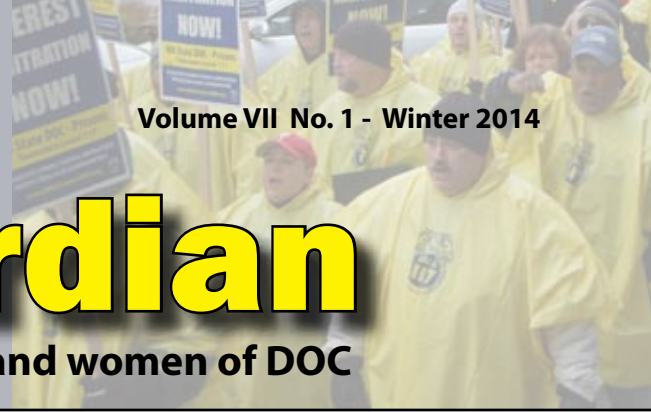




TEAMSTERS LOCAL 117

The Guardian

News from the hardworking men and women of DOC



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

CONTRACT NEGOTIATIONS SCHEDULED FOR APRIL 2014

With interest arbitration, your input is more important than ever!

With negotiations over your successor labor agreement set to begin in April, this year is shaping up to be a critically important one for Teamsters at the Department of Corrections.

For the first time in the history of the Washington State DOC, we can use our newly-won interest arbitration rights to resolve any issues in negotiations should we reach impasse with the State over mandatory subjects of bargaining.

INTEREST ARBITRATION SCHEDULED FOR LATE AUGUST

We have scheduled interest arbitration for the last two weeks of August. We anticipate that we will need to present evidence to the arbitrator regarding the extent to which State compensation is deficient to comparable jurisdictions.

As we prepare for the hearing, we will be compiling data from other jurisdictions and developing evidence regarding the impact that the deficient pay scale has on recruitment, retention and promotion.

Your participation in the bargaining process is critical to achieving a strong contract that is acceptable to you.

YOUR UNION BARGAINING COMMITTEE

You will be represented at the bargaining table by a committee consisting of elected shop stewards from different facilities and classifications, and DOC business representatives. Your Secretary-Treasurer, Tracey A. Thompson, and your General Counsel, Spencer Thal, will serve as lead negotiators on behalf of the Union.

YOUR INPUT IS CRITICAL TO DEVELOPING MEANINGFUL PROPOSALS

We want to ensure that we fully understand your priorities. So, we are seeking your input in two ways.

First, we have mailed out Contract Negotiations Surveys to all DOC Teamsters in the State. The questions in the Survey are based on concerns that have been raised by some DOC members. We need to know the importance that you place on these issues. Please complete the Survey, bring it to your institution, and deposit it in the designated box. If you're unsure where to return your Survey, please ask one of your shop stewards or your business representative.

In addition to the Surveys, we will also be

conducting "demands" meetings across the State. These meetings give you a chance to speak about your ideas for contract changes and they allow your Union to ask questions of you so that we fully understand your priorities.

The schedule for our demands meetings is published on page 2 of this newsletter. For times and locations, check your union bulletin board, talk to your Business Representative, or visit www.teamsters117.org.

Please participate in the collective bargaining process to ensure that we negotiate a contract that addresses your needs and concerns.



Get news specific to your facility

Curious about what kind of issues Teamsters are facing at other DOC facilities around the State? This information is now available on the new **DOC Facility News** section of your Union's website at www.teamsters117.org.

The website's Facility News section provides a sample of the representational work occurring at all facilities across the State, including outstanding grievances, demands to bargain, LMCCs, upcoming union meetings, steward trainings, etc.

The section will be updated on a bi-monthly basis and can be accessed from the website's **Member Center** page under Department of Corrections and Law Enforcement.

The representational work described in the Facility News section is not comprehensive. Any feedback or suggestions you have is appreciated!



WSR Walk of Remembrance

Remembering Officer Jayme Lee Biendl

Officer Jayme Lee Biendl - In memoriam (1976-2011)

January 29 marks the three-year anniversary of the death of our fallen Sister. For all of us, Officer Jayme Lee Biendl made the ultimate sacrifice, and we will never forget her.

A message from your Director of Corrections



Michelle Woodrow

THE POWER OF TEAMSTERS 117

Brothers and Sisters:

Last year, on our **Teamsters Lobby Day**, members at the Department of Corrections were joined by dozens of Teamsters from other industries, including 40 **Teamster taxi drivers** and several Local 117 members, who at the

time were on strike at **United Natural Foods, Inc.**

DOC members had come to Olympia that day to lobby for interest arbitration rights, which we ultimately won by way of an MOU signed by the Governor last year. But they also voiced their support of their fellow Teamsters in the taxi industry and on issues such as workers' comp, FMLA, and paid sick days. Similarly, taxi drivers spoke about the need to pass their own taxi bill, but they lobbied their representatives on interest arbitration as well.

