



# COUNTY & CITY EMPLOYEE

## NEWS IN BRIEF

THE CAMPAIGN AGAINST TIM EYMAN'S NEW INITIATIVE

## FIGHTING TO DEFEAT I-747



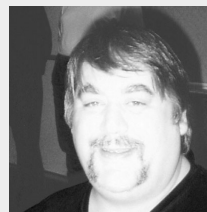
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## Vote NO on I-747, says Council 2

J

What our members are saying . . .



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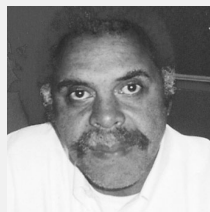
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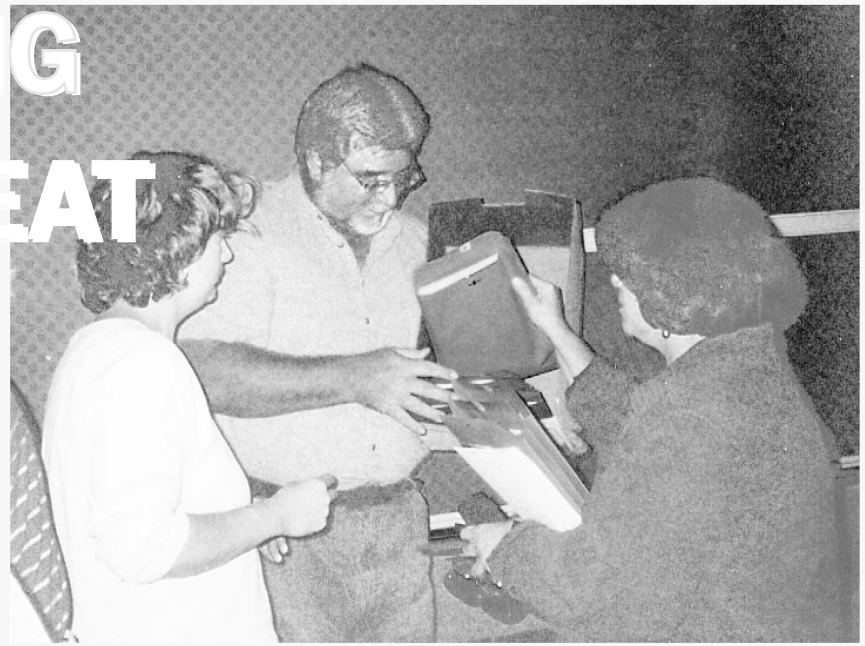


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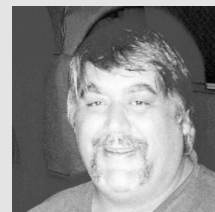
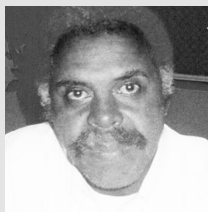
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# COUNTY & CITY

# EMPLOYEE

AFSCME AFL-CIO

Vol. 16 No. 3

<http://www.council2.com>

Fall 2001

## NEWS IN BRIEF

### 40 Everett employees join Council 2

Forty employees of the Everett Housing Authority have joined Council 2.

The new members are all the employees of the Authority with the exception of the maintenance division and the custodial workers who are represented by another union.

In a July 19 election, the workers voted 27-7 to join Council 2.

Members are preparing their contract proposals and expect to start bargaining soon.

The new unit, Local 113-E, elected these officers: President – Gary Ferguson; Vice President – Sara Ashead; Recording Secretary – Carol Allen; Secretary-Treasurer – Brenda McLeod; Executive Board – Erica Buckner, Liz Fowler and Cathleen King.

### Scholarship applications open

Applications are being accepted for 10 scholarships of \$2,000 each that will be awarded to winners of the AFSCME Family Scholarship Program for 2002. They will be renewed yearly for a maximum of four years.

Applicants, who must be daughters or sons of an AFSCME member, must be high school seniors graduating in Spring 2002 who will enroll in a full-time four-year degree program at any accredited college or university.

Applications can be downloaded from the AFSCME Web site, [www.afscme.org](http://www.afscme.org), or can be obtained by writing to AFSCME Family Scholarship Program, c/o Education Department, 1625 L Street N.W., Washington, D.C. 20036 and must be postmarked no later than December 31, 2001.

