



# ACCESS point

newsletter for wpea's members at cdhl and wssb

4.17/110

## Contacting your union rep

When you are reaching out to a staff rep, steward, or fellow employee regarding a workplace violation or union issue, make sure to use your personal email or phone number to make the contact. Not only does our contract prohibit the use of state resources for union business, it is also in your best interest to keep these sensitive matters from becoming public record.

### WPEA staff representative

**Heather Kafton**

### Center for Childhood Deafness and Hearing Loss stewards

Stowe Beecher

Tyler DeShaw

### Washington State School for the Blind stewards

Paul Baldwin

Judy Koch Smith

Brooke Richardson



## Welcome new steward, Stowe Beecher

We are excited to have a new steward at the Washington School for the Deaf, Stowe Beecher. Stowe joins fellow steward and WSD secondary teacher Tyler DeShaw.

Stowe has taught math in the WSD secondary building for seven years. She learned sign language while earning her bachelor's degree at Rochester Institute of Technology in Rochester, New York. Originally from Maine, Stowe moved to Washington to work at WSD.

At the school, Stowe has what she affectionately describes as her "never ending list of rewarding responsibilities." These include coaching the middle school math team, working as a class sponsor, and managing the Terrier World student store. And just this month, Stowe was a chaperone for the Deaf Teen America pageant, which was won by WSD students Annie Kvamme and John Smart!

### A little more about Stowe:

"I have one older sister who lives in New Hampshire.

In my free time I enjoy reading books that my students recommend, watching movies, swimming, and relaxing with friends. I have two cats that I love to snuggle with."

## Interested in becoming a shop steward?

Register now for the WPEA 2017 Shop Steward Conferences. This year, we are presenting two Shop Steward Conferences:

- May 20 in Olympia
- June 10 in Wenatchee

The conference will include training for new and existing shop stewards, as well as on the new contracts and labor history. It is open to current members-in-good-standing.

Feel free to register for whichever conference is convenient for you. WPEA will cover expenses, including mileage, meals, and accommodations\*\* at the conference location.

### Register at [wpea.org/stewards](http://wpea.org/stewards)

\*\*One night's accommodations may be provided for members who live more than 50 miles from the conference location.



## House budget invests in Washington

On March 27, the House released a budget that fully funds our collective bargaining agreements and makes investments in K-12 education and mental health. This stands in stark contrast to the Senate budget, which rejects our contracts and cuts vital public services.

The House budget is funded by a revenue package that also helps fix our broken tax code. The House proposes closing some corporate tax loopholes, supporting collection of sales tax on out-of-state online retailers, and creating an excise tax on capital gains (with broad exemptions for single-family homes and retirement accounts).

The choice is clear between a budget that rejects our contracts (including our COLAs, our increased vacation accrual, and the specific pay increases we negotiated) and a budget that fully funds our contracts and helps build a fairer tax code.

Call the legislative hotline at 1-800-562-6000 and ask your senator to adopt the

House's budget, invest in Washington, and fully fund our contracts. Check the WPEA website for updates and more information on how to contact your legislator.

### How to call

1. Call your senator directly, or the legislative hotline at 1-800-562-6000.
2. Leave a message. You may get a person or a recording.

If you get a person: \_\_\_\_\_

"I'd like to leave a message for my senator."

They'll ask you for your name, address, and phone number. Then they'll ask for your message and transcribe it for you. Here's a sample message you could leave:

*"I work as a \_\_\_\_ (job) at \_\_\_\_ (agency) and I'm a member of the Washington Public Employees Association. I'm one of thousands of state employees who provide critical services for the citizens of Washington. I'm proud to do this work,*

*even though the state pays a salary that is below market rate, according to the state's own salary survey. Now the Senate has released a budget that plays political games with the collective bargaining agreements we negotiated in good faith. Don't play games with public service employees. Please adopt the House budget, invest in Washington and fully fund our contracts."*

If you get a recording: \_\_\_\_\_

*"Hello, my name is \_\_\_\_ (name). I work as a \_\_\_\_ (job) at \_\_\_\_ (agency) and I'm a member of the Washington Public Employees Association. I'm one of thousands of state employees who provide critical services for the citizens of Washington. I'm proud to do this work, even though the state pays a salary that is below market rate, according to the state's own salary survey. Now the Senate has released a budget that plays political games with the collective bargaining agreements we negotiated in good faith. Don't play games with public service employees. Please adopt the House budget, invest in Washington, and fully fund our contracts."*

## Don't forget to take your personal days!

In addition to the vacation and sick leave you earn each month, your contract gives you one personal holiday per calendar year and one personal leave day per fiscal year (July to June, so basically one per school year). These days expire, so you should use them before you use your vacation time!

There are eligibility requirements and notice requirements for using these days, and they're a little different for both. It's easy to get these two types of leave confused; the main differences are what time of year they expire and that personal holidays can be donated as shared leave while personal leave days can't.

Details on the personal holiday are in **Article 10.3** of your contract. You may not be very familiar with this contract article because the rest of **Article 10** applies only to WPEA members in General Government agencies and not to members at School for the Blind or Center for Childhood Deafness and Hearing Loss where they operate under different holiday rules.

Details on the personal leave day are in **Article 17.12** as part of "miscellaneous leave." If your work shift isn't a standard eight-hour day or you're part-time, please pay careful attention to the rules in this article on how many hours you'll be paid for a personal leave day.

