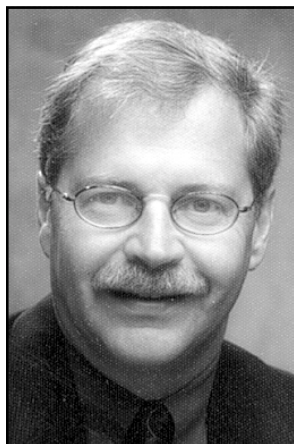
See POLICE, Page 3 →

## They came out winners — against the odds

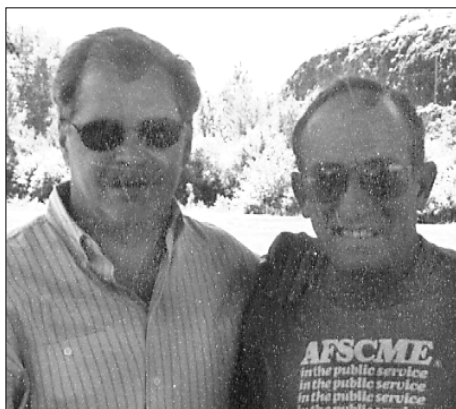
**Chris Dugovich**

Strikes, walkouts or any job action are always a case of playing against the odds. In a lot of ways the employer has the marbles and the Union is attempting to take just a few. In the case of the recent rolling walkouts by the members of Council 28 that's exactly what they did and they came out the winners.

The rolling walkouts by Council 28 membership were the creation of years of neglect of state government's most important asset, its employees. While the legislature year after year short-changed its employees and failed miserably to take the necessary steps to maintain a quality work environment with reasonable levels of compensation and benefits, the employees suffered. Not only is the legislature responsible but also every voter or non-voter who accesses government services and continually takes them for granted.



*Letter from the president*



**Chris Dugovich with Howard Ocobock, Council 128 Executive Board, on May 24 during Yakima State Employees Strike**

It's the free lunch mentality.

It's the mentality started by Reagan and in our state continued by Eyman. It's the belief that government is inherently bad and that it literally throws money away through its inefficiencies. It never recognizes the hard work of those in

## It's the free lunch mentality

government and continually presses the case that government can continue to provide basic services with less. In some cases they must believe we can do it for free.

The State employees took the only action they could in the face of this continued onslaught. Faced with a terrible system that provides no real dialogue with your employer they took the stand they had to! They walked out, brought their issues in a forthright manner before the public and not only came out better for it, but were truly the victors. The 2.2% wage offer made prior to the strike action became 3.7-percent, medical-premium offer. Contributions were increased and prescription drug costs capped.

It was a win and Council 28's membership deserves a hardy round of congratulations.

## RESOLUTIONS APPROVED AT THE 45TH CONVENTION

### CONSTITUTIONAL AMENDMENT #1 (as further amended)

#### ARTICLE V – Section 4 and Section 5 MEETINGS OF THE STATE COUNCIL Section 4. Representation of Affiliated Locals and Chapters

(A) The basis of representation in Conventions shall be based on the average per capita tax paid to the Council by each local and chapter thereof for the months of January and February of the Convention year. New locals and chapters chartered during the period between January 1 and March 31 preceding the Convention, shall be seated on the basis of what their average would have been had they been affiliated for the full preceding time. No local shall be seated at the Convention that is chartered between March 31 and the date of the Convention; provided, however, any local and chapter chartered between March 31 and the date of the Convention shall be entitled to send an observer who shall not have a voice or vote in the proceedings. Each affiliated local and chapter which is in good standing in accordance with the Constitution shall be entitled to seat as delegates of the Convention three (3) delegates for every 50 members or fraction thereof.

#### Section 5. Votes

(A) Each local and chapter shall be entitled to one vote for each member, based on their average membership for the months January and February preceding the Convention. The number of votes to which a local or chapter is entitled shall be divided equally among the delegates in attendance at the Convention, with any remaining votes to be cast by the chairman of the delegation as designated by the local. No fractional votes shall be permitted. A local or chapter shall have the right to vote four other locals' votes if the local or chapter is selected to do so in accordance with the Council and International Constitution.

### RESOLUTIONS

# 1

INITIATIVE 747: That all local affiliates of Council 2 inform their memberships of the Initiative's impacts; and That Council 2 and AFSCME continue to lead the campaign against I-747.

# 2

That AFSCME and Council 2 continue to fight Paycheck Deception wherever it occurs.