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- 3 Snohomish County races are crucial
- 4 150 attend Regional Conference

## THE CAMPAIGN AGAINST TIM EYMAN'S NEW INITIATIVE

# FIGHTING TO DEFEAT I-747

Volunteers step forward from Council 2 as well as other unions



**T**hey're ringing doorbells. They're telephoning. They're talking to relatives, friends and colleagues at work.

They're the workers in the fight against Initiative 747.

And they know a lot is riding on what they do because, when the counting is done, the winning margin could be as slim as the number of people they persuaded to vote no on November 6.

Driven by the awareness that their

Wayne Withrow, President Local 120, Tacoma-Pierce County, distributes telephone and mailing lists to Yvette Lewis, President of Local 1122. Watching on the left is Lauren Moughon, Campaign Manager.

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jobs could be directly affected, these campaigners represent jurisdictions from small locals in rural areas to union bodies

in the largest cities in the state. They come not only from Council 2, but from other unions as well.

"I think Initiative 747 would be

See VOLUNTEERS, Page 4 →

## Vote NO on I-747, says Council 2

**J**ust say no to I-747 on November 6. And tell your friends and relatives that they, too, should do the same to help ensure the measure does not pass.

That's the message from Council 2 on the eve of the I-747 election.

You owe it to yourself to do all you

can to fight the measure. Your job, your income and your future will be more affected than those of anyone else should the measure be approved.

Here's why: The initiative would impose a 1 percent cap on increases in property taxes, less than half of the inflation rate. Any increases would require special

ballots for approval.

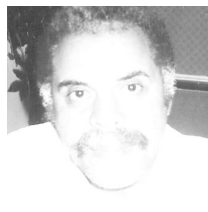
"Members need to understand that the 1 percent cap means that anything between the rate of inflation and 1 percent is a cut," says Chris Dugovich, President and Executive Director of

See VOTE NO, Page 3 →

## What our members are saying . . .



Yvette Lewis



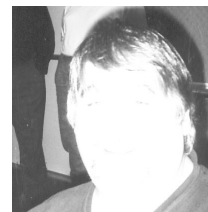
Cyril Hylton



Anita Teague



Connie Uhinck



Dale Goss

In Yakima, where the economy is already being devastated without it, I-747 will be extremely detrimental.  
— Yvette Lewis, President of Local 1122, City of Yakima

I think it is despicable, especially with the economy as it is and what's going on in New York and this country. We need these essential services more than ever.  
— Cyril Hylton, Local 3830-PS, Port of Seattle

My property taxes pay for a lot of important things, such as schools, roads and emergency help and I am OK with paying them to make sure my family and I have the things we need when we need them.  
— Anita Teague, Local 3939, Spokane Transit, Paratransit division

I will do what I can to ensure this does not pass.  
— Connie Uhinck, Local 1308 Kitsap County

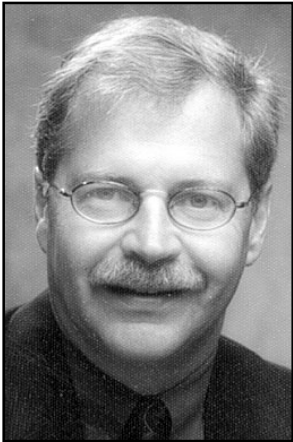
Few people realize how much it will cost us.  
— Dale Goss, Local 304, Council 28

## Loss from attacks is immense

Chris Dugovich

The world changed on September 11 and we all changed with it.

In the initial shock of the vicious attacks in New York and Washington D.C., our thoughts went out to the victims and their families, AFSCME, through its affiliates, and CSEA and District Council 37, which represent the New York State employees and the City of New York employees. Losses occurred to emergency personnel who responded to the scene and then were caught up in the tragedy.



### Letter from the president



Father Mychal Judge

These public employee heroes, along with countless friends, neighbors and relatives of AFSCME members, are now gone.

The loss is immense.

**‘ Please make an effort to contribute if at all possible ’**

AFSCME has set up a disaster relief fund to which many local unions and individuals have contributed dollars for aiding the families of those lost.

Council 2's Executive Board made a sizeable contribution to the fund at its October 13 meeting.

If your Local union wishes to assist in this effort you can make out your check to Council 2 and we will forward it to AFSCME with a special note of recognition to your local union.

