



Teamsters South Sound

Members of Teamsters Local 117



Teamsters Local 117: 14675 Interurban Ave. S, Suite 307 • Tukwila, WA 98168 (206) 441-4860 • www.teamsters117.org

Teamsters Local 117 Community Sponsorships

*Members giving back to
their communities...*

Are you a member of Teamsters Local 117 who is making a difference in your community?

Maybe you coach a little league softball team, volunteer at a soup kitchen, or tutor disadvantaged kids in an after school program. If you are involved in your community, your Union wants to support you.

Through its community sponsorship program launched in 2008, Local 117 has supported dozens of community groups:

- sports teams
- labor rights groups
- musical groups
- academic groups
- community events
- charity groups
- fairs and festivals
- dance groups

Sponsorship applications are available at your Local Union's website at www.teamsters117.org and are accepted on an ongoing basis.

Sponsorship recipients are announced quarterly at the Local 117 membership meetings. Groups with a direct connection to Teamsters Local 117 will be given highest priority.

Apply for a Local 117 community sponsorship today!

Teamsters join solidarity rallies in support of Wisconsin workers



Local 117 members at a Wisconsin solidarity rally in Olympia on Presidents' Day 2011.

Over a thousand members of the labor community, including dozens of Teamsters, packed the Capitol Rotunda in Olympia on Presidents' Day for a noontime rally in solidarity with workers in Wisconsin.

Wisconsin has been in the national spotlight over the last several weeks as working families battle a renegade Governor intent on slashing their health care and pension benefits and stripping away their right to bargain collectively.

The struggle of working people in

Wisconsin has galvanized the labor community nationwide. Rallies have been taking place in cities across the country in support of the protesting workers.

"This is a seminal moment in our fight to protect the rights of working people. If anti-worker legislation takes root in Wisconsin, it is only a matter of time

before we face the same radical changes here in Washington State," said Teamsters Local 117 Secretary-Treasurer Tracey A. Thompson.

Indeed, anti-worker "Right to Work" and

WE ARE ONE - PUT PEOPLE FIRST!



Rally in Olympia
April 8 @ 12 noon





CONTRACT NEWS:

Newfound Solidarity at the Tacoma Public Library



Local 117 Shop Steward Carolyn Goolsby of the Tacoma Public Library

There is a new spirit of Union solidarity at the Tacoma Public Library. Or so says Carolyn Goolsby, a library Technical Services Manager and Local 117 Shop Steward. Together with her co-workers, Goolsby just voted to ratify her contract. The vote was unanimous, but consensus came only after members had soundly rejected a compromise proposal that

they say would have adversely impacted a single employee.

“One member was not getting a fair shake with respect to job reclassification. The group stood together and said, ‘We are a Union,’ and rejected the compromise agreement,” Goolsby said. “We went back to the table and renegotiated the language. Once we did that, the contract passed unanimously.”

The reclassification issue has been shelved for now, after the Employer insisted that it doesn’t have good comparables.

“When my fellow librarians heard that, they volunteered to research comparables on their own time,” Goolsby said. “You can be sure that if it’s out there, we’ll find it. We’re librarians. We know how to find information.”

KEEPING AN EYE ON WISCONSIN

Goolsby says that she and her fellow librarians are closely following the developments in Wisconsin and that they are keenly aware of the threat that the attack on collective bargaining poses to public employees.

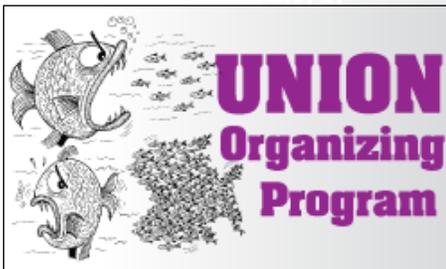
“Everyone who I have talked to wants to go to Wisconsin and show their support. It’s morally reprehensible what they are doing. They are trying to bust the Unions.”

Congratulations to Goolsby and fellow members at the Tacoma Public Library!

NEW CONTRACT HIGHLIGHTS

Highlights of the group’s new contract include a 2-year rollover without COLA but that maintains step increases and a five consecutive day mandatory maximum work week schedule.

Goolsby said the latter was an important achievement because it allows members to spend more time with their families.



TACOMA CRIME ANALYSTS JOIN TEAMSTERS LOCAL 117

Congratulations! to a newly-organized group of 5 Crime Analysts at the City of Tacoma. The new group signed authorization cards in July 2010 and received certification on February 17, 2011. The group will join Local 117’s Corrections and Law Enforcement Division headed up by Jim Smith. Mark Manning will be their new Business Representative.

A special thanks to Barbara Boltz at the Tacoma Police Department for all of her hard work in helping the Crime Analysts become Teamsters!

Settlement provides relief to Teamsters at the Assessor Treasurer's Office



Notorious "Discussion Zone" sign that was removed from the Pierce County Assessor Treasurer's Office.

The bizarre chapter of Dale Washam's dubious reign over the Pierce County Assessor Treasurer's Office is by no means closed – Washam's term does not expire until the end of 2012 – but employees under Washam's supervision can rest a little easier now thanks to some astute work by your Local Union's legal department.

Your Union's case stretches back to 2009. That's when Washam, Pierce County's newly-elected Assessor Treasurer, began to implement a series of tyrannical policies that made working in his office all but unbearable. Employee morale plunged. People who spoke up against the new policies were disciplined, demoted, transferred, or terminated.

