

OUT of the BLUE

Washington Public Employees Association

UFCW Local 365
Spring/Summer 2019

We Are Stronger Together

Message from the President

Greetings WPEA Members!

WPEA's mobilization efforts have been working!

Since the Janus decision, WPEA has retained over 83% of its membership. While this number seems to be solid, we are still striving to reach even more members. Our "I'm Sticking with my Union" campaign has returned many of our representation fee payers to full membership, and the WPEA stewards are doing fantastic work in New Employee Orientations by signing up the majority of new bargaining unit employees at their agencies/institutions. These efforts are what will maintain the strong membership base WPEA needs to bargain good contracts in 2020 and beyond.

I want to thank all of you who have maintained your union membership. Your sustained membership has dulled the attacks from the wealthy special interest groups that seek to undermine the jobs of our college administrative staff, state school teachers, wildland firefighters, lab techs, custodians, revenue compliance officers, maintenance mechanics, state fire marshals, librarians, IT professionals and many other union jobs that serve the citizens of the great state of Washington.

WPEA staff will continue to provide the tools and education that are critical to meeting the needs of our stewards who in turn provide our members with the leadership in your unit. Our members will not be silenced, nor will they be denied a seat at the bargaining table to earn their fair share of the state's revenues.

Public sector workers see the value in union membership and are steadfast in their resolve to build a better life and better community for their families and the citizens they serve. I look forward to meeting with many of you in the coming months to hear your suggestions on how we can make WPEA better for all members.

Thank You for your membership!



President Stanford



WPEA Would Like Your Input!

WPEA is hosting a survey on how well we have been communicating with our members. This survey will begin June 1 through June 30. It is a quick 3-5 minute survey. Details coming soon.

[We appreciate your feedback!](#)

Union Night at the Tacoma Rainier's is July 13! First pitch at 7:05pm, gates open at 5:30pm. Members who RSVP are free, guests are \$14. Parking is \$10. Contact Fawn at fawn@wpea.org

2019 Leadership Conference

by Fawn Hacker

On Saturday, April 13, 2019, WPEA members and staff gathered at the Hotel RL Olympia, to participate in a Leadership Conference. This was the first state-wide conference in three years, since 2016 in Yakima. There were over 50 members in attendance, and based on the comment cards, each person gained something of value from this get-together.

On Friday evening before the conference, WPEA Contract Administration Director Lane Hatfield trained 10 new shop stewards who were then able to attend the conference on Saturday.

WPEA was in one section of the ballroom at the Hotel RL and next door was a convention for the Sons of the American Revolution – they were mostly outfitted in authentic regalia from the time period and most importantly, their Honor Guard presented and retired the American Flag for

2019 Leadership Conference

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us. Replete with fife and drum, they put on a splendid show, and then left their flag with us for the entire day. What a great experience!

After the flag salute, Clark Gilman of the Olympia City Council greeted the assembly and then through a special video message, recorded for WPEA specifically, UFCW International President Marc Perrone greeted us! Former WPEA Executive Director Eugene St. John was on hand to remind us how we finally achieved Collective Bargaining way back in 2002 – a very interesting story. Faye Gunther, the new President at UFCW Local 21, was also present and said a few words.



After a short break, everyone moved out to the workshops – one about Representation and the other about Organizing. These workshops were offered twice, once in the morning and then again after lunch.

Prior to lunch, our speaker was Dmitri Iglitzin from Schwerin, Campbell, Barnard, Iglitzin & Lavitt LLP (our attorneys), who spoke at length about the Janus decision and how this has affected all public sector unions. He also spoke about what he speculates may be on the horizon for unions.

After the afternoon workshop presentations, everyone gathered again in the main room to hear from Mark McDermott, an Economic Justice and Labor Educator and Strategic Planner. He spoke about the history of labor in the United States and left us with his watch words: Justice – Fairness – Dignity – Respect.

A display of gift baskets for the silent auction to benefit WPEA's Political Action Committee (PAC) was set-up along the wall of the meeting room, and while the conference was proceeding, attendees could bid on their favorite basket. In addition, raffle tickets were sold for different items including a 30" Video Monitor, a heavy WPEA jacket, and a tablet. Winning tickets were pulled at different times during the day. The high bidders for the baskets were announced after dinner.

Next on the agenda was WPEA Political Guru Seamus Petrie (pictured above), who gave a political and legislative update. Then President Kent Stanford spoke about how shop stewards are WPEA's leaders at the agencies and institutions.

Dinner and an awards ceremony were the last items on the agenda. Kate Meckler (pictured below), the new UFCW Region 7 Director, was on hand as the Keynote Speaker. Ms. Meckler, had actually been in Olympia working for the UFCW as WPEA was trying to affiliate – she was one of the 30 or so organizers sent here



by now-President Perrone. She related stories about her work with WPEA members and also about how she became an active union member when she wasn't being treated fairly at her shop.