Please make an effort to contribute if at all possible so that the spouses, sons and daughters of those who lost their lives are assisted in every way in their time of need!

Take care.



## ARBITRATION HEARING

CITY OF HOQUIAM

### Local member awarded back pay and interest for contract violation

When the City of Hoquiam advertised the position of Groundskeeper at the City cemetery in October 1999, a Local 275 member who was then Senior Lawn Care Worker applied.

Not only was he the only applicant for the position of Groundskeeper, he also had been performing all the work identified in the job description.

But the City removed the posting for the position and did not hire him. According to the Mayor, he did not meet the requirements of the position.

Instead, the City extended his 8-month Lawn Care Worker position to a 12-month position, but continued to pay him the lower wages for that position compared with the one

that had been advertised.

Council 2 filed a grievance on behalf of the Local 275 member, arguing that he should have been paid at the higher Groundskeeper rate as he was doing essentially the same work under the same conditions.

The City argued that he essentially was a part-time employee who had been asked to continue temporary work for an extended period. In addition, the City said, he was not qualified for the position.

Arbitrator James A. Lundberg ruled that the City violated the contract when it failed to promote the grievant to Groundskeeper. Lundberg found that the grievant was the most senior candidate for the position and that he met the

minimum qualifications and prior performance criteria for the position.

He awarded him the position. The requirements set forth by the Employer for the promotion went beyond those specified in the bargained-for description, Lundberg added.

He awarded the grievant back pay and benefits with interest dating back to 1999.

This is only the second time in more than 10 years that interest has been awarded in a Council 2 grievance arbitration. It is awarded only in particularly egregious cases of contract violation.

The grievant was represented by Audrey Eide, General Counsel for Council 2.

## Refinancing: What's in it for you?

You own your house. You're settled in and comfy. Still, with mortgage rate changes, you wonder if it's time to refinance.

Refinancing is paying off your mortgage and securing a new one on terms that are more beneficial. But it's not free money. You must weigh the costs against possible benefits.

There are three chief reasons to refinance:

- 1) to save money on monthly payments;
- 2) to build equity in your home faster; and
- 3) to limit the potential downsides of an adjustable-rate mortgage should rates rise.

Saving money is a no-brainer. Say you have a 30-year fixed-rate mortgage at 9 percent on a \$70,000 loan, you'd pay \$97 less a month in principal and interest with the same loan at 7 percent. That's the difference between your \$563 payment now and \$466 after refinancing.

Refinancing also can help you "own more" of your house by paying off the mortgage faster.

Say you want a 15-year mortgage at 7 percent on \$70,000 instead of 30 years at 7 percent. Your monthly payment would rise from \$466 to about \$630, but you'd pay off the mortgage in half the time (depending, of course, on how much of the 30-year mortgage you've already repaid).

If you now have an adjustable-rate mortgage, refinancing could let you lock in an affordable fixed-rate loan with predictable monthly payments.

Another reason some home owners get a new mortgage is to increase their home loan to cover remodeling costs or to consolidate other debts.

Underlying any reason to refinance is how long you intend to keep your house. The payoff increases the longer you stay.