# 3

That all Council 2 locals of AFSCME without PEOPLE checkoff rights be urged by this convention to seek administrative agreement, contract clause or legislation where necessary to establish voluntary PEOPLE checkoff for their members; and ...

That all Council 2 Locals that do not have PEOPLE voluntary checkoff rights at the present time may implement regular fund-raising programs...

# 4

That Council 2 informs and educates its members regarding Plan III and uses its influence to pressure the Department of Retirement Systems into offering a more balanced and fair education program.

# 5

That Council 2 continues to pursue its legal and legislative efforts to correct this long-standing injustice; and That Council 2 holds its endorsed legislative candidates accountable in supporting pension reforms.

# 6

That Council 2 and its affiliates continue to actively pursue both at the state and local level, access to retiree medical coverage.

# 7

That Council 2 help educate our membership on deferred compensation programs so that they may enhance their retirement funds and/or retire prior to 65 years of age.

# 8

That Council 2 encourages Locals to support and seek contract language to address these issues:

1. Catastrophic/illness leave which allows the employee to have time off without risk to his/her job or health insurance

above what is required under FMLA

2. Employer financed long-term disability insurance

Council 2 supports such programs through training, education and bargaining.

# 9

That locals of Council 2 start an aggressive campaign of bargaining to curb the use of Temporary/Seasonal employees or to get them recognized as part of the bargaining unit if they work 1/6th of the time of a full-time employee.

# 10

That Council 2 works to have employers adopt federal and WISHA programs and to comply with OSHA's *Guidelines for Preventing Workplace Violence for Health Care and Social Service Workers and Recommendations for Workplace Violence Prevention Programs in Late-Night Retail Establishments*, and urges that employers who are not in compliance be cited; and

That in order to prevent violent incidents, Council 2 urges employers to take responsibility and live up to their duty to provide a safe work environment... and That Council 2 works with management to address worker-on-worker violence by developing labor-management programs that reduce workplace stress by referring employees to Employee Assistance Programs.

# 11

That Council 2 opposes all efforts to subcontract or privatize public services currently provided by state and local governments.

# 12

That Council 2 opposes all efforts by any party, business or political organization, to further weaken the protection that workers have under State or Federal law; and

That the Washington State Council of County and City Employees work with other Unions to reinstate the regulations on Ergonomics that have been lost and work to improve worker safety in the workplace.

# 13

That AFSCME Council 2 strongly supports federal legislation to enact comprehensive patient protection standards that improve health care quality while assuring access to affordable care; and That this convention declares that a patient's bill of rights must include the right to sue one's managed care plan or HMO for denial of medical care.

# 15

That our Union mobilizes its resources to fight the effort to privatize Social Security and encourage our members to call their U.S. Senators and Representatives and tell them you are opposed to privatizing your future.

# 16

That all Local Unions of the Washington State Council of County and City Employees be encouraged to pay the first years dues of \$3.00 per month to the Retired Public Employees Council of Washington, AFSCME Chapter 10, for all their retiring members.

# 17

That the Washington State Council of County and City Employees continue to address the ever increasing concerns facing corrections officers and to maximize our efforts in organizing corrections officers, in all career fields, wherever possible throughout the states of Washington and Idaho.

# 18

That this convention go on record as supporting a strong governmental role in guaranteeing affordable and reliable power supply; and

That this convention calls upon Congress to craft new energy policy for the United States that is responsive to the needs of all working families.

# 19

That the delegates to this convention support the purchase of uniforms bearing the "Union Made in the USA" label; and

That Council 2 and its affiliates support efforts to require union made uniforms for public employees at all levels; and

That Council 2 affiliates whose members wear uniforms seek contract language requiring union made uniforms

for covered employees.

# 20

That this convention go on record supporting American people in their pursuit of Human Rights for all mankind; and That Council 2 notifies our International Union of our action so that it might be included in its lobbying in Congress.

# 21

That Council 2 and its Local Unions encourage all local governments within their jurisdictions to bring the buildings we work in into compliance with all current earthquake standards as well as provide earthquake preparedness training to their employees.

# 22

That AFSCME Council 2 shall monitor prison and jail privatization developments throughout the state ... and That AFSCME Council 2 and its Locals use such strategies...to stop prison privatization.

# 23

That Council 2 and its affiliates continue to support and participate in Workers' Memorial Day activities each year.

# 24

That Council 2 will support measures that provide more resources for the criminal justice system; and That Council 2 will continue to advocate for the safety of the children and of our members; and

That Council 2 will continue to advocate for minimum staffing standards in juvenile detention facilities.