Awards were presented to:

- Deb Montez, Olympic College
– Shop Steward of the Year
- Becky Turnbull, Bellevue College
– Outstanding Shop Steward
- Michelle Peña (Pictured),
Columbia Basin College
– Outstanding Shop Steward
- Jacqui Spahr, Department of Natural Resources
– Outstanding Shop Steward;
- Willis Duckworth, Pierce College
– Shop Steward Longevity
- Carl Sofie – Fort Vancouver Regional Library
– Board Member of the Year



The WPEA Staffers who made this event happen are Aubrei Franklin and Lisa Franklin. They planned and carried out everything themselves and they deserve many, many kudos. From the hotel reservations and the managing of RSVPs, to the shoulder bags that the attendees received, to the notebooks with the agenda and biographies of all speakers, to the registration table and the selling of door prize tickets, to the set-up and through tear-down, to building the silent auction baskets and finding the door prizes, to the three meals they planned (all delicious), and to any arrangement I've missed, this mother-daughter team are unbeatable. THANK YOU, Ladies!

New VP Districts

WPEA Vice-President Districts have changed recently. Below is the coverage area for each Vice-President.

District 1 - Carl Sofie - Includes Clark, Cowlitz, Klickitat, Skamania, and Wahkiakum counties

District 2 - Andrea Lee - Includes Thurston county

District 3 - Tim Shimp - Includes Pierce county

District 4 - Jeff Freshley - Includes King county

District 5 - Janet Parker - Includes Grays Harbor, Lewis, and Pacific counties

District 6 - Stephanie Falcon - Includes Island, San Juan Skagit, and Whatcom counties

District 7 - Frederick Pieters - Includes Snohomish county

District 8 - Karin Johnson - Includes Chelan, Douglas, Ferry, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, and Stevens counties

District 9 - Keenan Failing - Includes Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla, Whitman, and Yakima counties

District 10 - Lisa Longmire - Includes Clallam, Jefferson, Kitsap, and Mason counties

New Board Members

Andrea Lee - District 2

Andrea Lee is one of the new board members, taking over the Vice-President of District 2 spot.

Andrea was born in Vancouver, BC, Canada and raised in Australia and Anaheim, CA. She has a Masters Degree in History from the UC Riverside. Andrea's mother was a nurse, who retired in 2004, and understood from an early age the value of unions and negotiating raises. She was in a police union in Hilo, Hawaii as a dispatcher in 2001. Andrea was at work during 9/11 and helped shut down the Hawaiian Islands.



Andrea became a WPEA member in 2005 with the WA State Liquor and Cannabis Board and was briefly a steward for the union in 2010 in Spokane until the liquor stores closed down in 2012. Now, Andrea is back as a steward for WSLCB.

When Andrea is not working she enjoys a host of Washington activities including, snowboarding, hiking, enjoying Washington wine, concerts, travelling and watching the Seahawks. She has three children, her oldest is graduating from UC Berkeley and is interning in Australia for one year. Her middle child is attending California State, Long Beach, and youngest attends University of Hawaii, Hilo.

Andrea is excited to be with here and looks forward to working hard for WPEA. Welcome aboard!

Jeff Freshley - District 4

Jeff Freshley is another new face on the board, taking over the Vice-President of District 4 spot.

Jeff is a native Washingtonian, born in Bellingham while his father was obtaining his Master's Degree in special education, then moved to the Olympia area where he spent a majority of his childhood through high school.



Jeff learn the importance of union early on since his parents were devoted to education and both proponents of unions

Jeff started government service in 2004 with WSDA as a food safety officer. It is their mission is to support and promote economic vitality in Washington State and to protect the food supply. Products from our state are not only sold within Washington State but reach all corners of the globe.

Jeff has one son, Viktor, who is serving our country in the US Navy, stationed in San Diego. Jeff says he has gained such a deeper understanding and respect for our armed forces through his son's experience.

In his spare time, Jeff usually gets lost in his garden and helps others with theirs. He enjoys nature walks along Lake Washington near his home in Seattle. He has also enjoyed visiting his son in San Diego and looks forward to visiting him on the East Coast as he relocates to Connecticut in June. He currently doesn't have any pets but has been thinking about a becoming a dog owner as it's been several years since having one. The bonus for him would be to increase in his daily steps!

We are excited to have Jeff on the board! Welcome!

Lisa Longmire - District 10

Lisa Longmire (pictured middle) will be taking over as Vice-President of District 10.

Lisa didn't come from a union family but reading about unions and watching her co-workers fight to get the union at Kitsap Regional Library, she learned how



valuable they are to the workforce and it workers. She has been a Librarian for nearly 4 years and worked as support staff for over 27 years at Kitsap Regional Library totaling over 30 years in public service.

Once Lisa became a member, she volunteered to serve on the bargaining team with her staff representative Amanda Hacker and was also one of the first members at Kitsap regional Library to attend an LMCC meeting. Shortly thereafter, Lisa became a shop steward and now an executive board member.

Lisa is originally from Port Townsend, WA and has also lived in Hawaii, California, Texas, and Missouri, but she always settled back in Kitsap county. She enjoys the nature of the Pacific Northwest. When Lisa isn't working she enjoys music, knitting, cooking, concerts, TV shows (Walking Dead, Game of Thrones, Bosch, etc...), reading, walking, crocheting, and is learning how to quilt! She also has two cat, named Snowflake and Harrow, as well as a Russian Tortoise named, Beastmode!

Welcome aboard, we look forward to working with you!

Don't Forget! WPEA Scholarship Program
Now Accepting Applications
www.wpea.org/scholarships

Commencement Speaker

Bellevue College WPEA member Maria Paula McPherson spoke at Concordia University's Commencement ceremony in April.