Refinancing costs typically include fees for an application, credit

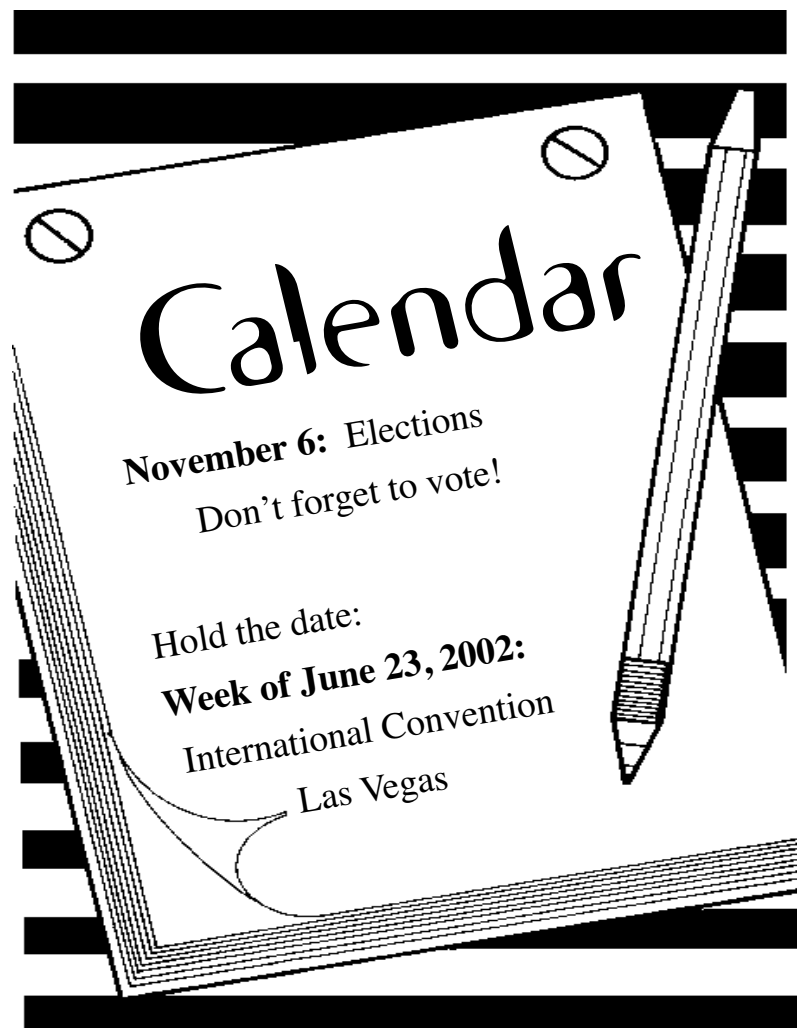
report, property appraisal, title search, and processing. You might even owe a penalty for paying off your current mortgage early.

Just to illustrate, if all of those fees amount to \$2,000 and you'd save roughly \$100 in monthly payments by refinancing, refinancing would start to pay off in about 20 months. And refinancing at TAPCO Credit Union is likely to cost less than that.

If you have an FHA loan, an FHA streamline is available. An FHA streamline would allow you to lower your interest rate or term, but would not allow you to have any cash back. There is no appraisal required with this loan.

If you have a VA loan, you can refinance to another VA loan with a VA interest rate reduction. A VA interest rate reduction would lower your interest rate or term, but would not allow you to have any cash back. You will have your usual costs associated with a refinance, but no appraisal is required.

Shop around to minimize your closing costs, including the up-front interest or "points" you pay to lower the mortgage rate, advises Stephen Brobeck, executive director of the Consumer Federation of America. TAPCO Credit Union can help you explore which loan best suits your situation. Please call Dale Golder or Jan Powers at 253-565-9895.



# Snohomish County races considered critical in November elections

Snohomish County is undoubtedly the hot spot in the November 6 Legislative elections.

Two Legislative House Districts — 21st and 38th — are holding special elections. In both cases, appointees were temporarily assigned the seats to fill vacancies.

“The outcome of these elections will determine whether we have to suffer through another tied Legislature similar to the marathon session we had to deal with earlier this year,” says Pat Thompson, Council 2’s Legislation/Political Action Director.



**Brian Sullivan**

**Details:**

In the 21st District — seen as the pivotal race of the two — Council 2’s endorsed candidate Brian Sullivan, a Democrat, is running against Rep. Joe Marine, who was appointed to fill a vacancy.



**Jean Berkey**

“The outcome of these elections will determine whether we have to suffer through another tied Legislature”

Marine is a conservative Republican. Sullivan won a hard-fought primary campaign. He now appears to be in good shape to defeat Marine.

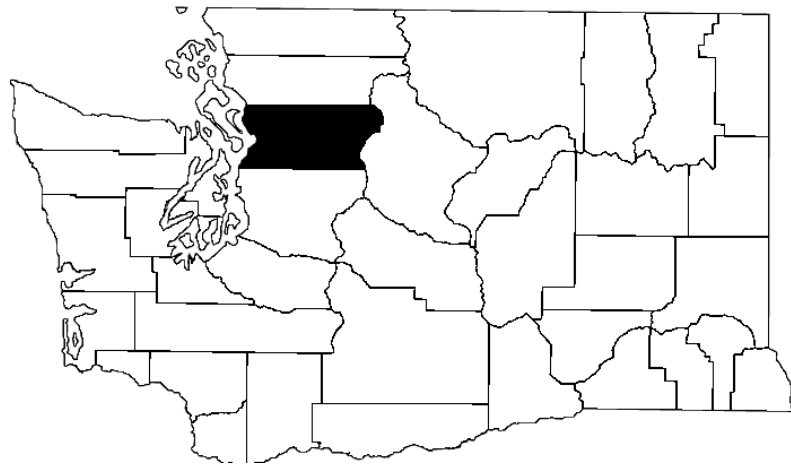
In the other race Rep. Jean Berkey, a Democrat, is fighting to retain the seat to which she was appointed when long-time Legislative member Pat Scott passed away. She will run against Republican Erv Hagland.

