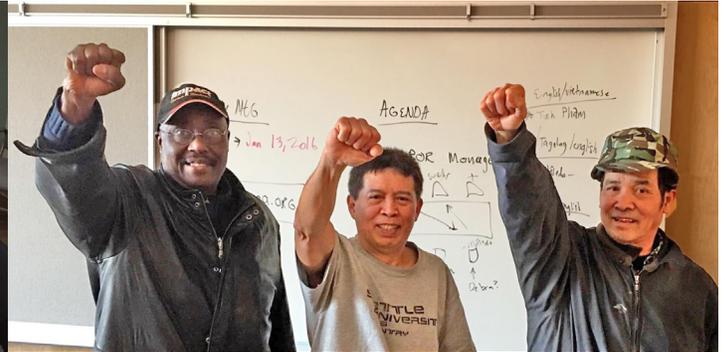




Bellevue stewards Terri Halsey, Becky Turnbull, Jeanna Shockley, Nathaniel Meskel, Anna Hopkins, Esther (Fira) Boguslavsky, Lameshia Reese-Taylor, Mary Cox, Mary Anne Meng, and Evelyn Kasama



Highline members David Abruquah, Wildredo Adanza, and Tinh Pham

## 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 representatives

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**Patrick Neville** — Edmonds Community College and Skagit Valley College

**Steven Sloniker** — Highline College

**Anna Vosk** — Bellevue College and Cascadia College

### Bellevue College stewards

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Becky Turnbull, chief shop steward

Esther (Fira) Boguslavsky

Mary Cox

Terri Halsey

Anna Hopkins

Evelyn Kasama

Mary Anne Meng

Nathaniel Meskel

Jan Ng

Lameshia Reese-Taylor

Jeanna Shockley

### Cascadia College stewards

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Vickie Ashe

Darla Hart

Sherrl Kite

Venus Pettersen

Juliane Williams

### Edmonds Community College stewards

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Patti Pollardo, chief shop steward

George Babcock

Frederick Pieters

### Highline College stewards

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Wilfredo Adanza

Abdullah Harris

Gerald Jackson

June Jarvey

Annie Julian

Frankie McKeever

Carolyn Sinay

### Skagit Valley College stewards

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Julie Bishop – Mount Vernon Campus

Joe Buenaventura – Whidbey Island Campus

Cleo Franklin – Whidbey Island Campus

Sue Jensen – Whidbey Island Campus

Brandy Lanning – Mount Vernon Campus

Lance Levesen – Mount Vernon Campus

## Report from the Summer Institute for Union Women in Los Angeles

From Annie Julian, Highline College

The first thing I would like to share with you happened a couple days into the conference at the afternoon plenary. It's about two in the afternoon and the morning core class I chose, anti-oppression, has left me emotionally and socially exhausted. The four panelists are discussing something, but I'll be honest, I'm not really listening. Earlier in the plenary a woman stood up and shared a story about two young black people who had been gunned down by LA police while sleeping in their car, and now that woman is doing her best to console the woman sitting next to her, who is sobbing and doing her best to sob as quietly as possible. I'm doing my best to ignore them and pay attention to the panelists. And then the panel asks if anyone in the audience has any more questions, and the sobbing woman raises her hand along with another woman. The other woman speaks first and it's to say that Black Lives Matter offends her, and the room erupts into murmuring. Someone cries out against this woman but someone else shouts 'Let her speak!' and everyone does. It is extremely uncomfortable. And then mercifully it's the sobbing woman's turn to share something. It takes what feels like an eternity to compose herself enough to speak and she finally blurts out that the car that was shot up by police with the sleeping people in, 'That's my cousin!'

The room goes absolutely silent. She speaks, and sobs, and manages a few more words and then is overwhelmed and cannot speak any more. The Black Lives Matter activist on the panel rushes down from the front of the room and throws her arms around this woman, and she sobs too. The anguish pouring from this woman is so enormous it is impossible to suppress and I begin crying too. It feels as though the weight of every micro aggression, every act of discrimination, every disparaging word and every oppression this woman has



ever felt for no reason other than the color of her and her family's skin and her gender, culminating in the death of her cousin at the hands of police while sleeping in a car, rests for a moment on my shoulders and though this woman bears that weight each and every day and still carries on I cannot bear that weight even for a moment without breaking. Building a safe space for this woman to share her story and for us to experience her pain and through sharing this experience, heal: that is solidarity.

Later in the week about one hundred of us piled onto school buses to go picket a Mexico-based grocery store chain, El Super. The workers at El Super are UFCW and have been without a contract for going on three years. I live for this sort of thing. Protesting, marching, yelling, sitting in it's more healing than professional therapy, I swear. This particular El Super is just a short ways off of Manchester Boulevard in Inglewood, the same street where the two young black people, Marquintan Sandlin and Kisha Michael, were gunned down by LA police while sleeping in their car. I'm still thinking about the afternoon plenary and the sobbing woman, Marquintan's aunt, who shared her story, and the LA police when we arrive at El Super.

The protest chants are mostly in Spanish and many on the picket line don't speak it, but the UFCW organizer has given us cheat sheets with the words on them so

we can learn as we go. Even though our Spanish is terrible and many of us have never picketed before, with the help of the UFCW organizer, members, and some conference goers on the bullhorns, the whole store entrance and parking lot fills with calls for *justicia, respeto, y un contrato justo*. Granted, we have nothing lose ourselves, but a hundred of us still cared enough to show up and try our best. And the El Super workers who had everything to lose were totally energized, and their faces were covered in huge smiles. Calling for justice in the language of the oppressed, for people you don't know, for the betterment of all workers: that is solidarity.

