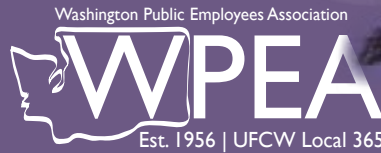


The Deep Freeze

WPEA Member Magazine
Winter 2010



In this Issue

Legislative Priorities

page 5

Meeting Highlights

pages 8-10

Member Profile

page 12

The Deep Freeze

Oh, Please...

In an editorial published December 10 entitled "Gregoire's Budget a Good Start," the Seattle Times calls on the governor to eliminate step increases for state employees and to increase all state union members' health care premium costs from 12% to 20%, "a figure still well below that of the private sector." The Times editorial, being a Times editorial, ignores the fact that on average state employees earn 75% of private sector wages.

This impassioned plea for balancing the budget on the backs of state employees comes from the same family-owned newspaper company whose leader, Frank Blethen, had no difficulty at all testifying in favor of a 40% cut in the state's B&O tax for newspaper companies. In an article entitled "Newspapers in Washington Get Key 40% Tax Break," Editor & Publisher, America's oldest journal covering the newspaper industry (itself about to bite the dust) reported that "The Society of Professional Journalists and the National Conference of State Legislatures was not aware of any other state that has granted a similar tax break to the newspaper industry." According to our state Office of Financial Management, the fiscal impact of the newspaper industry B&O tax break will be \$1.2 million this year, \$1.3 million next year, and a total of \$8 million through 2015—assuming the ailing newspaper industry lasts that long.

So, while the Seattle Times calls on the governor to reduce your salaries even further, and increase your health care costs even more, it lobbies for and receives a handout for itself. Note: In fairness, it must be said that not all newspaper companies in Washington favored the approach taken by the Times. Rufus Woods, publisher and editor of another family-owned newspaper company—Wenatchee World—sees it differently: "I don't think it is up to the government to make us survive. We need to figure out how to make that happen. We are like any other business. We need to figure out new ways to do things."

While Governor Gregoire strives to find new ways of doing things, the Seattle Times clearly is not. Another Times editorial regarding the budget deficit from early this year says all their editors ever say: "the state must cut, cut, cut." Why not start, then, with eliminating the 40% B&O tax cut the Seattle Times and other newspaper companies now enjoy?



Greg Parker
WPEA President

Winter 2010 Vol. 8, No. 1
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WPEA—The Deep Freeze

In this Issue

2

President's Message

4

*Lawsuit Dismissed Against WPEA
Sen. Swecker Proposes DIS Consolidation
LRO Recognizes Baby Bonding*

5

*2010 Legislative Priorities
Stuck in the Middle with WMS*

6

Washington's Workers' Comp Myth

7

*Pension Changes for Library Staff
Disciplinary Action Reduced for LEO*

8

All-Member Meeting Takes Flight

9

WPEA Makes a Difference With CURE Food Drive

10

Lots to Learn at All-Member Meeting

11

*Protecting Natural Resources has New Meaning
Check Out Your District Meeting*

12

*Brian's Passion for Photography
In Memoriam*

13

*CBC Gets Pumped Up by Oktoberfest
Clark BBQ Kicks Off the School Year*

14

Get to Know your Staff Representatives

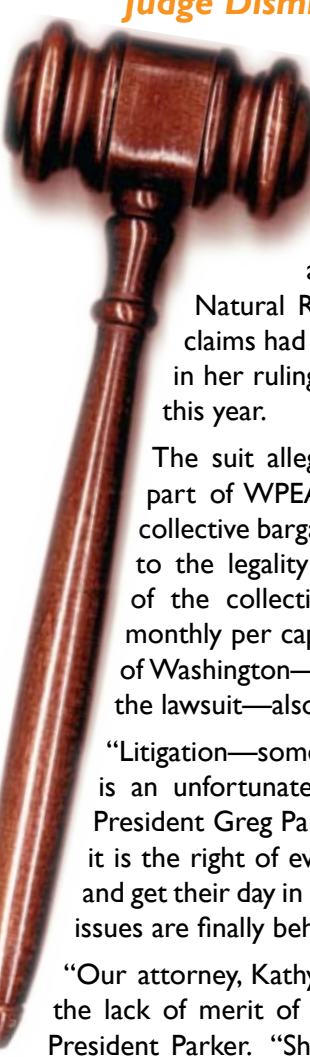
15

*WPEA Family in Need
WPEA Office Locations*

16

Save the Date: Lobby Day 2010

Judge Dismisses Lawsuit Against WPEA



On October 23, Anne Hirsch, Thurston County Superior Court Judge, dismissed the only remaining claim of a lawsuit initially filed against WPEA in August of 2008 by 12 plaintiffs from the Department of Revenue and one from the Department of Natural Resources. Seven of the original eight claims had already been dismissed by Judge Hirsch in her ruling on WPEA's Motion to Dismiss earlier this year.

