



In BALance

newsletter for wpea's members at the department of revenue

Contacting your union rep

REMINDER: 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 representatives

Anna Vosk—DOR statewide and King, Jefferson, Pierce, and Thurston county offices

Heather Kafton—Vancouver office

John Littel—Eastern Washington offices

Patrick Neville—Bellingham, Bothell, Federal Way, Port Angeles, and Seattle offices

Chief Shop Stewards

Frank Akerley – East 509-987-1226

Frank Marshall – West 360-534-1464

Shop Stewards

Kriss Acker – Kent 425-656-5143

Dennis Ball – Yakima 509-454-5175

Linda Brown – Tacoma 253-382-2183

Margaret Byrne – Vancouver 360-256-2112

Carl Klingeman – Spokane 509-327-0277

Mark Lacy – Tumwater 360-596-3616

Jason Mathis – Tumwater 360-596-3623

Evelyn Mitchell – Kent 425-656-5117

KaLora Mondt – Yakima 509-454-5179

Maureen O’Connell – Tumwater 360-705-6654

Tara Osterhout – Richland 509-987-1215

Emanuel Perera – Tumwater 360-596-3694

Tina Poley – Tumwater 360-534-1354

LaDonna Roberts – Vancouver 360-256-2092

If you are interested in becoming a steward in your office, email Anna at anna@wpea.org. We would love to have you join the DOR steward team!



Protect your privacy

DOR has received a public records request from the Freedom Foundation for all of your first and last names, middle initials, birthdates and email addresses.

What is the Freedom Foundation and why do they want YOUR information?

They are an anti-worker, anti-union organization fighting to dismantle state government and destroy unions. They are exploiting a loophole in the Public Records Act in order to be able to use the obtained information to contact you in any way possible. We fully expect them to try to contact you via your personal phone numbers, mail letters to your home, and possibly visit your homes, all in an effort to get you to change your membership status and decertify your union.

What has WPEA done in response to this violation of your privacy?

WPEA has secured a temporary restraining order on your behalf but is still pursuing a permanent injunction. We want you to be aware that similar requests were filed for many other state employees across the state, as the Freedom Foundation targets public sector employees in an effort to promote their agenda. Check the WPEA website for up-to-date details on this case.

What can YOU do in response?

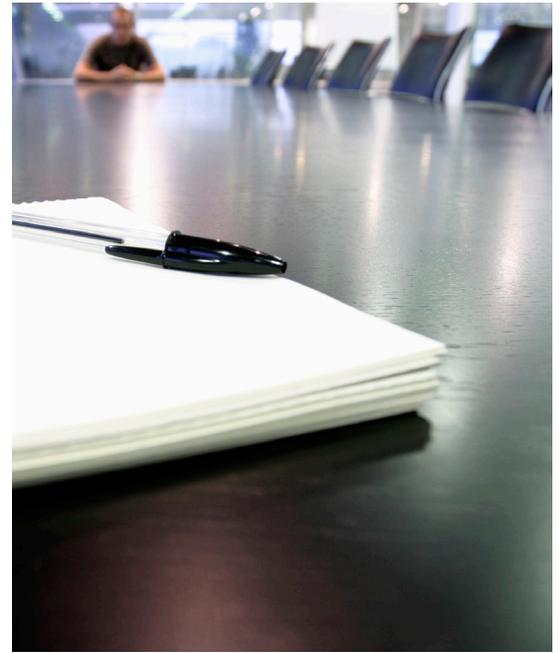
You can contact Jami Lund at the Freedom Foundation and tell him that you don't want to be contacted by the Freedom Foundation and you are angry that they are requesting your personal information. Join the other members already standing up against this violation. Call the Freedom Foundation at 360-956-3482 and demand your privacy.

Bargaining begins this month

In May, we began negotiations for the 2017-2019 General Government contract. The bargaining team has Jason Mathis (Tumwater) and Frank Marshall (Cap Plaza) representing DOR employees and they will do a fantastic job! Our priorities for Department of Revenue employees this round of negotiations include:

- ◆ Improving flex-time/flex-place language so that management will not be able to hastily deny or disapprove alternate schedules for employees;
- ◆ Strengthening promotional/hiring practices so that candidates are chosen based on experience and applicable skills and not solely on managements' discretion; and
- ◆ Expanding and defining electronic monitoring language (particularly in light of Revenue's TLSR project).

You can check out the bargaining team updates from the password-protected website, wpeabargaining.weebly.com. On May 12, the password was mailed to members with other bargaining information. If you need the password, ask your staff rep or contact WPEA at 800-544-WPEA.



Update on Friedrichs v. California Teachers Association



Friedrichs v. CTA was a labor law case that came before the US Supreme Court this year and challenged the establishment of fair share dues for public sector union members and threatened union security nationwide. In an unexpected turn of events, Justice Antonin Scalia passed away leaving eight justices to decide the case. On March 29, 2016 the Supreme Court issued a 4-4 decision, affirming the Ninth Circuit which ruled in our favor. As we celebrate this victory, we are very mindful of the struggles that public sector unions are facing nationwide and we are joining forces with the unions and union members across the state to fight these attacks.

