



TEAMSTERS LOCAL 117

The Guardian

News from the hardworking men and women of DOC

Volume VI No. 4 - Winter 2013

Teamsters Local 117: 14675 Interurban Ave. S, Suite 307 • Tukwila, WA 98168 • 1-888-872-3489 • www.teamsters117.org

A WORD WITH THE GOV.

Message on safety taken to the Governor's desk



Officer Steven McConnell and Director of Corrections & Law Enforcement Michelle Woodrow attend contract signing ceremony.

Officer Steven McConnell of WCCW and Teamster 117 Director of Corrections & Law Enforcement Michelle Woodrow attended the Governor's ceremonial signing of your collective bargaining agreement on October 3. At the event, McConnell, who has worked for the Department for 16 years, brought a clear message to Governor Inslee:

"I told the Governor that, on behalf of the

officers and Jayme Biendl, I hoped that safety and security at the institutions would be a top priority," he said.

McConnell said he was pleased with his meeting with the Governor. "It gave me a chance to say my peace," he said.

So far, Governor Inslee has listened to the concerns of State correctional employees.

Earlier this year, Inslee signed an MOU that gives Teamsters at the DOC full interest arbitration rights. The MOU will be in effect for the term of your 2013-2015 contract.

ARBITRATOR & HEARING DATES

As outlined in the MOU, we have worked with the Department to identify an Interest Arbitrator and hearing dates should we reach impasse during contract negotiations next year.

Interest arbitration is tentatively scheduled for August 18-24. The Interest Arbitrator will be Howell Lankford. ●

AGREEMENT REACHED ON HEALTH CARE

Coalition achieves settlement



We have some good news to report out of Olympia. Teamsters 117, along with a coalition of state-employee unions, has reached a tentative agreement over your health care coverage.

The tentative agreement accomplishes 5 important goals. The proposal:

1. Preserves your current 85/15 premium share through June 2015;
2. Protects you against increases to your Uniform Medical Plan co-pays, deductibles, and out-of-pocket maximums;
3. Requires the State to implement an out-of-pocket maximum that applies to prescriptions in alignment with the Affordable Care Act;
4. Requires the State to collaborate with the coalition of unions to develop wellness initiatives for implementation beginning January 1, 2014;
5. Permits the State only to reduce UMP co-pays, deductibles, or out-of-pocket maximums as incentives for participation in wellness programs,

see **HEALTH CARE**, Page 2



HOLIDAY Membership Meetings

Throughout the months of November and December, we will be holding our annual winter membership meetings at all facilities across the State.

Your Business Representative, along with Director of Corrections & Law Enforcement Michelle Woodrow, will be at the meetings to discuss critical issues and to answer your questions. For meeting times and locations, check your Union bulletin board or visit www.teamsters117.org.

FACILITY	DATE
CRCC	November 12
WSP	November 13
AHCC	November 15
WCCW	November 19
WCC	November 22
OCC	December 2
CBCC	December 3
CCCC	December 9
MCCCW	December 12
LCC	December 16
MCC	December 17
CRCC	December 18

A message from your Director of Corrections



Michelle Woodrow

GEARING UP FOR LEGISLATIVE SESSION

DOC Teamsters:

The 2014 legislative session is right around the corner, and we are busy establishing our legislative priorities so that we can hit the ground running.

Next year's session will start on January 14 and will run for 60 days. It's a short session, so acting quickly and decisively with lots of member support is key.

Some of the things we will be working on include:

- *Educating legislators on the need for long-term, statutory interest arbitration for corrections;*
- *Passing a PSERS bill (HB1923) for DOC health care employees;*
- *Strategizing a supplemental pension option for State Employees;*
- *Preserving our State's workers' comp system.*

For a complete list of our legislative priorities, visit your Union's website at www.teamsters117.org.

TEAMSTERS 117 LEGISLATIVE AFFAIRS DEPARTMENT

Teamsters 117 employs a full-time Lobbyist, Teresita Torres, who will be on the ground every day in Olympia during session working to protect and expand your rights.

Teresita works closely with Teamsters 117 Political Action Coordinator, Dustin Lambro, who will be organizing lobby days throughout session so that you have an opportunity to speak directly with your legislators about critical issues.

To sign up for one of our lobby days, please contact Dustin directly at 1-888-872-3489 ext. 1262.

I can't emphasize enough the importance of your participation in our lobbying efforts. In 2013, we were able to win interest arbitration by way of an MOU signed by Governor Inslee.

Interest arbitration will have a far-reaching impact on your livelihood. Our success on interest arbitration would not have been possible without your emails, phone calls, and meetings with legislators to educate them on the important work that you do.