Both Sullivan and Berkey have solid pro-labor-voting records.

In addition, in the Snohomish County Council three of the five seats are up for election. The result will determine, therefore, which party controls the council.



**Mike Ashley**



Shaded area of Washington state shows Snohomish County

Council 2 has more than 2,000 members who work or live in Snohomish County, which is the second largest concentration of the union’s membership in the state.



**Dave Gossett**

Mike Ashley is running against former legislator and congressional candidate John Koster, who compiled a near-zero labor-voting record during his tenure in the State Legislature. Koster also recently helped in efforts to carve a new county out of Snohomish County.

Council 2 is supporting Ashley, who has supported our membership in their contract negotiations during his short term in office.

In the second seat, Dave Gossett is running against Rep. Dave Schmidt. Gossett, who is Mayor of Mountlake Terrace and Council 2’s endorsed candidate, currently works for the county and is not only supportive of our issues but is highly knowledgeable on them.



**Dave Somers**

In the third contested seat incumbent Dave Somers, current chair of the council, is running against Jeff Sax. Somers has consistently been there for Council 2, Thompson says.

## VOTE No, from Page 1

Council 2. Dugovich serves as co-chair of the “No on I-747” campaign statewide.

“Inflation is running at 3 percent to 4 percent,” he adds. “Counties and cities therefore need that much just to keep pace. In order to avoid the cap you have to have an election — and elections are expensive. For example, it would cost \$600,000 to hold an election in Snohomish County.”

Dugovich adds that, if approved, the

sophisticated political action ever undertaken by Council 2.

The union has used polling, focus groups, writing letters to the editors of local newspapers, interviews with the media, flyers, doorbelling as well as radio and television advertising to drive home the impact of the measure, not only on its members, but also on basic services provided by cities and counties across the

state.

The union also needs members to assist in the “Vote no” campaign.

“We are looking for help in doorbelling, leafleting, telephone banking, and putting up yard signs,” Thompson says.

Members should call their Staff Representative or local union officer to find out how they can help, he adds.

Dugovich says he wishes to thank the Locals for their generous support to date by helping the campaign financially.

“The responses have been very positive,” he adds.

Council 2 has received help from other unions, organizations and business interests. “But make no mistake about it, it will be up to this union and its members to defeat I-747,” Dugovich says.

“It will be up to this union and its members to defeat I-747”

measure, along with the current economic downturn, could threaten members’ jobs after the first of next year.

“In addition, it makes it that much more difficult for us to negotiate to ensure our pay keeps pace with inflation,” adds Pat Thompson, Director of Legislation/Political Action for Council 2.

Because the issues are so critical for members, the campaign opposing Initiative 747 is the biggest and the most so-

### 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 Dittloff	<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

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# I-747 IMPACT

Tim Eyman's Initiative 747 would cut the property taxes that fund local government services by lowering the property tax cap to 1 percent. Property tax increases now are limited to the rate of inflation with a 6 percent cap.

According to the state Department of Revenue, over the next six years I-747 would cut more than \$500 million from services such as fire districts, hospitals, local libraries, schools and road projects.

## QUICK FACTS

Inflation will average 2.65 percent over the next five years, according to Washington State Department of Revenue estimates. I-747 would limit property tax collection to 1 percent. The result: Local services will effectively be prevented from collecting enough revenue to maintain current levels of service.

To keep pace with inflation, more than 1,700 local service providers in Washington state would be forced to hold elections requesting additional money from voters every year - if I-747 passes.

The cost to taxpayers of placing an issue on the ballot ranges from \$15,000 in Woodinville Fire District to \$2 million in King County.