Paula completed her PhD in Education while working full-time as an academic adviser at BC.



McPherson is an immigrant who came to the United States and proudly represents women of color. She started at Bellevue College as an ELL student in 2007, and was fast to learn a new culture.

"I encounter[ed] so many barriers, but with guidance, building resilience, I could move forward obtaining the highest level of education. This story happens in our campus every day! Many of you were part of, and still are, the important support that I had and many students had as well. My accomplishment as Doctor in the field of Education and my passion of guiding, serving others like me, motivates me. The university recognition of my passion for helping students, many of them, like me, are members of the Latino population." - Maria Paula McPherson

Congratulations from everyone at WPEA, we are proud to call you a union member!

Time to Nominate for WSLC's 2019 labor awards

SEATAC (May 6, 2019) — Each year at its annual convention, the Washington State Labor Council, AFL-CIO presents awards recognizing the efforts and accomplishments of specific union organizations and individual union members. As the deadline for award nominations approach, the WSLC is calling on its affiliated unions to submit names for consideration.

The deadline for nominations for all awards is [June 1, 2019](#).

Following are descriptions of the awards that will be presented at the WSLC's 2019 Convention in SeaTac on July 25-27 at the SeaTac Doubletree Hotel. (Follow the links to download nomination forms.)

MOTHER JONES AWARD

The WSLC Mother Jones Award has been recognized for decades as the state labor movement's award that recognizes our own members in their struggle for dignity and respect for all working men and women in our state. Traditionally, two awards are given, one to an individual and one to an organization. Candidates for the award will best exemplify the tradition of Mary "Mother" Jones' immortal

statement, "Mourn for the dead, but fight like hell for the living!"

In 2018, the individual Mother Jones Award went to IBEW Local 77 President Rick Johnson. The organizational Mother Jones Award was shared by two unions that represent workers at the University of Washington: UAW Local 4121, which narrowly averted a strike and won a new contract for academic student employees while also welcoming more than 1,100 postdoctoral researchers into their ranks, and Washington Federation of State Employees (WFSE) Local 3488, which fought to protect the jobs of UW Medicine's laundry workers from being contracted out.

The WSLC Economic Development and Transportation Committee reviews nominations and recommends recipients for this award to the WSLC Executive Board. If you have questions about this award, contact EDT Committee staff liaison Bill Messenger (bmessenger@wslc.org) or 360-357-8736.

BRUCE BRENNAN AWARD

The WSLC Education, Training and Apprenticeship Committee gives an annual "Bruce Brennan Memorial Award" to the individual who has contributed the most to further the cause of apprenticeship, education and training in Washington state.

In 2018, Elmer Arter, Field Supervisor for the Apprenticeship Division of the Department of Labor and Industries was presented the Bruce Brennan Award for his extraordinary contributions to advancing education and apprenticeship.

For more information or if you have questions about this award, contact ETA Committee staff liaison Emmanuel Flores at eflores@wslc.org or 360-570-5179.

ELSIE SCHRADER AWARD

The WSLC Women's Committee presents this award for the advancement of women in leadership roles and/or for activism on behalf of women within the labor movement.

Last year, the Elsie Schrader Award went to Kamaria Hightower, a former member of the WSLC staff who was the founder of the Washington Young Emerging Labor Leaders (WA YELL) and later served as Communications Director of MLK Labor before becoming Press Secretary for Seattle Mayor Jenny Durkan.

For more information about this award, see the Elsie Schrader award criteria. If you have questions about this award, contact Women's Committee staff liaison Cherika Carter (ccarter@wslc.org) or 206-254-4927.



Staff Rep Updates

Lane Hatfield has been with WPEA since 2012 and is our Contract Administrator. If these updates apply to you and you did not receive them by email, please contact us.

Specific Salary Increases on July 1

Now that the contracts have been funded, and as we get closer to July 1, I've gotten several questions about who is seeing increases in addition to the COLA's and the King County location pay. So here's a list of job classes who got additional bumps. You can also see these listed in the Appendices of the GG and HE tentative agreements on the website, where you can see the amounts of the increases.

Increases related to the increase to a \$14/hr minimum (and resulting compression/inversion impacts):

Administrative Assistant 1,2,3
Checkstand Operator
Cook 1
Custodian 1,2,3,4
Customer Service Spec 1,2
Data Compiler 1,2
Digital Printing Operator
Farmer 1
Fiscal Technician 1,2,3
Fiscal Technician Lead
Fiscal Technician Supervisor
Food Service Worker
Food Service Worker Lead
Forest Nursery Laborer
Forest Nursery Lead
Grounds & Nursery Services Spec 1,2,3
HR Consultant 1,2,3,4
HR Consultant Asst 1,2
Maintenance Custodian
Media Technician
Natural Resource Worker 2
Office Assistant 1,2,3
Office Assistant Lead
Office Support Supervisor 1
Printing and Duplication Spec 2
Program Assistant
Retail Clerk 1,2
Retail Clerk Lead
Secretary Lead
Secretary Senior
Snackbar Lead
Stockroom Attendant 2,3
Utility Worker 1
Warehouse Operator 1

Increases related to other specific Recruitment, Retention, Compression or Class Plan Maintenance issues:

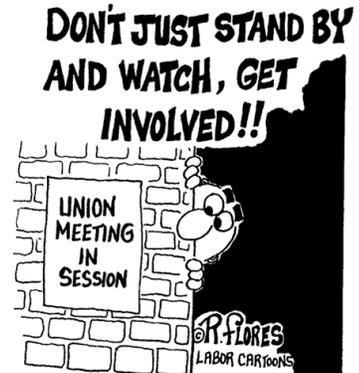
Budget Analyst 4
Communications Officer 1
Environmental Planner 1,2
Equipment Technician 2
Fiscal Analyst 4,5
HVAC Technician
Library & Archives Paraprofessional 2,4
Maintenance Mechanic 1,2,3
Management Analyst 3,4,5
Natural Resource Specialist 3
Revenue Agent 1
Security Guard 2,3
Truck Driver 2
Warehouse Operator 1,2,3

Contact Us

From Staff Representative Frank Prochaska

Please contact us with workplace issues or problems – don't assume we already know!

No one knows your workplace and what is going on there than more than you and your coworkers. We often are not aware of problems until a member tells us. Don't assume we already know about issues. Recently our Washington State Patrol members were wondering why we weren't trying to change a bill that might have affected the budget for some of our members' jobs.



Management was concerned about the issue, but the bill itself did not indicate a reduction in funds. The WSP knows we lobby on behalf of members' jobs like this but it did not share the issue with us. We were notified by a member with days left in the session and our legislative specialist, Seamus Petrie, acted immediately. He spoke with Senate budget staff and lined up an amendment with the bill sponsor.

In the end, the budget was passed without that bill, but we had the protections for our members ready to go if needed. Please keep us posted on any issues affecting your work or workplace – don't assume we know about it already.

To Find Your Staff Representative please visit www.wpea.org/staff-representatives

Your right to speak to co-workers about issues at work

From Staff Representative Frank Prochaska

You have a right under the law to speak and converse with co-workers about issues that affect your wages, hours, and working conditions on the job.

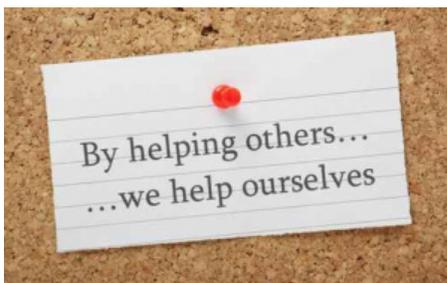
The employer may not interfere with such conversation, restrain people from doing so, or coerce people into not talking to others about these issues. This includes accusations being made about some sort of wrong-doing, or problems that are affecting the conditions in the workplace. Employees must remain professional and obey workplace conduct policies, must not detract from work time, and cannot try to force others to talk when they do not wish to. However, members have the right to talk amongst themselves about workplace problems. Some employers are trying to tell people that they may not talk about certain problems in the workplace or not talk when the employer is conducting an investigation. Such attempts to prevent employees from talking to one another about issues is a violation of state law and should be reported to the union immediately.

Hostile Work Environments

From Staff Representative Frank Prochaska

Every employer should have policies and procedures in place for reporting hostile work environments.

One key piece of advice is to remove yourself from an area of hostility as soon as you can. In two recent cases however, co-workers came into the member's office, blocked them from leaving through the door, and proceeded to talk to them in ways that the members felt were hostile and unprofessional. No one should feel trapped in a room against their will at work. Use a phone and call HR, a steward, or a staff rep to report it. **You do not have to wait for them to leave.** Put whoever you call on speaker so they can listen as a witness. If the person you think is being hostile is a supervisor, note that most of our contracts provide that a union representative must be present if the employee requests one for all meetings that may have an adverse impact on employment in some way. The employer is obligated to provide an environment free from hostility and harassment, but it is up to us to report and enforce this obligation.



What is Weingarten?

Most union members have heard this term, but what is the origin of these rights? What lies behind one of the most significant labor law rulings in history?

For almost 40 years, Weingarten has been an often used word in the vocabulary of union advocates. Weingarten rights guarantee union employees the right to union representation during an investigatory interview. These rights were established by the Supreme Court in 1975. When a supervisor or boss asks for information that could be used as the basis for discipline, you have the right to ask for union representation.

In 1975, the United States Supreme Court, in the case of *NLRB v. J. Weingarten, Inc.*, 420 U.S. 251 (1975), upheld a National Labor Relations Board (NLRB) decision that union members have a right to union representation at investigatory interviews. These rights have become known as the Weingarten Rights.

This instrumental Supreme Court ruling came about after management accused a worker of stealing. Supposedly, she paid \$1.00 for a box of chicken that was \$2.98. It turns out, that she just placed the chicken in a larger box because management did not order more of the smaller boxes.

So what does Weingarten do?

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of *J. Weingarten Inc.*, must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation.

What is an Investigatory Interview?

An investigatory interview is one in which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what s/he says, the employee has the right to request Union representation.

Examples of such an interview are:

- The interview is part of the employer's disciplinary procedure or is a component of the employer's procedure for determining whether discipline will be imposed.
- The purpose of the interview is to investigate an employee's performance where discipline, demotion or other adverse consequences to the employee's job status or working conditions are a possible result.