The suit alleged a variety of illegal actions on the part of WPEA, from the legality of the 2005-2007 collective bargaining agreement and subsequent CBAs, to the legality of WPEA's July 2007 implementation of the collection of \$8.54 of UFCW International monthly per capita fees from our members. The State of Washington—added as a defendant in the course of the lawsuit—also had all claims against it dismissed.

“Litigation—sometimes extremely expensive litigation—is an unfortunate cost of doing business,” said WPEA President Greg Parker after the case was dismissed. “But it is the right of everyone in our society to make a claim and get their day in court. The plaintiffs had their day. These issues are finally behind us.”

“Our attorney, Kathy Barnard, did a marvelous job arguing the lack of merit of the claims filed against us,” continued President Parker. “She and her colleagues saved us tens of thousands of dollars in additional costs that would have been required had the case gone to trial.”

WPEA is represented exclusively by Schwerin, Campbell, Barnard, Iglitzin & Lavitt, widely regarded as the premier labor law firm in the Pacific Northwest.

Sen. Swecker Proposes DIS Consolidation



On November 25, WPEA representatives Lou Baker, Director of Contract Administration; Bill Johnson, Department of Revenue Chief Job Representative; and


WPEA Executive Assistant omm'A Givens met with Senator Dan Swecker (R-Rochester) to discuss upcoming legislation that could adversely affect WPEA members working in DOR's Information Services Division.

Senator Swecker has proposed legislation to study and recommend that Information Technology functions in agencies throughout the state be “integrated” into a single agency—the Department of Information Services (DIS). The Senator made it clear that he intends the bill's creation be transparent and developed “from the bottom up.” Senator Swecker encourages all affected WPEA members to actively participate in the process of shaping this legislation so that any specific concerns you may have regarding the provision of information services at DOR become known.

If you have concerns or feel there are problems associated with the concept of merging DOR-IS with other agencies there will be many opportunities for you to meet with legislators and testify at committee hearings. Senator Swecker pointed out that the process requires stakeholders' input. Or, as he put it, “boots on the ground.”

Please contact omm'A Givens at 1-800-544-WPEA x125, if you would like to weigh in on this issue or if you would like help contacting your legislators.

Baby Bonding is Recognized by LRO



After filing and settling several grievances over the denial of use of sick leave for parental leave to allow WPEA members to bond with their newborn babies, the state Labor Relations Office was finally convinced by an arbitration awarded the member of another state union that “baby bonding” is an FMLA qualifying event for which the use of sick leave is proper. WPEA had argued such at contract negotiations for the current contract, only to be met with a stone cold “no” from the State of Washington's management bargaining team.

From now on, state employees may use any combination of vacation leave, sick leave, personal holiday, compensatory time or leave without pay while on leave for a baby bonding event. Further, employees are no longer required to furnish medical certification of a disability or illness of either themselves or the child in order to use sick leave for “baby bonding.”

Thanks to the members who pursued grievances to make the use of sick leave for “baby bonding” a reality.

Legislative Issues

2010 Legislative Priorities

1. Reform government by reducing management in state agencies.

- ☑ Follow through with ESHB 2049 and conduct a full review of WMS. Show voters that the legislature is serious about reforming government.

2. Wildland Firefighter Early Retirement 55

- ☑ Due to the special hazards and risks associated with wildland firefighters, special considerations must be made when they are unable to complete the physical demands of the pack test.
- ☑ Agency leadership needs to plan ahead and transition these workers into other departments before they are disabled or unable to pass the pack test.
- ☑ Retirement rather than disability when a career DNR member is unable to pass the pack test.

3. Still Fighting for Rule of 85

- ☑ House Bill 1599 would allow members of PERS 2 and 3 to retire when their age plus years of service are equal to or greater than 85. For example, a 55-year old member with 30 years of service could retire without penalty. This rule would ease the current full retirement benefit eligibility requirement of age 65.
- ☑ Although the state is currently facing a \$2.6 billion shortfall, WPEA will be lobbying alongside other unions to make sure legislators know this remains a serious issue for state employees.

Note: According to the State Actuary the 2009-11 Biennial cost for Rule of 85 is \$246.3 million, 2011-13 = \$230.2 million, 2013-15 = \$228.4 million.



Stuck in the Middle with WMS

As the state searches for solutions to the current budget crisis, the Legislature has one cut that seems simple: reduce management at state agencies. This is a great opportunity for legislators to prove their willingness to reform government from the top down.

Last session, Gov. Gregoire signed a watered-down Engrossed House Bill 2049 (Senate Bill 5939) to reform the Washington Management System. The final bill increases transparency, allows for a review of the system, and prevents management from converting vacant classified positions into WMS positions. But the original bill included an eight-percent reduction in WMS staff that was pulled from the final bill.