## Local government losses by county



COUNTY	2002	2007
King County	\$24.3 million	\$527.9 million
Mason County	\$446,000	\$10.96 million
Benton County	\$546,000	\$12.82 million
Pierce County	\$10.4 million	\$246.4 million
Snohomish County	\$4.4 million	\$103.5 million
Spokane County	\$1.6 million	\$20 million

## A LEADER'S VIEW

"There's a myth in America that elections are free. They're very very expensive. I don't want my firefighters to be a campaigner and a politician and be begging for support. I want him to be a full-time firefighter."

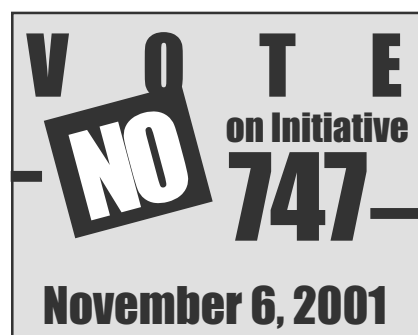
Former Secretary of State  
Ralph Munro, Republican,  
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## LOST REVENUE

Libraries	\$105,527,000
County roads	\$163,895,000
Fire Districts	\$168,651,000
Emergency Medical Services	\$49,588,000
Public Hospitals	\$29,325,000

Source: Washington State Department of Revenue



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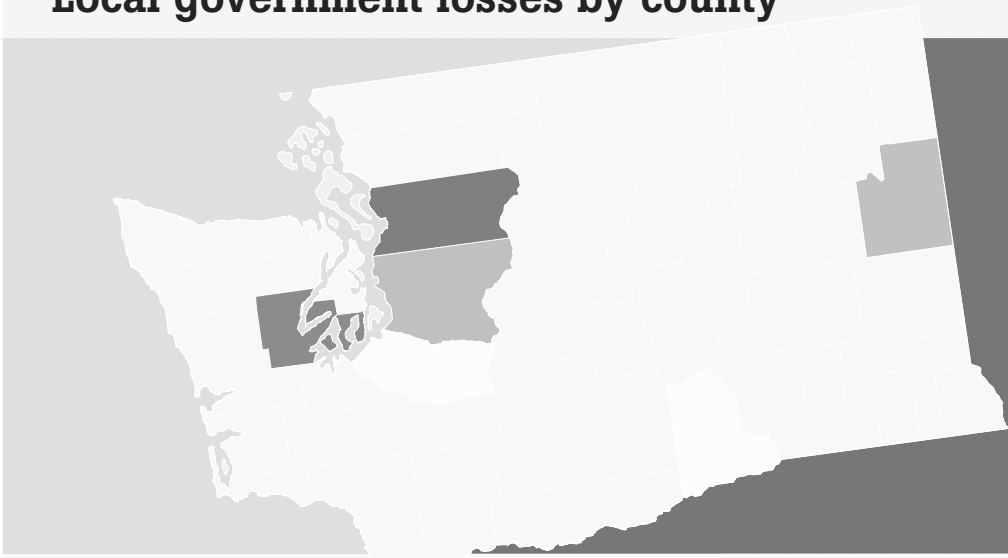
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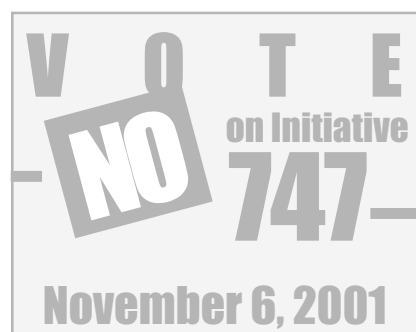
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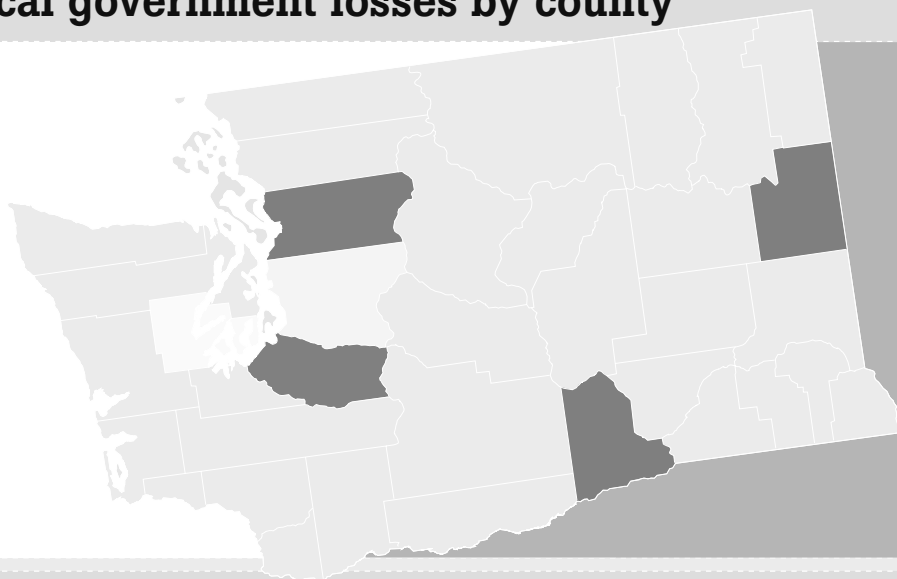
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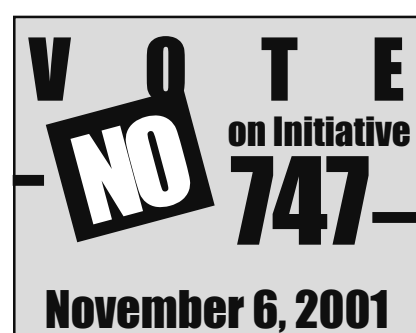
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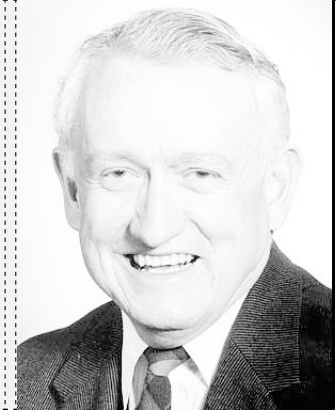
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# 150 attend Northwest Regional Conference