# 25

That Council 2 continues to prioritize its political involvement through training, education and legislative efforts; and That Council 2 opposes any and all efforts to limit the input and involvement that working class individuals and families are allowed in the political process through their participation and involvement in Political Action Committees and other organizations such as the union.

# 26

That Council 2 increases the number of scholarships from four (4) to eight (8) of five hundred dollars (\$500) each for deserving members.

# 27

That Council 2 increases that amount and award four (4) two thousand dollar (\$2,000) scholarships to deserving dependents of its members.

# 28

That our affiliates and members continue to search for, and contact unorganized public and private sector workers for organizing; and That the Washington State Council of County and City Employees, along with its affiliates and members continue its commitment of staff resources and funding to continue organizing throughout Washington and Idaho.

# 29

That the 15,000 members of the Washington State Council of County and City Employees, Council 2, AFSCME, go on record calling for full collective bargaining rights for the State Employees and that Council 2 supports any and all efforts by Council 28 to secure these rights and gain the dignity and respect they so rightfully deserve.

# 30

That the over 15,000 members of AFSCME, Council 2, Washington State Council of County and City Employees go on record calling upon Kaiser Aluminum to provide full pay and benefits to all of their employees who have lost their jobs due to Kaiser's profit making shutdowns; and

That the members of AFSCME, Council 2, Washington State Council of County and City Employees go on record supporting the United Steelworkers (USWA) "Two-tiered Rate Proposal" to the BPA.

# 32

That the 15,000 members of the Washington State Council of County and City Employees, Council 2, AFSCME, go on record calling for full collective bargaining rights for all Public Employees in the state of Idaho and that Council 2 supports any and all efforts to secure these rights and gain the dignity and respect they so rightfully deserve.

**SCHOLARSHIPS**

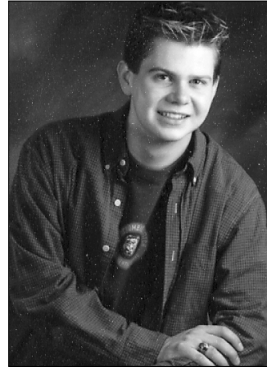
**Nine win Council 2 scholarships**

Winners of the **Dependent Scholarship Award** of \$1,000, in memory of Brian Samuel Mutt, son of Sam Mutt, Snohomish County Engineers, Local 109E. (The names of the winning dependents are followed by the members' names.)

- Tawnya Shuman** — Jay Shuman of Local 492, Spokane County Security
- Jamahl Fitzgerald** — Pamela Fitzgerald, Local 1191W, City of Walla Walla
- Aaron York** — Hans York, Local 1557 Wahkiakum County
- Dustin Walton** — Bonnie Walton, Local 2170, City of Renton

Winners of the **Continuing Education Award** of \$500, in memory of Noreen Towle, past member of Stevens County Counseling, Local 1135-scc, Marvin Grevstad, past member of Seattle-King County, Private Industry Council, Local 1652M and Don Huret, past member of Thurston County, Local 618:

- Debra Kelly**, Local 367C, Pacific County Courthouse Employees
- Paula Williamson**, Local 618, City of Olympia
- Donald Cleaver**, Local 1308-CS, Kitsap County Sergeants
- Monica Sands**, Local 3787, Pierce County Library District



**Dustin Walton**

Winner of the **Summer School for Union Women Award** (Evergreen Labor Center) in memory of Emily Rosenburg, past member of Benton County, Local 874-HC:

- Debra Kelly**, Local 367-C, Pacific County Courthouse Employees

**Local members' children win AFSCME scholarships**

**Steve Martinez**, son of AFSCME Local 1122 member Steve Martinez, Sr., has been awarded the Union Plus Credit Card Scholarship of \$750.

He was one of 115 award winners representing 31 AFL-CIO unions who were selected from more than 5,800 applicants.

Martinez, in his first year at Yakima Valley Community College, is pursuing a fire science degree with the goal of becoming a fire fighter.

Applications for the 2002 scholarship will be available Sept. 15.

The 2001 AFSCME Family Scholar-

ship Program (\$2,000 a year for a maximum of four years) has been awarded to **Jennifer BethAnn Zell**, a student of Bellingham High School, and daughter of Sandra Zell of Local 114, City of Bellingham.

She is one of 10 recipients nationwide.

**Hersey award presented to Staff Rep. Trina Young**

The Mary Hersey Award for outstanding achievement in Labor was presented this year to Staff Representative Trina Young, who represents Council 2 in Southwest Washington.