Established in 1993, WMS defines the personnel system for the state's civil service managers. Originally, WMS was 500 managers, charged with streamlining and bringing accountability to the state agencies. Currently, there are almost 5,000 state employees enjoying the benefits of WMS status.

According to The Olympian, public-records requests have "found that bonuses were boosting management pay faster than the rate of regular raises for other staff members."

WMS staffing varies from more than 16% of employees (1,436 WMS) at the Department of Social and Health Services to just under 2% at the Department of Personnel (34 WMS). On

average, each WMS manager is responsible for 11 employees, although this drops as low as 1-to-6 for General Administration, Financial Institutions and Ecology.

All these factors lead to a common complaint that some agencies promote employees into WMS to pay them more, not because they fit the WMS model. Additionally, WMS seems impervious to the layoffs affecting other state employees. For example, according to our public records request, Department of Natural Resources eliminated 93 classified staff but only one WMS position in the last round of layoffs.

WPEA's Suggestions:

- ➔ Bring WMS back to its original intent and strengthen ESHB 2049 through further legislation.
- ➔ Ensure equity and parity during layoffs and furloughs; support and reward successful frontline employees.
- ➔ Increase step ranges to promote employees within classified system when appropriate, instead of moving them into WMS.
- ➔ Establish a firm cap on WMS agency levels, not to exceed 5% of the workforce within an agency.
- ➔ Close loopholes and tighten up terminology so that all employees in WMS fit the criteria.

Dispelling Washington's Workers' Comp Myths

David Groves, Publications Director of the Washington State Labor Council, AFLCIO wrote an insightful article in the September 2009 edition of the District 751 Aero mechanic newsletter titled, "Washington State's Workers' Compensation Advantage". All quotes are directly taken from his article and are reprinted with his permission.

The Myth: "One of the most persistent myths about Washington State's business climate is that our workers' compensation costs are higher than in most other states." This myth took hold because our state is able to provide comparatively high benefits to injured workers even though the cost to employers is relatively low.

The Reality: Workers' compensation costs to employers in Washington State are the fifth lowest of any state in the nation.

"Business lobbying groups continually and deliberately decry the level of benefits, not the employers' actual costs, in their quest to cut premiums even further."

Workers compensation is America's original tort reform. Before this nearly 100-year-old system was established, workers injured on the job could sue their employers for damages. "But workers gave up that right to sue in exchange for this no-fault insurance program that pays medical costs and partially reimburses the lost wages of workers who suffer job-related injuries or illnesses."

Workers compensation is not welfare or a poverty program but a mandatory insurance program sought by American employers to protect them against potentially damaging lawsuits over and injury or illness caused by their neglect.

Washington's nonprofit government-run "industrial insurance" State Fund provides compensation coverage for more than 99 percent of the businesses in Washington State.

Fewer than 400 "self insured employers" are large enough to operate their own industrial insurance programs. Companies like Microsoft, Safeway, Boeing and Weyerhaeuser who pay the same benefit levels as the state but have more control over the claims process. "Presumably, these employers' costs are lower than they would be in the State Fund system, or else they wouldn't self-insure.

"Washington has comparatively high workers' compensation benefits." According to the 2006 National Academy of Social Insurance, Washington paid \$1.63 in benefits for every \$100 in covered wages.

Business lobbying groups and research organizations decry the high benefits and deliberately avoid mention of the comparatively low premiums in an attempt to confuse legislators, business executives and the media into believing higher benefits mean higher costs.

Washington's state run compensation system is amongst only five such systems remaining in the US and is viewed as a

model for its efficiency.

Washington can afford high benefits while charging low premiums because there are not any profit margins commissions or brokerage fees as in privatized systems. Moreover there are significantly lower claims administration costs and no marketing or advertising costs.

The Solutions: Washington State law (RCW 51.04.010): "The welfare of the state depends upon its industries, and even more upon the welfare of its wage worker. ...Sure and certain relief for workers, injured in their work, and their families and dependents is hereby provided." Any changes to our system should be measured against that goal.

Make sure the motive of any proposed changes are to ensure "sure and certain relief" for injured workers and not be based on perceived and demonstrably untrue competitive disadvantage with other states.

Ensure our state does not engage in a race to the bottom where we compete with other states to cut benefits, but rather focus on our system's costs remaining competitive.

"[W]hen you're in the business of lowering business costs, low is never low enough, especially when even more could be saved by cutting benefits for injured workers. It is both immoral and unacceptable to engage in benefit cutting when your business already has amongst the lowest workers compensation costs in the country.

Member News

Pension Changes for Library Staff

WPEA thanks Patty Duitman, Operations Director for Fort Vancouver Regional Library. Patty was the first to take action to address an issue with last session's Senate Bill 6157.