- The purpose of the interview is to elicit facts from the employee to support disciplinary action that is probable or that is being considered, or to obtain admissions of misconduct or other evidence to support a disciplinary decision already made.
- The employee is required to explain his/her conduct, or defend it during the interview, or is compelled to answer questions or give evidence.

It is an obligation of the Union to educate bargaining unit employees about their Weingarten rights **BEFORE** an occasion to use them arises. An employee must state to the employer that he/she wants a Union representative present; the employer has no obligation to ask: the employee if she/he wants a representative.

Weingarten Rules

When an investigatory interview occurs, the following rules apply:

Rule 1 - The employee must make a clear request for Union representation before or during the interview. The employee can't be punished for making this request.

Rule 2 - After the employee makes the request, the supervisor has 3 options. S/he must either:

- Grant the request and delay the interview until the Union representative arrives and has a chance to consult privately with the employee: or
- Deny the request and end the interview immediately; or
- Give the employee a Choice of: 1) having the interview without representation or 2) ending the interview.

Rule 3 - If the supervisor denies the request and continues to ask questions, this is an unfair labor practice and the employee has a right to refuse to answer. The employee cannot be disciplined for such refusal but is required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.

Union Representative's Rights Under Weingarten

You are not required to merely be 'silent witness'. You have the right to:

- Be informed by the supervisor of the subject matter of the interview
- Take the employee aside for a private conference before questioning begins

- Speak during the interview
- Request that the supervisor clarify a question so that what is being asked is understood
- Give employee advice on how to answer a question
- Provide additional information to the supervisor at the end of the questioning.

You do not have the right to tell the employee not to answer nor, obviously, to give false answers. An employee can be disciplined for refusing to answer questions.

A standard statement to suggest to members is:

"If this discussion could in any way lead to my being disciplined or discharged, request that my Union representative be present at the meeting. Without representation, I choose not to answer any questions."



The employer will be ordered to cease and desist and to post a notice. Discipline that is imposed for insisting on Weingarten rights will be overturned. Discipline will not be overturned if the discipline was for reasons other than insistence on Weingarten rights. Although information gained by the Employer from the employee in a meeting

during which a breach of Weingarten rights occurred, may be excluded from a hearing on the matter.

An employee has NO right to the presence of a Union representative where:

- The meeting is merely for the purpose of conveying work instructions, training, or communicating needed corrections in the employee's work techniques.
- The employee is assured by the employer prior to the interview that no discipline or employment consequences can result from the interview.
- The employer has reached a final decision to impose certain discipline on the employee prior to the interview, and the purpose of the interview is to inform the employee of the discipline or to impose it.
- Any conversation or discussion about the previously determined discipline which is initiated by the employee and without employer encouragement or instigation after the employee is informed of the action.

Even in the above four (4) circumstances, the employee can still ask for representation. Most employers will permit a representative to attend even when not required to.

You can find the Weingarten Rights printed on the back of every WPEA business card.



Legislative Updates

Seamus Petrie is WPEA's Lobbyist and has been with us since 2014. This section is for legislative updates.

Legislature adjourns on time with our contracts funded!

Washington state lawmakers passed a two-year operating budget and adjourned sine die right at midnight on Sunday night, the 105th day of the 2019 session.

The final budget includes the 2019-2021 state employee contracts WPEA members negotiated, featuring 3% across-the-board Cost of Living Adjustments on July 1 of 2019 and 2020, 5% assignment pay for members who work in King County, and pay increases for targeted job classes. The budget also invests \$24 million in new money for wildfire prevention and suppression, including money to hire 15 new permanent firefighters and to add inmate crews.

Here are some of the other bills WPEA worked on that the legislature passed:

Establishing PERS 2 as the default pension plan

Senate Bill 5360 (Conway) / House Bill 1308 (Stanford)

WPEA Stance: Pro. Status: PASSED

Senate Bill 5360 will change what retirement plan public employees are defaulted into. As of now, new public employees who don't pick a pension are defaulted after 90 days to a PERS 3 retirement account. This bill changes it so that new public employees who don't pick a pension are defaulted into a PERS 2 retirement account instead.

Strengthening the rights of public employees to form unions after Janus

House Bill 1575 (Stonier)

WPEA Stance: Pro. Status: PASSED

House Bill 1575 is a Janus decision cleanup bill. It codifies current practices for signing up members, union recognition, and dues deduction.

Protecting personal information of state employees who have filed a claim of harassment

House Bill 1692 (Jinkins)

WPEA Stance: Pro. Status: PASSED

House Bill 1692 gives more protections to state agency employees who have filed a claim of harassment.

Exempting the disclosure of names in employment investigation records

House Bill 2020 (Dolan)

WPEA Stance: Pro. Status: PASSED

House Bill 2020 keeps the names of employees private in employment investigation records. The bill applies only to the public records act, and would not affect members' rights

to an investigation or due process under the contract.

Bills to give legislative employees collective bargaining rights, to increase accountability when contracting out state employee work, and to provide substantial new investment in community colleges failed to get enough support this year, but we will work on those bills and bring them back next session, along with bills to grant DNR police officers general law enforcement authority and pay equity for teachers at the school for the blind and the center for childhood deafness and hearing loss.

Thanks for all the members who visited the legislature or contacted their lawmakers this year, and special thanks to the bargaining team members who negotiated the contracts!