Demand to bargain over Tacoma hard keys

In a recent demand-to-bargain over the taking away of hard keys from Tacoma field office employees who work on the second floor, WPEA was able to establish after-hours access for any employee who needed to drop off their state equipment or documents after business hours or over the weekend. DOR also agreed that key card access logs will not be used for monitoring or tracking employees. If there is a change in workplace conditions that you are concerned about, please contact Anna at anna@wpea.org.

Revenue Agents doing front counter work

WPEA has had recent discussions with DOR regarding Revenue Agents covering front-counter work. Although your Performance Development Plans (PDP's) do include "5% other duties as assigned," the amount of time employees spent covering front counter work has been steadily increasing due to recruitment/ retention issues for front counter staffing. We asked DOR to review their current staffing and consider increasing the amount of staff up front. In response, we are getting reports from employees that DOR has been changing the expectations in Revenue Agents' PDP's to state that they may be assigned as front counter back-up up to 30% of their time! We are not happy that DOR is choosing to impose more time constraints on employees rather than deal with the issue at hand. Employees are still being required to adhere to the same performance standards as before, but with as much as 30% less time. We are currently monitoring this change and want to ask that if you see a significant change in your PDP expectations that you let us know immediately.



TLSR Project and potential monitoring

As the new system gets implemented in the next few months, DOR and WPEA have agreed that the supervisory real-time monitoring capabilities in the new system will not be activated until we have established an agreement concerning electronic monitoring. If you have any other concerns regarding the implementation of the new system, please contact Anna at anna@wpea.org.

Air quality in the Eastern Washington offices

Some reoccurring problems include several severe air quality events. WPEA filed a grievance over one event; our requested remedy was to include the safety committee in any discussion to shut down or remain open for business. While we weren't successful in the grievance, staff rep John Littel advised each Eastside office to make sure the safety committees are active, and we will propose new language in bargaining.

During one severe air quality event, the safety committee stepped up right away to analyze the situation, and had me involved at every point. We were able to survey the members and decide to support keeping the office open. This is a great example of us all working together. Members should contact their staff representative immediately with this type of issue.



2016 meeting schedule

May 31	Port Angeles	Conf Room	11:30am – 1pm
June 1	Federal Way	Conf Room	11am – 2pm
June 2	Tumwater	3rd floor, Room 316	11am – 2pm
June 8	Cap Plaza	4th floor, Exec Conf Room	11:30am – 1pm
June 9	Kent	Conf Room	11:30am – 1pm
June 13	Tacoma	2nd floor, Conf Room	11:30am – 1pm
Sept 7	Tumwater	1st Floor, Rm 131	11am – 2pm
Sept 8	Kent	Conf Room	11:30am – 1pm
Sept 13	Tacoma	2nd floor, Conf Room	11:30am – 1pm
Sept 14	Cap Plaza	4th floor, Exec Conf Room	11:30am – 1pm
Sept 15	Federal Way	Conf Room	11am – 2pm
Sept 21	Port Angeles	Conf Room	11:30am – 1pm
Nov 29	Tumwater	1st Floor, Rm 131	11am – 2pm
Nov 30	Cap Plaza	4th floor, Exec Conf Room	11:30am – 1pm
Dec 1	Federal Way	Conf Room	11am – 2pm
Dec 7	Tacoma	2nd floor, Conf Room	11:30am – 1pm
Dec 8	Kent	Conf Room	11:30am – 1pm
Dec 14	Port Angeles	Conf Room	11:30am – 1pm



140 Percival Street NW
Olympia WA 98502

Review of the 2016 legislative session

The 2016 legislative session saw some short-lived attempts to change the workload at the Department of Revenue. We had serious concerns about both of the following bills, as they would have either transferred work away from the Department or arbitrarily increased the workload for some DOR employees.

SB 5449: Creates a tax division of the court of appeals. This new court would hear appeals relating to excise taxes, property taxes, estate taxes, and any adverse rulings from tax authorities.

Status: Dead

HB 2792: Reduces the amount of time the Department of Revenue has to process an unclaimed property claim from 90 days to 30 days.

Status: Dead

Public Records Act Bills

A number of bills were proposed in the 2016 session with the goal of protecting public employees personal information; most of them died. As is typical, bills changed throughout the legislative process, so here are summaries of some of the

policy pieces that were considered:

◆ Banning data mining

Currently, groups like the Freedom Foundation use commercial data firms to match information that is public record (like names and salary information) to get at information that isn't public record (like your address and home phone number). Several bills last year would have made this practice illegal. None of them passed.

◆ Redefining commercial purpose

It is illegal to use lists obtained via public records request for commercial purposes. One idea to rein in attempts to access personal information is to expand the definition of commercial purpose to include encouraging someone to leave an organization (i.e. a union). This bill died.

Call for legislative ideas

What changes would you like to see the legislature make? How could they make your job easier? Now is the time to speak up! Contact your WPEA lobbyist, Seamus Petrie (Seamus@wpea.org), to help craft legislation and get your voice heard.