"[The] bill provided that the final compensation used to calculate the retirement benefit for a PERS member would not be affected by salary reductions that are due to reduced hours, leave without pay or furloughs taken as part of an employer's effort to reduce expenditure during the 2009-2011 biennium," says Patty. "This is wonderful news for state employees, but it does create a gap for local government employees."

WPEA represents local government employees at Fort Vancouver and Kitsap Regional Libraries. "Since local governments are on a calendar year rather than the fiscal year, affected local government PERS employees' annual compensation is reduced for the first 6 months of 2009," explains Patty.

Patty jumped into action by contacting her Senator Craig Pridemore and, "asked if he could help by getting an amendment through the legislature that would address this gap, since WPEA represents employees who are affected by this gap."

At September's Select Committee on

Pension Policy (SCPP) Senator Pridemore had Patty's amendment adopted by the committee. President Parker and omm'A Givens met with Senator Pridemore on October 1 and confirmed that Patty's proposed amendment was adopted.

This is one good example of how much can be accomplished by simply bringing your concerns to your legislators. We encourage you all to take 10 minutes a week to call your legislator and let them know who you are and what you care about. Remember that no voice speaks louder to a legislator than yours, the Voter!



SUNRISE DENTAL

Need a Dentist?

As the first unionized dental group in Washington, Sunrise Dental offers special benefits to union members. Some of the benefits include:

- ➔ \$200 New Patient gift certificate, or \$250 for those without insurance, good towards any procedure not covered by your dental insurance
- ➔ Mileage reimbursement (\$35 maximum) for patients traveling more than 30 miles
- ➔ Free teeth whitening for new patients

Sunrise Dental is represented by UFCW 21 and has 26 locations in Washington. You can find a Sunrise Dental office open every day of the week, 7am to 7pm. Visit sunrisedental.com for more information.

*These offers are valid through March 2010

Disciplinary Action Reduced for LEO

WPEA has won a small, but significant grievance against the Liquor Control Board, on behalf of a Liquor Enforcement Officer.

In May of this year, the officer was given a written reprimand for allegedly engaging in intimidating behavior toward two members of the public. The alleged behavior took place on non-work time. However, the LCB claimed that there was a "nexus" to work because the two complainants were aware of the officer's status as an LCB employee.

The WPEA successfully argued that there was no significant "nexus" to work, as well as no credible evidence of intimidation, and the written reprimand was reduced to a non-disciplinary counseling memo.

WPEA Member Events

All-Member Meeting Takes Flight

On November 7, WPEA recognized members and labor advocates at the All-Member Meeting. The meeting, held at Olympia's Olympic Flight Museum, was attended by members from across the state.

Speakers included Sarah Laslett from Evergreen's Labor Center and Rep. Brendan Williams with a keynote address by former WPEA leader, Eugene St. John.

WPEA presented Eugene an award in appreciation for his years of tireless leadership and support as WPEA Executive Director. Carolyn St. John was also recognized for her support of Eugene.

WPEA presented Rep. Brendan Williams an award in recognition of his support of labor; Williams is one of five legislators to have a perfect voting record, as scored by the Washington State Labor Council.

The Labor Center was presented a check for \$250 in support of their work for the labor community.

The meeting was followed by a silent auction benefiting the LegPAC fund, which raised nearly \$1600.



WPEA Member Events

WPEA All-Star Awards were presented to:

- ★ Kirk Burress
- ★ Andrea Carlson
- ★ Mary Davis
- ★ Roger Montanez
- ★ Carol Groce
- ★ Melissa Sizenstock
- ★ Robert Whitfield
- ★ Billie Garner
- ★ Willis Duckworth
- ★ Earl Kalles
- ★ Patti Pollardo
- ★ Lisa Rice
- ★ Marie Kennedy
- ★ Cathy Van Winsen
- ★ Jaleel Brown

Billie Garner also received the President's Award.

Additionally, for their work with the CURE food drive, WPEA recognized:

- ★ Clark College
- ★ Liquor Control Board
- ★ Pierce College

Also, Edmonds Community College was recognized for their donations to the LegPAC Silent Auction.

Read more about the All-Member Meeting on page 10.



WPEA Makes a Difference With CURE Food Drive

WPEA won third place in the CURE food drive! Although the competition is over, the need for food could not be greater.

High unemployment combined with rising food costs and other financial hardships of families in our continue our food drive year around.

Contact Executive Assistant omm'A Givens to make arrangements for food pickups in the Olympia area or feel free to stop by WPEA offices to drop off your donations.