TUMULT AT THE ASSESSOR TREASURER'S OFFICE

Under Washam's direction, the Assessor Treasurer's Office was in a state of flux. Washam transferred employees to new positions, changed lunch breaks, eliminated flex time, changed vacation requests and scheduling, required employees to attend work-related training "on their own time and their own dime" and proceeded with a number of layoffs. Washam implemented these changes unilaterally without providing the Union with an opportunity to bargain.

The most notorious example of Washam's new policies involved the creation of an employee "Discussion Zone" that was located within earshot of his office. Any and all work-related conversations between co-workers now needed to occur at that precise location and that location only. Employees who talked about work outside of the designated zone were subject to discipline.

"It had the effect of upsetting all of the employees here, decreasing communication, and putting people on edge," said 8-year Shop Steward, Jon Hawkes, of the "Discussion Zone."



Assessor Treasurer Dale Washam receives the 2010 JwJ Grinch of the Year Award.

UNFAIR LABOR PRACTICE CHARGES FILED WITH PERC

Indeed, there were so many contractual violations and the work environment at the Assessor Treasurer's Office had deteriorated to such a degree that Attorney Jim Smith of your Union's legal team was compelled to file a 155-page complaint with the Public Employment Relations Commission (PERC) in the case. Smith's complaint brought multiple Unfair Labor Practice Charges against Washam,

including employer interference and coercion, discrimination and retaliation, bad faith bargaining, and unilateral changes to bargaining unit members' wages, hours and working conditions.

The case was scheduled for hearing in February 2011. In a mediation session prior to the hearing, Local 117 Staff Attorney Daniel Swedlow, together with Business Representative Jeff Clark, presented the overwhelming case against Washam.

FAVORABLE OUTCOME TO ONGOING SAGA

Ultimately, the County recognized the preponderance of the evidence and capitulated. Swedlow and Clark achieved a favorable settlement award for all Union members in the unit. The settlement rectified the worst workplace violations. "Discussion Zones" were removed, and flex time and employer-paid training were reinstated.

"I am hopeful that Mr. Washam now realizes that there are rules, regulations, and established procedures that need to be followed," Hawkes said.

In response to the case, Local 117 Secretary-Treasurer Tracey A. Thompson stated: "This Union will not stand idly by when an employer makes unilateral changes to the workplace that adversely impacts its employees."

The employees at the Assessor Treasurer's Office who were subjected to the most grievous retaliation have filed civil lawsuits against Washam and are seeking monetary damages.

JOIN US FOR LABOR'S **WE ARE ONE PUT PEOPLE FIRST!**



**RALLY IN OLYMPIA
APRIL 8 @ 12 NOON**



The cynical attempt to destroy the American middle class in Wisconsin and elsewhere is having reverberations across the country. Working people from Ohio to Indiana to Idaho are fighting back.

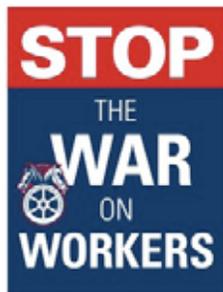
In Washington State, Teamsters have been attending solidarity rallies at the State Capitol in Olympia.

The stakes of this fight are high as political renegades like Governor Scott Walker of Wisconsin and their corporate cronies attempt to strip working people of their hard-earned wages, benefits, and right to bargain collectively.

Washingtonians understand that a shift in the political landscape in our State could have a similarly devastating

impact on our fundamental rights as workers.

During the week of April 2, the Teamsters are helping to organize a series of solidarity activities that will culminate in a massive **WE ARE ONE - PUT PEOPLE FIRST** rally on April 8.



The message of the rally is clear: As working people, **WE ARE ONE** in our demand that the bankers and billionaires -- and their handmaidens in government -- end the attacks on working families, and that public policy makers **PUT PEOPLE FIRST** as our nation

struggles to recover from the economic havoc their greed and malfeasance has caused.

To join us on April 8, call 206-441-4860 ext. 1269 or talk to your Business Representative.

War on Workers

Cont. from page 1

"Collective Bargaining Reform" bills have already been proposed this legislative session in Olympia. In a new political environment, Wisconsin's nightmare could become our reality.

"Organized labor built this country, and it is important to show our support," said Becky Little, a Local 117 Shop Steward, who attended the Presidents' Day rally. Little is a Maintenance Technician at the Pierce County Parks and Recreation Department.

HOW TO GET INVOLVED!

There are many ways you can join the labor movement that has been reignited by our brothers and sisters in Wisconsin. It starts by getting organized and getting involved:

- Attend a solidarity rally (next rally is planned for April 8 in Olympia at 12 noon.)
- Join one of your Local Union's Political Action Committees.
- Join one of your Local Union's caucuses (Teamsters for Tomorrow, Comité Latino, Teamsters Black Caucus)
- Join your Local Union's Facebook page.
- Follow your Local Union on Twitter.

Teamsters are working together with affiliates of the Washington State Labor Council to mobilize thousands of workers for a rally on Friday, April 8, at 12 noon at the Capitol in Olympia in support of Washington workers.

"We cannot allow a handful of radical politicians in Wisconsin and elsewhere to destroy the American middle class that Unions have fought for decades to build," Thompson said.

TEAMSTERS LOCAL 117 EVENTS - MARK YOUR CALENDARS!

April 8, 2011 – Union Solidarity Rally in Olympia - 12 noon

April 30, 2011 – Teamsters for Tomorrow BOWL-A-THON - Kent Bowl, 6-10 P.M.

May 1, 2011 – International Workers' Day (May Day) March and Rally

For more Teamsters news, visit the Local 117 website at www.teamsters117.org. Connect with other Local 117 members on Facebook or follow us on Twitter.