About 150 Local leadership members from Alaska, Oregon, Washington and Idaho attended the Northwest Regional Conference hosted by the Washington State Council of County and City Employees at the Sheraton Hotel, Tacoma, on the weekend of October 5 and 6.

The attendees were welcomed by Chris Dugovich, President and Executive Director of Council 2, who is also the AFSCME International Vice President for the Northwest region.

Don Craig, AFSCME Area Education Coordinator, spoke on organizing for power. He discussed the responsibilities of local union leaders and members and how they affect the union's strength.

Chuck Loveless, AFSCME Director of Legislation, outlined the legislative trends in Congress and Steve Kreisberg, Associate Director of the AFSCME Department of Research & Collective Bargaining, spoke on how

to use the collective bargaining process not only to grow the Union, but to increase its clout.

Next year's conference will be held in Oregon.



**Among those attending the conference were Nancy Baker, President, Local 87, and Fran Eads, Vice President, of Local 1122, Yakima County.**

## VOLUNTEERS, From Page 1

devastating, especially to a volunteer Fire Department in a small locality," says Chip Anderson of Local 114-WD in Sudden Valley in Whatcom County.

"I will be getting out and educating people to vote no because it is going to cut services and that's not what we want," says Kandy Kraig of Local 1221 with Council 28, the Washington Federation of State Employees.

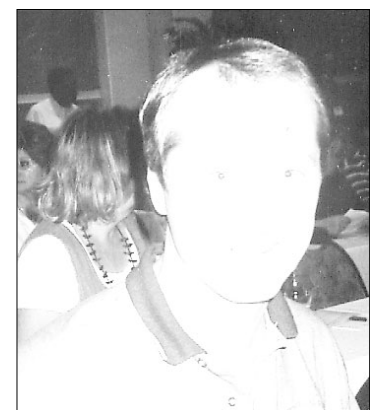
On October 5 at a special meeting during the Northwest Regional Conference, almost 100 volunteers were given lists of people to call and given tips on how to get out the vote.

They, in turn, were to enlist others to provide a huge network of volunteers.

After all, it is their future that is at stake.



**Kandy Kraig of Local 1221, Council 28**



**Chip Anderson of Local 114-WD**