Donations by the pound:

Clark College	1124
WPEA staff	1082
Dept of Natural Resources	405
Liquor Control Board	325
Pierce College	257
Ft Vancouver Regional Library	212
Dept of Revenue	120
Edmonds Community College	82

Currently 29% member-participation by agency/institution



WPEA Member Events

Lots to Learn at All-Member Meeting

Members traveled from all corners of the state to attend the All-Member Meeting, held at the Olympic Flight Museum on November 7. Attendees were welcomed by warm smiles and continental breakfast, and the morning started on a positive note.

After some socializing it was time to get WPEA flight 365 off the ground with the President's welcome. In honor of Veterans Day, President Greg Parker recognized the veterans in attendance. He also held a moment of silence for WPEA members that had passed as well as for the Fort Hood soldiers, Seattle police officer Tim Brenton, and the victims in November's Orlando office shootings.

First to present was Sarah Laslett, from the Labor Center at The Evergreen State College. Sarah discussed the history of union activism and the anti-union position of mainstream media. She highlighted the importance of "talking union" at home, in our communities and at work if we have any hope to bring

Currently, union density in the US is down from its high of 35% in 1935 to 20% in 1983 to the current low of 12%, as reported by the US Department of Labor's Bureau of Labor Statistics. In contrast, businesses now spend more than \$8 billion per year to fight union activity in the US.

unions back from the brink.

Following Sarah's presentation, Director of Contract Administration Lou Baker provided an overview on 2011-2013 contract negotiations.

At the mid-point of the meeting, WPEA recognized 15 members with All-Star awards, the bargaining teams received portfolios, and several institutions and agencies were recognized for their help with the CURE food drive and Leg-PAC silent auction.

Representative Brendan Williams (D-Olympia) kicked off the legislative workshop by offering his pro-labor perspective and answering questions about the current legislative climate, which was appreciated by attendees. Brendan also received an award recognizing his 100% labor voting-record.

The highlight of the workshop was a short Hans and Franz skit starring Staff Representative Dave Schiel and President Parker, challenging members to get pumped up for Lobby Day. WPEA Executive Assistant omm'A Givens wrapped up the legislative portion with a summary of WPEA's goals for the upcoming legislative session.

Former WPEA Executive Director Eugene St. John wrapped up the meeting with a summary of WPEA's history. Then

he challenged the members to see how much money could be raised for the Leg-PAC fund in under 10 minutes and collected a total of \$341.

All three guests showed how important it is for all members to participate in WPEA's legislative efforts, either through your actions or donations to the Leg-PAC fund. Their message: together, we are stronger and it all starts with you!

At the end of the meeting, President Parker, presented Eugene and his wife Carolyn with small tokens of our large appreciation, recognizing the time, energy, sacrifice and commitment to WPEA.

Members also enjoyed a paper airplane toss and raffles for prizes and cash. The big winner was Julie Bishop, District 6 Vice President from Skagit Valley College, who won nearly \$200 in the 50/50 raffle.

The day concluded with a barbecue dinner by Marv's and jazz by the Balls Out Blues Band, followed by the Leg-PAC Silent Auction. The Silent Auction was a great success, raising more than \$1000 for the WPEA Legislative-Political Action Committee Fund.

It was one of the best meetings in recent memory, thanks to everyone who helped make the event a huge success!



Member News

Protecting Natural Resources has New Meaning

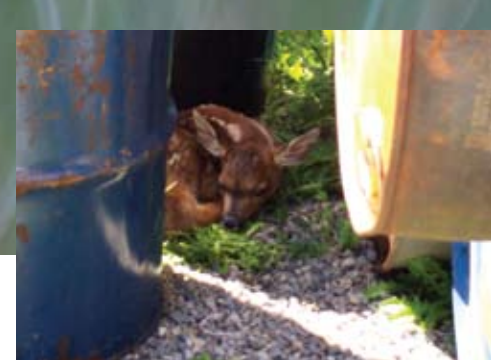
One day last spring, WPEA vice president Steve Martin noticed something unusual while working at the Department of Natural Resources' Olympic Camp: a young fawn curled up inside an excavator bucket. Unaware of the small visitor, fellow WPEA member Nick Larson grabbed the bucket on his way out to a job.

Steve stopped Nick to ask if the fawn was still in the bucket. Nick replied, "What fawn?"

"So he tilted his bucket to look inside," says Steve, "and there the little guy was still curled up in the bottom where momma put him. You should have seen Nick's bugged eyes and the expression on his face...priceless!"

"I rescued the fawn," says Steve, "but not before it squealed for momma. So here comes momma and auntie running to the rescue from the tree cooler area outside the compound fence. Needless to say they were both perturbed and twitterpated as baby was inside the fence. To give you an idea of scale the bucket is only 30" wide."

Since 1968, DNR's Olympic Camp staff has partnered with the Olympic Corrections Center. Inmates work on crews to assist with fire suppression; pre-commercial tree thinning and planting; and restoring trails and camp sites.