Fawn's Corner

Fawn Hacker has been with WPEA since 1990 and is our Membership Coordinator and Recorder on the Board. The following is for updates about membership, general questions, and WPEA knowledge.

Let's Talk Dues

WPEA has used a percentage of gross earnings (as found in the salary schedule) to determine your dues. The percentage has been at one and one-quarter percent (1.25% or 0.0125) for over 20 years.

The dues maximum, or dues lid, is what changes whenever a dues increase is gained during bargaining. Currently, WPEA is in the final 6 months of the 2017-2019 contracts. Increases of 2%, 2%, and 2% were bargained for that contract and the dues lid has gone up by the same percentage as the pay increases, from \$56.80 on 7/1/2017, to \$57.90 on 7/1/2018, and to \$59.10 on 1/1/2019, where it is now. On July 1, 2019, bargaining unit members across the state will receive a 3% increase and the dues maximum will be raised to \$60.90.

What has changed are the UFCW International Union Fees (IU Fees). Beginning in 2002, when collective bargaining (Personnel System Reform Act, or PSRA) was signed into law, there were no IU Fees. However, on May 19, 2003, the Washington Public Employees Association became an autonomous local union (Local 365) chartered by the United Food & Commercial Workers International Union.

All UFCW International affiliated locals are required to pay a monthly per member (per capita) fee to the UFCW International Union. Per the UFCW International Constitution, WPEA must pay a full per capita fee to the International on each active member every month.

As WPEA was becoming fully affiliated with the UFCW International, WPEA's per capita payments were gradually increased from \$1.00 per member per month in the first year after affiliation to \$4.00 per member per month in the

fourth year after affiliation. In June of 2007, WPEA was fully affiliated with the UFCW and was required to pay the entire per capita fee for each member per month, which at that time was \$12.54 (presently, the amount is \$16.04 per member per month). In order to maintain the level of service our members required, the per capita fees would need to be passed on to the membership.

The Local Union Executive Board passed a resolution that beginning in August 2007, the union would continue to subsidize the per capita fees at \$4.00 per member per month and each member would be charged a monthly "International Union Fee" of \$8.54. This fee is deducted from the first paycheck of the month (on the 25th payroll).

The Board also resolved that the local union would budget for the additional per capita owed the UFCW International from regular dues income and keep the members share at \$8.54 for as long as possible.

By 2015, WPEA was subsidizing the IUFEes at a rate of \$6.50 per bargaining unit member, an amount which was deemed unsustainable for the future. A decision was made that the fees would be increased at the same rate as the dues lid was increased. WPEA's goal is to bring every members' IUFEes over time to the maximum per capita being charged. However, in 2019, in order to reach this goal WPEA decided that in addition to the percentage of increase determined by bargaining, a flat fee of \$0.50 would be added so as to accelerate the rise of the fees.

If you have comments or questions about your dues and fees, please contact Membership Coordinator Fawn Hacker at (360) 943-1121 x100 or via email at fawn@wpea.org.

8 Ways To Get More Involved

Adapted From UFCW International

1. Attend a Membership Meeting

WPEA has regular membership meetings that all members are welcome to attend. This is where important business, like upcoming negotiations, formation of bargaining committees, planning for community events and more is discussed.

2. Help Out with Local Union Events

WPEA hosts regular food drives, sporting events, community days, and more. Check your the WPEA website for past activities, or ask about what's on the calendar for this year at your next membership meeting.

3. Read Your Contract

Do you have a copy of your contract? Have you read it? By reading and understanding your contract, you will better be able to spot when your rights, or the rights of your coworkers, are being violated.

4. Find Out Who Your Stewards and UFCW Union Representatives Are

Each worksite has a Staff Representative — union staff regularly visit your worksite to inform you about what's happening around the union, and help make sure everyone's rights are protected.

Each workplace also has one or more stewards. A steward is a union member like you who has been trained to enforce co-workers' rights in the workplace and speak out on union issues.

It is good to have the names of your stewards and union reps along with the best way to reach them so in case an issue comes up, you can quickly reach out for help.

5. Carry a Copy of Your Weingarten Rights

Encourage all your coworkers to get familiar with and exercise their Weingarten rights. This is important because a member waives the right to a witness if the member does not speak up and expressly request a witness.

6. Follow Your Local Union Online

WPEA has an up-to-date website that we post updates about events that are happening and other important news. Not only can learn about opportunities that might impact you, but you can help pass on information to your coworkers.

7. Become a Steward

If you are interested in becoming a steward, talk to your staff rep and find out what the process is for your workplace, what training is required, and what your responsibilities would be. Becoming a steward is a great responsibility, but also a rewarding way to stick up for you and your coworkers.

8. Become a Benefits Ambassador

There's a ton of benefits that UFCW members are eligible for just by being members, and you can help get the word out to make sure your coworkers know about them. Spend some time on MyUFCW.org and look through the different discount programs and opportunities like UFCW Freecollege.org, Online Language Classes, GED programs, Scholarships, and more.

Keeping an eye out for your fellow coworkers not only is a great way for you to help each other, but is part of establishing a culture of caring about each other. We mean it when we say we are a family, and you are an important part of making sure every UFCW member feels welcome and taken care of.