Young first joined Council 2 25 years ago as a member of Local 275, Grays Harbor County.

She was a state executive board member for 11 years and was hired as a staff representative in May last year. She works out of the Lacey office.

Denny O'Neil, president of Local 307-VC, nominated Young for the award. O'Neil, who works for the City of Vancouver, said Young typifies the qualities of Mary Hersey, after whom, the award is named.

Among the criteria taken into account in presenting the award are:

- Advancement in leadership roles and/or activism within the labor movement.
- Outstanding service within the labor community.
- Service in a leadership role beneficial to labor.
- Service in a leadership role in coping with critical issues such as worker safety, minimum wage, comparable worth, human services, and political action needs.
- Participation in educational projects either through a local union or through another labor organization.



**Staff Representative Trina Young, center, displays the Mary Hersey Award she received. With her are Denny O'Neil, Local 307-VC, who nominated her, and Lois Clement.**

COUNCIL 2 EXECUTIVE BOARD		
<b>DISTRICT ONE</b> Lee Lehman, Roger Moller Greg Ahles, Gerri Delisle	<b>DISTRICT TWO</b> Diane Barden Prenguber Doug Peterson, Rich Needham	<b>DISTRICT THREE</b> Wayne Withrow Gloria Masters, Patti Cox
<b>DISTRICT FOUR</b> Kevin James, Pam Swenson	<b>DISTRICT FIVE</b> Tracy Arney, Ron Fredin	<b>DISTRICT SIX</b> Carol Travis, Yvette Lewis
<b>DISTRICT SEVEN</b> Chris Wood, Alpha O'Laughlin	<b>DISTRICT EIGHT</b> Brian Snipes, Ken Thomas, Art Krumm	<b>DISTRICT NINE</b> Paula Laws

**POLICE, from Page 1**

Association (ICMA), which specializes in government deferred compensation plans.

The plan allows an employer to contribute a percentage of the employee's salary to the plan. Contributions made by the City and employees to the fund are tax-free and when the employee draws on the plan after retirement, the income also is tax-free. Contributions and plan earnings can be used by the retiree to pay for all medical-related costs.

The plan might be part of future packages, too.

"We are shifting gears to try to obtain more enhanced deferred compensation plans where the retirement plans are inadequate," Thompson says.

As part of the negotiated package, the City will invest 1 percent of an employee's salary that can be used for a retiree health care plan.

City employees also will receive raises retroactive to January 1.

**Golf tournament winners**

The winners of the golf tournament held at the start of the 44<sup>th</sup> Biennial Convention were: Sam Filetti, Pete Michael, Blane O'Brien and Morris Delisle. The winner of the long drive contest was Steve Kreisberg

**I-747, from Page 1**

stead of the present 6 percent limit. If local government revenues cannot keep pace with inflation, neither will the services, hence the threat to the jobs of Council 2 members.

"Local government is about directly servicing the public and if they don't have the revenues those services will be cut," says Pat Thompson, Director of Legislation/Political Action for Council 2.

As part of the effort to fight the initiative, Council 2 is putting together a coalition of business and labor.

"Everybody recognizes the harm the initiative will do to our state and its business climate," Thompson says. "It is not just union members who are opposing this initiative."

But every Council 2 member also will be called upon to fight to initiative at the grass-roots level.

"We are going to need our members to reach out as they never have before to their fellow workers, neighbors and friends and to tell them how devastating the impact on services will be," Thompson says. "We need to tell them of the impact on services such as roads, libraries, parks and fire.

"In addition, we will be putting together efforts at doorbelling and setting up yard signs that members need to be plugged into. You are being called upon to help." Those who don't have specific tasks should contact their Council 2 Staff Representative and ask what they can do.

"Given the popularity of tax cuts, we certainly have our work cut out for us," adds Thompson.

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**CONVENTION REVIEW**  
WENATCHEE . 45th CONVENTION

# It's all about people, says Tucker

Spokane County Prosecutor Steve Tucker believes that people make organizations work and that those people should be treated well.

As a result, he has wasted no time in carving a new deal for his staff, who have been subject to the vicissitudes of political swings in recent years.

He told Council 2's biennial convention that, after he was elected prosecutor in 1998, he began contract negotiations. The negotiations were concluded in April.

Until then, the Spokane County prosecutors had worked without a contract since 1992.

The new contract calls for pay raises

of 18 percent to 23 percent retroactive to January 1 for the prosecutors — "and that will be on their next pay check," Tucker added. "You get better results when you work with people."

Tucker trusts his staff, too.