Check Out Your District Meeting

District meetings are a great opportunity to get involved. You help establish union goals and policies while connecting with other union members. Please check the website for the most up-to-date information.

The 2010 District Meeting schedule is:

- ⊕ **March 17**
- ⊕ **May 19**
- ⊕ **August 18**
- ⊕ **November 17**



You may attend any district meeting that is convenient for you. If a vote will be taken, you must attend the meeting in your district. Your district is determined by the county and/or the zip code of your residence. If you live outside of Washington, your district is determined by the county closest to your residence—for instance, if you live in Portland, you are in District 1 and your meeting is in Vancouver.

District Meeting Locations

- District 1—Vancouver**, Clark College
- District 2—Yakima**, Yakima Valley Community College
- District 3—Tri-Cities**, Columbia Basin College
- District 4—Spokane**, WPEA Spokane Office
- District 5—Wenatchee**, Wenatchee Valley College
- District 6—Mount Vernon**, Skagit Valley College
- District 7—Lynnwood**, WPEA Everett Office
- District 8—Bremerton**, Olympic College
- District 9—Des Moines**, Highline Community College
- District 10—Aberdeen**, Grays Harbor College
- District 11—Olympia**, WPEA Headquarters

Meeting times vary from district to district. Please check the website or read your WPEA mailer for more information.

Member Spotlight



Brian's Passion for Photography

By day, WPEA member Brian Shelly works as a maintenance mechanic at Skagit Valley College. In his spare time, Brian is taking photographs. He even donated one of his photographs to the recent WPEA Silent Auction.

For the past eight years, Brian has worked at SVC and last year, he joined the contract negotiating team. He brought valuable experience from his previous job, where he spent two years as a local Public School Employees president.

"The team was fantastic," he says. "A big thank-you goes to Lou Baker and Amanda Hacker for making the negotiations run smooth in a very professional and businesslike manner. I am looking forward to the next time around."

Brian says he enjoys photography because of its ability to capture a memory. "Taking photographs is something I have done since middle school," he explains. "I was the school-annual photographer using a sheet-film Graflex Speed Graphic camera, the one you see reporters use in the old movies."

If he could have any camera now, Brian says he would buy a Hasselblad HD2-39. "But at \$30,000, it's even hard to

say the name."

According to Brian, the most interesting place he has ever photographed is the old Northern State Hospital near Sedro-Woolley. "Built in 1910," he describes, "it was the place you were sent to get your lobotomy."

Brian's formal training came five years ago, when he took a photography class at SVC. He now sells his photographs at a few small festivals and is working on his website, beeshell.com.

Brian's Photography Tips

Good photography starts with a good understanding of what is happening when you push the shutter button:

- 🕒 Read the manual then read it again and keep it with you wherever you take your camera
- 🌞 Understand light and how it will affect the image
- 🌐 Join a photography forum like photocamel.com—this site covers just about every genre of photography
- 👥 Visit your local camera club

Do you have a special hobby or interest you'd like to share with other WPEA members? Please email eryn@wpea.org.

In Memoriam

Arnie Dresselhaus, a 15-year WPEA member and employee at Fort Vancouver Regional Library, passed away suddenly on November 15. Arnie was a dedicated member of the library's facilities staff and worked closely with former FVRL employee Eddie Rosen.

In lieu of flowers, please send any donations to the FVRL Human Resources office and they will forward these on to Arnie's family.

Kim Qually, DOR employee and WPEA member, passed away on November 17 after a long illness. Kim worked in Revenue's Legislation and Policy division since its beginning in 1992 and was one of the state's acknowledged experts in property tax.

WPEA Member Events

CBC Gets Pumped Up by Oktoberfest

This year's CBC Oktoberfest was a huge hit, with strong attendance, an ideal venue, attractive decorations and excellent food. CBC President Rich Cummins opened the event with gracious comments about positive labor relations, which were echoed by WPEA Staff Rep Dave Schiel and President Greg Parker. Participants were invited to decorate pumpkins in small groups, and the entries were remarkably creative.

A note of levity was provided by the renowned bodybuilders Hans and Franz (Dave and Greg), who made a special guest appearance. Hans and Franz invited classified employees to "Get pumped up – wit ze union!" and displayed their bulging biceps and chiseled abs. The pair praised CBC for strengthening the community and called upon union members to "flex" their political muscle by attending Lobby Day on behalf of community college funding. The appearance culminated in a "flex-fest," in which President Rich Cummins good-humoredly participated.

Especially during these times of budgetary pressure and uncertainty, WPEA continues to value its positive and collaborative relationship with CBC.

Oktoberfest

Oktoberfest

Oktoberfest



Clark BBQ Kicks Off the School Year

As students and staff started the fall semester, WPEA members welcomed them back with an orientation week barbecue. Around 200 staff members, enrolling students, administrative staff and teachers enjoyed the cook-out in front of Scarpelli Hall.