Thank you for your service and stay safe,

Michelle Woodrow
Director of Corrections & Law Enforcement

HEALTH CARE

Cont. from page 1

but prevents the State from increasing your costs for not participating in the programs.

This agreement applies to your 2013-2015 contract term and was included in the Governor's 2014 supplemental budget request.

YOUR VOICE MAKES THE DIFFERENCE!

We could not have accomplished this agreement without your phone calls flooding the Governor's office demanding that the State maintain protections for you and your family against the skyrocketing cost of health care.

The Governor heard your message loud and clear.

Local 117 Secretary-Thompson also played a critical role in the challenging negotiations by making a strong case for preserving cost protections for state employees.

Bargaining over the makeup of the State's wellness initiatives is scheduled to begin on November 5. We will keep you updated as bargaining progresses. ●

DOC STEWARD TRAININGS

Trainings will be held at all facilities this winter

Starting this November, your Local Union will be facilitating trainings for DOC Shop Stewards at all facilities across the state. This is an important opportunity for DOC Stewards to gain a deeper understanding of the grievance and arbitration process, political action, member mobilization, the elements of just cause, and the scope and history of Teamsters 117. The dates for the trainings are listed below. For more information, talk to your Business Representative.

FACILITY	DATE
CRCC	November 12
WSP	November 13
AHCC	November 15
WCC	November 22
OCC	December 2
CBCC	December 3
SCCC	December 6
CCCC	December 9
LCC	December 16
MCC	December 17
CRCC	December 18
WCCW & MCCCW	To be determined

RUSSELL WINS OUTSTANDING CLINICIAN AWARD

American Psychological Institute honors WSP Psychologist



Dr. Tamara Russell, a Psychologist 4 at WSP

Gracious is the word that springs to mind when you talk about Dr. Tamara Russell.

This summer, Russell, a Teamsters 117 member who oversees a group of mental health clinicians at the Washington State Penitentiary, received an award from the American Psychological Association for her outstanding and innovating work at the facility.

But instead of claiming even an ounce of credit for the award, Russell praises

her staff for their dedication, creativity, and commitment.

"My staff are excellent," she said. "We have an amazing team, which has made this kind of thing possible."

Russell and her staff run a variety of programs in the prison aimed at decreasing violence on the inside and reducing recidivism.

They offer 12-step therapy, grief and loss therapy, job training, stress and anxiety therapy, and even a course on how to survive prison.

"We've taken a model of culturally appropriate, pro-social activities that, through the coordination of our therapists, is making a difference. Offenders are staying on their medication; we're decreasing negative behavior inside, and we're preparing them for the outside," she said.

KEEPING COSTS DOWN

Given budget constraints, Russell and her team have to be inventive. They've developed a mental health library by collecting donations and going to yard sales. They've sent flowers in decorated recycled soda bottles to local nursing homes. Russell has even collected seeds from her own garden for her team's horticulture program. In all, Russell estimates that the cost of her programming is \$3,000 a year.

"The results definitely outweigh cost," she says.

"We used to be one of the least safe areas at WSP. There were a lot of assaults and fights, but now this is one of the safest places to work. Violence has significantly reduced. At some point, many of these offenders are going to be out in our communities. If we are successful, society as a whole is going to be a lot better off." ●

AHCC EMPLOYEE WINS BACK PAY IN ARBITRATION WIN

Peggy Smet of AHCC wrongly disciplined, says arbitrator



It happens faster than you think: You come to work one day and realize you've got a target

on your back. Even good, long-term employees with stellar performance reviews aren't immune.

Maybe you've got a new manager who wants to "shake things up" a bit, or your boss suddenly decides he wants to crack down on union supporters. Or maybe you're facing turbulence in your personal life – a major illness or divorce – that is making it difficult to concentrate on the job.

Whatever the reason, when your employer comes after you, you need a strong union that will fight to protect your rights at work.

Teamsters 117 is that union. Every year, the Local 117 Legal Department wins

dozens of arbitration cases in defense of members whose rights have been violated on the job.

19 YEARS OF SERVICE, POSITIVE EVALUATIONS

Recently, your Local Union won a full back pay arbitration award for a Department of Corrections employee, who was demoted without just cause. The employee, Peggy Smet of the Airway Heights Corrections Center in Spokane, had worked for the DOC for over 19 years.

Smet had consistently received positive performance reviews, yet despite her long tenure and strong evaluations, DOC eventually demoted her after the Department had understaffed her unit. "We were overworked. I was working a caseload and a half, and I was tired," Smet said. "They were seeing the results of not fully staffing the unit."