At the core class session the next day some of the women shared how incredibly empowered they felt. I admit that prior to coming to this conference I felt really alone in my belief of the importance of solidarity and the importance of choosing words and actions that uphold it, even if it makes things more difficult. There are a lot of actions we as a union take that harms solidarity, but seeing the safe space that solidarity created for us to have earnest, open conversations about very difficult topics and the power that solidarity instilled in the women who marched in front of El Super with UFCW, I feel affirmed in my struggle to achieve it at my own work place. I feel affirmed, too, that we as workers have power, real power, if only we can build enough solidarity to use it.

## Updates from Cascadia College

As discussed at our member meeting, bargaining has concluded and our focus for the next two years will be to hold the colleges accountable to the contract and their employees. WPEA is committed to providing you with the education and tools you need to better understand your contract and your rights as union members. If there's a particular subject or topic you want to hear more about, let Anna or your stewards know and we will include it in our agenda for an upcoming meeting.

At our most recent Labor-Management meeting, we discussed

## Updates from Bellevue College

In the current economy and with what employees earn, some members, through circumstances outside their control, live paycheck to paycheck. When the expected paycheck doesn't arrive because of denied shared-leave, rejected time-sheet or refusal to pay overtime earned, members still have bills to pay. In a few cases when the employee contacted their WPEA staff rep, the Union either advanced the money or paid the bill outright for Bellevue classified staff. When the Employer fails to meet their obligations, we stand with our union members in solidarity. Contact your WPEA board member or president, Kent Stanford for more information about the union's Hardship Fund (District 9 VP is Bellevue steward Becky Turnbull).

When their manager told Academic Advising staff that there was only enough money in the budget to send one of them to one conference, member Maria Paula McPherson applied for a BC Foundation mini-grant for her entire Advising team. The Foundation awarded her a \$2500 mini-grant! Now Paula is applying for a scholarship to one of the professional association conferences in the hopes that more than one

## Updates from Highline College

This summer, Highline members negotiated the 2017-2019 bargaining agreement. Bargaining team members included Highline members Wilfredo Adanza, Tina Malnack, Gary McCune, Marta Reeves and WPEA negotiators Steve Sloniker and Anna Vosk. The team fought hard to ensure that changes to the contract treated newer and long-term employees fairly. There are clear improvements around some contract language, with modifications to others based off of operational needs.

Contact WPEA representative Steven Sloniker if you have questions about the new contract or if you are interested in becoming a shop steward.

the staffing in the mail-room and Patricia Hutcherson of HR has committed to reaching out to the E-team to advocate for more staffing. Please reach out to Anna if you're interested in serving on the Labor-Management committee or becoming a shop steward at Cascadia College.

We also want to welcome our new classified staff members and invite them to reach out to their stewards, staff rep Anna, or attend an upcoming member meeting to learn more about the union and how to get involved. Look for an invitation to our next member meeting! Happy Holidays!

academic adviser can afford to attend a given conference. Way to go, Paula!

If management has changed or is considering changing your duties or workplace conditions, the college is obligated to provide the union with a notice 21 days in advance and an opportunity to bargain the change.

Recent grievances and Unfair Labor Practices we've filed against Bellevue College have centered around the college not fulfilling their contractual obligation to provide notice to the union. If you have experienced a recent change to your workplace conditions that has negatively impacted you, please contact a steward.

At our most recent member meeting, we had the pleasure of speaking to Dr. Jill Wakefield, the interim president for Bellevue College. She has committed to working closely with the union and classified staff to address the ongoing issues with management and Human Resources.

If you're interested in becoming a shop steward at Bellevue College, please reach out to Anna for more information.

SVC member Aimee Trout won two Seahawks tickets as part our effort to update member emails and cell numbers.

Aimee is the only woman on a night maintenance crew of about 8 or 9 at Skagit Valley College.





**Kristina Carlson**



**Raynette and Samantha Parks**

## 2016 WPEA scholarship winners

WPEA awards annual scholarships to members and their family members who are pursuing additional education (scholarships are not funded by member dues). This year, WPEA awarded more than \$10,000 in scholarships to a dozen WPEA members or family members. The following are the recipients from WPEA-represented community colleges in northwest Washington.

**Kristina Carlson** worked at Edmonds Community College in early childhood education at Headstart. She is now pursuing her dream of working in a medical lab as she earns her degree from Shoreline Community College.

**Vicky Montgomery** is a program specialist at Highline College and is pursuing her Bachelor of Arts degree in IT Administration from Central Washington University.

**Samantha Parks** is the sister of Raynette Parks, who is program manager at Skagit Valley College. Samantha is working toward her Associate's degree at SVC before transferring to a four-year school.

**Wessel Pieters** is the son of Frederick Pieters. Frederick works as a IT specialist in the Edmonds Community College bookstore. Wessel is working toward his Associate's degree at EdCC before transferring to a four-year school.

## Tell legislators to fund contracts

This summer, the Higher Education and Highline College bargaining teams negotiated great contracts for WPEA members. Both contracts include:

- ◆ Six percent cost-of living increases over the life of the contract
- ◆ Enhanced vacation-leave accrual
- ◆ New time-lines for investigation
- ◆ And maintained the 85/15 healthcare split with a possible \$125 incentive towards deductible.

Both contracts were overwhelming approved by members--99 percent of members voted to ratify the Higher Education contract and 98 percent voted for the Highline contract.

Now it's time to make sure the legislature funds the contracts. The next legislative session begins January 9 and it's important to remind legislators to invest in Washington. Several legislators are ready to fight this contract, including Senator John Braun, who now chairs the Ways and Means Committee.

Call the Legislative Hotline at 1-800-562-6000 and tell your legislator to raise revenue, and to fully fund K-12 education AND state employee contracts. Contact WPEA lobbyist, Seamus Petrie to see how you can get more involved.