The first of its kind, Clark's WPEA members wanted to host the event to promote the union, to thank staff for all their hard work, and to introduce WPEA to members who aren't as active in the union.

Chief Job Rep Billie Garner worked with assistant chief Dave Sims and staff representative Eddie Rosen to set up the event and collect food for the ongoing WPEA food drive. Also on hand to help were WPEA members Amy Waite, Dave Stephan, Gayla Shanahan, Jean Roniger, Sam Osaki, and Scarlett Knight. The College allowed other staff members to help before and after, transporting supplies and materials in their Easy-Go facilities carts.

Thanks to Brian Deans and Cheryl Sawyer-Alvarado of Carpenters and Millwrights Local 1715, who donated the use of their local's fine barbecue grill and equipment.

Get to Know your Staff Representatives

Amanda Originally from Centralia, Amanda Hacker lives in Tumwater with her husband and two boys and she has training in chemical dependency.



In 2005, Amanda joined the WPEA staff to help with administration and, through her ability to organize and multi-task, became an invaluable resource for members and staff. She now works with Lou Baker on contract negotiations as Contract Administration Specialist.

Amanda Hacker represents members in Natural Resources' northwest region as well as members at the Liquor Control Board in San Juan and Island counties and members at Skagit Valley College.

Dave Raised in Newport News, Virginia and Bellevue, Washington, Dave Schiel earned his bachelor's degree in theater from Whitman College.



Dave started his union education in 1994 while working as a school bus driver for Bellevue Public Schools. As a job representative in his union, Dave fought against the unfair treatment of a coworker. Dave's battle was covered in both The Seattle Times and the National Enquirer.

After the dust settled, Dave was offered a job with his union, first doing political work and then as a staff representative. Dave joined WPEA in 2007 and now works out of the Eastern office in Ellensburg.

Dave Schiel represents all General Government members throughout Eastern Washington except in Chelan, Douglas and Klickitat counties. He also represents members at Columbia Basin College and Walla Walla and Yakima Valley community colleges.

Eddie A Michigan native, Eddie Rosen was born in Detroit and attended the University of Michigan. In his hometown of Ann Arbor, Eddie owned a few small businesses, working as a contractor and running an artisan bakery.

"I ended up as a staff representative," says Eddie, "after nine years of active membership while employed at Fort Vancouver Regional Library. I had been a job representative, chief rep, and on several committees and negotiating teams."



"Any time you literally save a job, or secure a neglected promotion it is extremely satisfying. For most people this is a validation of their efforts and their part in a larger system. Management too often forgets this."

Eddie Rosen represents members in General Government in Clark, Cowlitz, Klickitat, Lewis, Pacific, Skamania, and Wahkiakum counties; and he also represents members at Clark College and Fort Vancouver Regional Library.

Linda Born in San Francisco, Linda Fryant grew up in Spain, Iran, England, and Scotland. She returned to the States in 1973.

"I come from a long line of union folks," says Linda. "My grandfather helped organize the railroads, my maternal grandmother—the post office."

Linda's own union career started when she was a job rep at the Department of Revenue, where she worked for more than 17 years. She worked closely with Lou Baker and WPEA on a number of cases before joining WPEA as a staff rep. "I expressed an interest in joining the good fight," says Linda, "and I've been fighting it ever since."

Linda Fryant represents members in General Government (except DNR) in Skagit, Snohomish, and Whatcom counties; in King County, she represents members at Licensing, Revenue, State Patrol and Military worksites as well as the LCB Distribution Center in Seattle; and Linda represents members at Bellevue College, and Cascadia and Edmonds community colleges.



James After moving from Indiana to France and Germany as an Army child, James Grimsey settled in Tacoma in 1962. He studied to become a machinist at Bates and went on to work in Tacoma Community College's maintenance shop.

While at TCC, James was an involved member of WPEA. "I had the opportunity to hold all officer positions," says James, "but I was Chapter President for most of the time. I negotiated many, many contracts, each better than the last. It is my belief that we had the best contract statewide before the statewide bargaining of contracts."

Before leaving TCC, James earned his associate's degree in Computer Information Management Systems and he has also attended the DOP supervisor training.



Here for You

James Grimsey represents members in General Government (except DNR) in Kitsap and Mason counties as well as liquor store managers in Pierce County; in Thurston County, he represents members at Licensing, Natural Resources, State Patrol and Military worksites; and James represents members at Highline, Olympic and Tacoma community colleges.

Kathleen A native of Illinois, Kathleen Oest is a mother of three and has two grandchildren. She earned her bachelor's degree in the 1960's at Northwestern University, studying political science and art.