After exhausting the grievance process,

Teamsters 117's General Counsel Spencer Thal took the case to arbitration. A hearing was held on June 4, 5, and 11 in Spokane.

Thal argued that the employer had failed to follow progressive discipline and had violated the contract in demoting her. The arbitrator agreed. "The performance issues that the employer could properly consider are simply not enough to justify a permanent demotion," wrote Arbitrator Katrina Boedecker, in her 24-page ruling.

Smet had worked for the DOC for 14 years in two different job classifications without discipline. By the Department's own admission, she had an above average record. No doubt, she deserved better treatment from her employer. And thanks to the good work of her union, she was reinstated to her previous position and made whole.

"I'm so relieved and excited to have won," she said. "I'm happy that the Teamsters were there and that they didn't give up on me." ●

PHONE BANKING FOR YOUR FAVORITE DOC TEAMSTER

Michael Boe, Ken Marshall, Brad Waddell, and Walker Morton are running for office



Sgt. Michael Boe



Ken Marshall



Sgt. Brad Waddell

Phone banking gets a bum rap, often for good reason. The term conjures up images of stressed telemarketers squeezed into cubicles selling Aruba timeshares to unsuspecting retirees.

But phone banking can actually be a lot of fun, especially when you're a Teamster. After all, it's not every day that you get to hang out in the back of a semi, munching on pizza with a couple of decorated veterans, talking to voters about how Teamster-endorsed candidates can bring positive change to their communities.

SUPPORTING TEAMSTER CANDIDATES

On a Tuesday and Wednesday night in early October, over a dozen Local 117 volunteers did just that. The group stumped for three candidates, Brad Waddell, who is running for Monroe city council, Michael Boe, who is vying for a seat on the Lake Stevens city council, and Kenneth Marshall, who is running for City Council in the city of

Waddell with the Army and Boe with the Air Force. Marshall is an electrician, also at MCC. All three are diehard members of Teamsters 117.

"Our union has supported us, endorsed us and contributed to our campaigns," Boe said. "Our brothers and sisters are standing up for us. That means an awful lot to us. It really does."

Stating his reasons for pursuing public office, Boe said: "I want to give back to my community. I have a 13-year old daughter, and I want to make sure that LakeStevens is a safe place for her. I also want to work on relieving traffic congestion in the city."

As for Waddell, he also wants to improve traffic flow and public safety, and he's committed to bringing good jobs to the City of Monroe. "I want to make sure that our public is safe, and make sure that we have good jobs in our community with

Sultan.

Both Boe and Waddell are Correctional Sergeants at the Monroe Correctional Complex, and both are veterans of over 20 years –

livable wages," he said.

For Marshall, it's about making Sultan an even greater place to live. "I just want to see Sultan keep moving forward," he said.

Part of moving the City forward means fighting to save jobs. "My opponent wants to outsource the City's garbage hauling. I think that's a bad idea - we would have to cut union jobs," he said.

Walker Morton, a Classification Counselor at WCC is also running for office. Morton is pursuing a seat (Position No. 7) on the Lacey City Council, and has received phone banking assistance from the Teamsters as well.

Talking to voters about Teamster candidates is easy. It's also a lot of fun, especially when operating out of the Teamster Action Truck (TAT). And if you haven't experienced the TAT, it's not to be missed.

TEAMSTER ACTION TRUCK

During election season, the Teamster semi is transformed into a mobile phone bank, fully equipped with laptops displaying local voter rolls, headsets with predictive dialers, wireless Internet, and a portable generator humming outside.

There are snacks and friendly Teamster staff, like Local 117 Political Action Coordinator Dustin Lambro, Legislative Affairs Coordinator Teresita Torres, and Joint Council 28 Political Director Lily Wilson-Codega to help you get set up and to keep you entertained. There's a straightforward script to follow. Best of all, if voters have questions you can't answer, the candidates are sitting right there to jump on the call.

WANT TO VOLUNTEER?

If you're interested in checking out the Teamster Action Truck, there are lots of opportunities to get involved.

Contact Dustin Lambro at 206-441-4860 ext. 1262 during election season or check out the calendar of election activities at www.teamsters117.org.

If you do help out, the candidates will be eternally grateful. As Boe said, "The people who showed up tonight and are helping us with the phone banking – we love them all!" ●

LOCAL 117 EVENTS - MARK YOUR CALENDARS!

November 16 - Teamsters 117 Blood Drive

December 19 - Holiday membership meeting

January 14 - Legislative session begins

FOLLOW YOUR LOCAL UNION ON THE WEB!



Join your Union's Facebook page, follow us on Twitter @teamsters117 and watch Local 117 videos on YouTube!

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