To learn more, please visit www.ufcw.org

UFCW Updates

From the UFCW International Union

Third Shift Day

Whether it's working through the night to prepare fresh food for the morning, restocking store shelves, or taking care of our loved ones in the hospital, the hard-working men and women of the UFCW who work the third shift provide an incredible value that too often goes unnoticed or taken for granted.

That's why every second Wednesday in May, we celebrate Third Shift Day. Last year, UFCW Local union staff went out to surprise some of our third shift members with donuts, coffee, or other tokens of appreciation.

So what is it that drives someone to go to work while the rest of us are asleep? A survey of part-time night shift workers showed that:

- 42% said it 'allows time for school'
- 22.5% liked the 'nature of the job'
- 9% said 'better arrangements for family or childcare'
- An additional 11.5% of night-workers surveyed say that it's just their preference

One of those hard-working night owls focused on going to school is Kathy of UFCW Local 1428 in southern California, who worked nights so she could get her masters degree in Anthropology.

WPEA would also like to thank all the late night members across the state. We realize your work is performed while most of us sleep, but your sacrifice does not go unnoticed! Your service to the citizens of Washington State is vital. WPEA recognizes the value of your work. as do your Union brothers and sisters.



Stop & Shop workers ratify strong new contract

UFCW members at Stop & Shop have overwhelmingly ratified a strong new contract for the 31,000 workers across New England who walked off their jobs on April 11 to protest the company's proposed cuts to health care, take-home pay, and other benefits.

The five UFCW Local Unions (328, 371, 1445, 1459, and 919) who worked collaboratively together throughout negotiations with the company, responded to the deal in a joint statement, saying "We are incredibly grateful to our customers and everyone who proudly stood together with us every day for a contract that invests in the communities we serve, and makes Stop & Shop a better place to work and a better place to shop."

The new agreement preserves health care and retirement benefits, provides wage increases, and maintains time-and-a-half pay on Sunday for current members.

Unions Around the Sound

Teamsters at Supervalu warehouse in Tacoma rally, picket

UPDATE FROM THE STAND (May 3, 2019) — On Thursday, more than 100 Teamster warehouse workers and drivers employed at UNFI's Supervalu distribution center in Tacoma walked off the job and picketed to protest UNFI's refusal to honor its contract with the Teamsters when the company relocates operations to Centralia later this year.

United Natural Foods, Inc., a huge natural and organic grocery foods distributor, finalized its \$2.9 billion acquisition of Supervalu last October, then abruptly announced earlier this year that they would be moving work from the Tacoma facility to Centralia. In meetings with the Teamsters, UNFI has stated that it does not intend to honor clear language in its contract with Teamsters Locals 117 and 313 that addresses what happens if the Tacoma facility is moved anywhere else in Washington state.

This contract language preserves family wages, a guaranteed pension and strong union health and welfare benefits.



Durham drivers in Everett join together with Teamsters 38

EVERETT (April 23, 2019) — Earlier this month, drivers at Durham School Services in Everett voted by more than a three-to-one margin to join Teamsters Local 38. The 127 workers are part of a growing movement of drivers and monitors who are organizing with the union because of the representation and benefits that come with a Teamster contract.



WSLC community mourn passing of Jacquie Jones-Walsh



Jacquie Jones-Walsh

SEATTLE (April 17, 2019) — Washington State Labor Council Vice President Jacquie Jones-Walsh, a longtime member of the Washington Federation of State Employees/AFSCME and State President of the Coalition of Labor Union Women (CLUW), has passed away.

In addition to representing CLUW on the WSLC Executive Board and being active in WFSE Local 843, Jones-Walsh also served in many capacities in labor and community organizations, including as Vice President of the Coalition of Black Trade Unionists and the Seattle/King County NAACP, and on the Seattle MLK Jr. Organizing Coalition.

UFCW Free College

Are you taking classes using the UFCW Free College benefit? WPEA wants to hear from you! We are looking for people to share their experience in using the online tools so others can participate. Currently, Ray Lanning, co-chief shop steward with Fort Vancouver Regional Library is using the benefit to obtain his Associate's Degree in Labor Relations.

With the UFCW Free College Benefit, you and your family members can earn an associate degree online from a public, accredited community college – with no out-of-pocket costs to you. This can save you thousands of dollars. The degree programs include:

Business Management Degree

Business Management allows for the following Degree Focus areas:

- Labor Studies
- Law of Labor / Industrial Relations; Labor and Management Relationship
- Entrepreneurship
- Human Resources
- Healthcare Management
- Marketing
- Finance
- General Management

Accounting Degree

Patient Home Navigator Certificate

Associate of Arts Degree

Criminal Justice Degree

Paralegal Degree

Early Childhood Education Degree

Associate of Individualized Study Degree

For more answers to questions, please visit:
www.ufcwfreecollege.org/faqs

Contract Languages

WPEA is looking for your help! With the upcoming contracts that will soon be printed we are looking for members who are bi-lingual to help us translate them. Currently, they are electronically translated for the convenience of our members, but WPEA is looking to ensure these translations are correct. If you are willing to help, please contact Aubrei Franklin at aubrei@wpea.org.

Right now, we have translated contracts on our website into Spanish, Vietnamese, Russian, Japanese, and Arabic. They are not the official negotiated terms and should not be depended on to make a complaint or formal filing. If you have questions or concerns about the contracts, please contact your staff representative.