"I am so proud of the people in my office. They are welcome to talk with the

Press when they feel like it; they handle their cases the way they want.

"It has been working great, and we have had some great results recently."



**Tucker**

Back, from left: Lois Clement, Gerri Delisle, Amie Swenson, Kae Roan, Alpha O'Laughlin, Judy Johnson; Front, from left: Joanne Vaughn, Audrey Eide, Paula Laws and Chris Wood



Brian Snipes, Roy Brannan, Judy Johnson and

# Johnny's here, there — and everywhere

At convention time, John E. Walker is everywhere.

He's up early to attend the PEOPLE breakfast. He's up late at the dinner dance. He's there when the resolutions are approved.

He makes sure he sees everything that goes on. So much so, that when he needs to get a better view, he takes along a trademark small stepladder on which he climbs to get a little higher.

And, if he needs to do so, Walker does not hesitate to call out instructions to those on the podium and those in the general seating area alike.

The reason for his involvement: Walker is the official photographer for Council 2 conventions.

The Seattle photographer has taken pictures for Council 2 at every biennial convention since 1989.

Walker took all the convention pictures in this issue of



**Walker**

*County and City Employee*—except, of course, the one of him that accompanies this story.

"He was originally referred to us by a well-known individual in the newspaper business," says Chris Dugovich, Council 2 President and Executive Director. "John has been a wonderful source not only of good pictures, but of good entertainment as well."

Walker, 66, began his career as a photographer in 1965 after he had been disabled two years before in a helicopter accident and he was forced to take leave from the Navy.

Above all, Walker says he enjoys meeting the delegates at Council 2 conventions. "The people make a big difference," he says. "Not just those on the podium, but everyone."

"They are good, well-intentioned people who are there for business, but also know how to enjoy themselves."

"If I did not enjoy it, too, I would not get up on the ladder."

# You helped me win, Cantwell tells convention delegates

Members of Council 2 helped deliver the votes she needed for victory, U.S. Senator Maria Cantwell told the union's convention.

"When it came to the 2,229-vote margin I received, I know people in this room delivered them," she said. "Thank you."

Cantwell won the senate race by a slim majority in the November elections.

"I want you to take a moment to be proud of what that means," Cantwell told the delegates. "I am the second Democratic woman to be elected a senator and this is the first time since Scoop and Maggie that we have two Democratic senators from Washington state." (She was referring to senators Henry "Scoop" Jackson and Warren G. "Maggie" Magnuson who represented Washington in the late 50s, 60s and 70s.)

Cantwell said she would help fight for an increase in the minimum wage and would oppose contracting out.

"There is nothing about contracting out that is any different in the public and private sectors," she said. "It is all about cheaper jobs or lower wages or benefits. I am going to make sure we fight that at a lower level and that we pay people a decent wage at a decent level."

Cantwell said for the last eight years annual growth has run at more than 4 percent a year. "We paid down our debt, kept interest rates low, and made a great investment in people," she added.

"I am going to work hard to make sure that we represent you, the people. It is an investment in you and your future that will make the greatest impact on our economy."



Senator Maria Cantwell greets Council 2 President and Executive Director Chris Dugovich

# Larsen's interest in union affairs is all in the family

You could say that union involvement runs in the family of Rick Larsen.

The US congressional representative for the second district outlined some of his family affiliations with unions when he spoke at a PEOPLE breakfast during Council 2's convention in Wenatchee in June.

Among them:

- His brother Ryan, who introduced Larsen at the breakfast, is a Senior Planner for Snohomish County and is a member of Local 109E.
- Their father, who is now retired,

was an active union member for the 33 years in which he worked for the Snohomish County PUD. Larsen is one of eight children.

"Having the wage and benefit package you can get as a member of a union helped put us through school and college and put clothes on our back and food on our table," Larsen said. His father, and their family, also benefited from one of the major successes of the labor movement — worker safety, he added.

- His two sisters are teachers and, as such, members of unions.
- His uncle was a meat cutter and member of UFCW Local 44.

"When you go to a family reunion, you better have a good story to tell about the benefits of unions," Larsen said.

"We are a little behind in terms of fighting for working families," Larsen added. "But with the Senate in Democratic control, we have an opportunity to take advantage of that and push an agenda that will support working families."

He added that the House of Representatives Republican majority would continue to push an agenda to oppose bargaining rights for workers and the ability to strike.

"That's why it is critical you stay in-



**Rick Larsen speaks at PEOPLE breakfast**



**Ryan Larsen**

involved next year and in 2004.

"Your campaign helps make your candidates win."