Kathleen has more than 20 years of union experience, including work as a WPEA organizer in the 1990's. She rejoined WPEA in 2006 as a Staff Rep

Kathleen Oest represents all Natural Resources members in the South Puget Sound region and General Government members working in Chelan, Clallam, Douglas, Jefferson and Grays Harbor counties. She also represents liquor store managers in King County and members at Kitsap Regional Library. Kathleen represents members at Grays Harbor, Pierce and Wenatchee Valley community colleges.

Tess Growing up as a "military brat," Tess Millar lived in Michigan, Texas, California, Arizona, and North Carolina before settling in Washington.

Tess spent 14 years as a WPEA job representative for the Liquor Control Board, before becoming a staff representative. She fought against Governor Mike Lowry's attempt to privatize the State's liquor sales.

"Union staff and member activists came together and rallied the public along with community organizations to help fight for the cause," says Tess. "A year and a half later, in 1995, the battle was finally won. It was a true example of how union solidarity works."

Tess Millar represents members at Revenue, Liquor Control Board, Fish and Wildlife, Agriculture and miscellaneous worksites in Thurston County. She also represents liquor store managers working from King County north to the Canadian border and LCB enforcement worksites in King County.



WPEA Family in Need

Pierce College employee is dealt two devastating blows



In this season of giving, you can help a WPEA member in need. Recently, a classified staff member at Pierce College had her car stolen and the vehicle was totaled. Then, on the day after Thanksgiving, her rental house burnt down destroying her family's possessions and leaving them without a home.

As a single mother of two, this has wiped out her savings and she would greatly appreciate donations to buy food and Christmas gifts for her children. If you have donations, please contact Pierce College employees Sabrina Stevenson at 253-912-3637 or Monty Schottelkorb at 253-964-6430.

WPEA Office Locations

WPEA Headquarters

140 Percival Street NW
Olympia, WA 98502

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Everett, WA 98201

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877-901-WPEA

Fax: 425-259-3300

Eastern Office

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Ellensburg, WA 98926

509-483-0383

877-734-WPEA

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WPEA Lobby Day 2010 Save the Date

Stand Up for Labor on MLK Day

Lobby Day 2010

Starts at 9 am on January 18

St. John's Episcopal Church

114 20th Avenue SE
Olympia, WA 98501

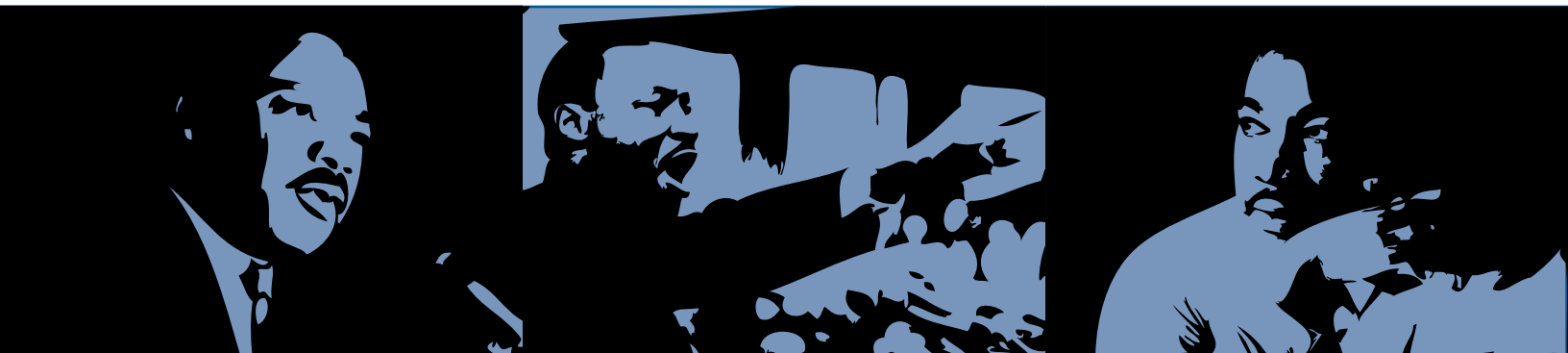
Please join other WPEA members on Martin Luther King, Jr. Day, January 18, for Lobby Day in Olympia. This is your opportunity to be heard.

Lobby Day is an important time for members to **show our strength**. United, we will tell our elected officials that we are here to work for a solution for our members.

The day starts at Olympia's St. John's Church with continental breakfast provided by WPEA. We will discuss members 2010 legislative priorities and ways **you can get involved**.

Once at the Capitol, you will **meet with elected officials** about the current budget and attend committee meetings. WPEA will provide box lunches for members and reimburse your mileage to and from Lobby Day.

If you plan to **attend Lobby Day 2010**, please contact WPEA Executive Assistant omm'A Givens 360-943-1121 x125, toll-free at 1-800-544-9732, or email omma@wpea.org.



"History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them." Martin Luther King, Jr.