UFCW Free GED Program

UFCW members can now take General Equivalency Diploma (GED) classes for free through Essential GED.

To get started, please visit www.ufcw.org/ged and complete the inquiry form. Once you complete the online form, it may take a few days to verify your UFCW membership. However, once confirmed, you will receive an email that explains how to login to and begin taking free GED classes.

This GED program offers a customized learning plan, so that you will be able to successfully prepare yourself to pass the GED test, regardless of when you last went to school. This program also allows you to study at your own pace — classes are designed to fit your schedule and the program can be completed from your phone or tablet.

We created this benefit because our members told us they wanted us to provide more educational opportunities. We hope this program can help you build the better life you have earned and deserve.

Thank you for being a member of the UFCW union family.

Union Plus Benefits

As a member of Washington Public Employees Association/ UFCW Local 365 you are entitled to the benefits union plus has to offer! Union plus offers discounts on AT&T services, credit cards, car & truck rentals, discounts to Disneyland, and so much more.

The best part? It is free to all members in good standing!

For more information please visit: www.unionplus.org or call WPEA directly for a brochure. When signing up for benefits please use UFCW Local 365 as they are our international union. These are your benefits, get the most out of them!

Learn a New Language

WPEA/UFCW members can use this benefit to learn a foreign language for free online and at their own pace. All lessons are self-guided. This member benefit can be used to learn Spanish, French, German, English, and/or Mandarin.

If you are interested in using this benefit, please complete and submit the form at <http://www.ufcw.org/members/language>. It may take a few days to verify your WPEA/UFCW membership. However, once confirmed, you'll receive an email that explains how to login and begin taking free online foreign language lessons. At this time, this benefit is only available to WPEA/UFCW members and retirees.

If you tried signing up for this benefit previously, and haven't heard anything back, please try again.

Union Break

Spring/Summer Edition

Don't Forget!

Important Dates to Remember:

| | |
|------------------|---------------------|
| May 27 Monday | Memorial day |
| Jun 14 Friday | Flag Day |
| Jun 16 Sunday | Father's Day |
| Jul 4 Thursday | Independence Day |
| Sep 2 Monday | Labor Day |
| Sep 8 Sunday | Grandparents Day |
| Sep 11 Wednesday | Patriot Day |
| Sep 27 Friday | Native American Day |

Dry-Rubbed Flank Steak with Grilled Corn Salsa

Ingredients

Dry Rub

- 2 tablespoons light brown sugar
- 1 tablespoon ancho chile powder
- 1 tablespoon paprika
- 2 teaspoons kosher salt
- 2 teaspoons freshly ground black pepper
- 1 teaspoon cayenne pepper
- 1 teaspoon granulated garlic
- 1 teaspoon English mustard powder
- ½ teaspoon ground coriander
- ½ teaspoon ground cumin



Steak and Salsa

- 2 tablespoons olive oil, plus more for grill
- 3 ears of corn, shucked
- ¼ red onion, finely chopped
- 1 jalapeño, seeds removed, finely chopped
- 1 pint cherry tomatoes, halved
- 1 cup fresh cilantro, coarsely chopped
- ⅓ cup fresh lime juice
- Kosher salt, freshly ground pepper
- 1½ pounds flank steak

Directions

Dry Rub

Combine brown sugar, chile powder, paprika, salt, pepper, cayenne, granulated garlic, mustard powder, coriander, and cumin in a small bowl.

Steak and Salsa

Prepare a grill for medium-high heat; oil grate. Grill corn, turning occasionally, until lightly browned all over, 8–10 minutes; let cool. Cut kernels from cobs and place in a medium bowl. Add onion, jalapeño, tomatoes, cilantro, and lime juice to corn and toss to combine; season with salt and pepper. Set salsa aside.

Meanwhile, coat steak with all of dry rub, packing on more than once if needed, and drizzle with 2 Tbsp. oil to help rub adhere. Grill steak, turning occasionally and moving to a cooler spot on grill as needed to control flare-ups, until nicely browned and an instant-read thermometer inserted into the thickest part registers 130°, about 4 minutes per side for medium-rare. Transfer to a cutting board and let rest 10 minutes.

Return steak to grill just to recrisp exterior, about 1 minute per side. Transfer back to cutting board and slice against the grain. Serve topped with salsa.

Do Ahead: Salsa can be made 1 day ahead. Cover and chill.

Sudoku Puzzle

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | | 7 | 5 | | |
| 7 | | | 1 | | | | 4 | |
| 5 | | | | | | 2 | | |
| | | 1 | 3 | 9 | | | | 8 |
| 3 | | | 7 | 8 | 6 | | | 4 |
| 8 | | | | 4 | 1 | 7 | | |
| | | 8 | | | | | | 9 |
| | 5 | | | | 3 | | | 1 |
| | | 4 | 6 | | | | | |

Random Summer Trivia

- In the United States, over 650 million long-distance summer trips are made
- In the summer heat, the iron in France's Eiffel Tower expands, making the tower grow more than 6 inches
- July, the hottest summer month in the Northern Hemisphere, is National Ice Cream Month, not surprisingly. Americans eat an average 20 quarts of ice cream a year. Vanilla is the most popular flavor, with chocolate coming in a distant second
- Between Memorial Day and Labor Day, Americans eat over 7 billion hot dogs