This isn't the first time Teamsters from different industries have supported each other. At our **DOC Day of Action** event in 2012, dozens of Local 117 members from the private sector stood on the Capitol steps in Olympia to demand safer working conditions for state correctional employees. Later that year, correctional employees returned the favor when they walked the picket line in solidarity with our members at Davis Wire who were on a three-month unfair labor strike.

This is the power of Teamsters 117. Members in dozens of industries, from the public sector, private sector, and the DOC speaking together with one powerful, united voice.

Later this month, on January 28, we have our first Teamsters Lobby Day of the 2014 legislative session. We have confirmations from over 90 members, who will be meeting with their representatives throughout the day. As union members, we will be asking legislators to support a range of issues, impacting Teamsters at the DOC, members in other public sector jurisdictions, and the private sector.

The common thread of our legislative agenda is our steadfast commitment to protect and expand the rights of all working people. That is the work of our Union, and that is why we fight. We encourage you to join us in that fight.

Thank you for your service, and remember to be safe.

In Solidarity,

Michelle Woodrow
Director of Corrections & Law Enforcement

ADVOCATING FOR CORRECTIONS IN THE SUPPLEMENTAL BUDGET

Inslee appropriates funds to open WSP unit

On December 17, Governor Inslee released his **supplemental budget proposal**, which includes \$5.1 million for the opening of the 256-bed medium security unit at WSP to meet the demands of a rising male offender caseload and to reduce overcrowding.

In the supplemental capital budget, Inslee proposes \$1.8 million to complete redesign studies on capacity issues for male and female prison populations.

Both levels of appropriation are necessary in order to ensure the safety, security, and well being of correctional employees.

Your Lobbyist, Teresita Torres, is making the rounds in Olympia, meeting with key decision makers in both the House and the Senate to shore up support for the Governor's supplemental budget proposals.

Negotiations over the supplemental budget will likely take place sometime in the middle of session. We need to be prepared to:

1. ***Push legislators to pass a supplemental budget;***
2. ***Make sure that the Governor's appropriation items are included in the final budget.***

So remember to declare your support of the Governor's supplemental budget proposals when you speak with your representatives this legislative session! ●

Making our DEMANDS heard!

DOC DEMANDS MEETINGS SCHEDULE *

Demands meetings have been scheduled at facilities across the State. Please make an effort to attend, so that you can provide input prior to contract negotiations.

- CCCC - Friday, January 31, 2014
- MCC - Wednesday, February 5, 2014
- AHCC - Thursday, February 6, 2014
- MCCCW - Friday, February 7, 2014
- WSP - Tuesday, February 11, 2014
- OCC - Tuesday, February 11, 2014
- CRCC - Thursday, February 13, 2014
- CBCC - Thursday, February 13, 2014
- LCC - Tuesday, February 18, 2014
- SCCC - Wednesday, February 19, 2014
- WCC - Friday, February 21, 2014
- WCCW - Tuesday, February 25, 2014

**** Please note that times and locations for the meetings have not been established yet. Check your Union bulletin board for more information.***

DOC TEAMSTERS

LEGISLATIVE PRIORITIES - 2014

Lobby Days Scheduled for Jan. 28 & Feb. 20



Teamsters Lobby Day - 2013

The 2014 legislative session kicked off in Olympia on January 13 and will last for 60 days. It's a short session, so acting quickly and decisively with lots of member support is key.

Teamsters 117 employs a full-time Lobbyist, **Teresita Torres**, who will be on the ground every day in Olympia working to promote your Union's legislative agenda. Teresita works closely with Political Action Coordinator, **Dustin Lambro**, who has organized two lobby days during session so that you have a chance to speak directly with your legislators about critical issues.

The next lobby day is scheduled for February 20. Contact Dustin directly at 1-888-872-3489 ext. 1262 if you would like to attend.

The following represents our legislative priorities for 2014:

1. INTEREST ARBITRATION RIGHTS FOR STATE CORRECTIONAL EMPLOYEES (HB 1490): In March 2013, Governor Inslee signed an MOU that grants Teamsters at the DOC full interest arbitration rights for the term of their 2013-2015 collective bargaining agreement. This was our top legislative priority last session and represents a significant victory for Local 117 members.

The MOU is only a short-term fix, however, and statutory interest arbitration remains our long-term objective. We fought hard to pass an interest arbitration bill (HB 1490) last session, but the bill stalled in the House Appropriations Committee and is now

sitting in Rules.

Before reviving the bill, legislators have indicated that they want to see how interest arbitration will be used. *For this reason, we will not be pushing the bill this year.* Instead, during lobby days and throughout session, we will focus on educating legislators about the long-term importance of interest arbitration so that we can successfully advance the bill in the 2015 legislative session.

2. RETIREMENT SECURITY FOR DOC HEALTH CARE EMPLOYEES (PSERS BILL - HB 1923): Last legislative session, State correctional employees fought for a bill (HB 1923), which would allow health care professionals at the DOC to participate in the State's Public Safety Employees' Retirement System (PSERS). Several members testified in support of the bill. HB 1923 passed 94-3 in the House, but ultimately died in the Senate.

Our goal is to pass the bill this year. Local 117 Lobbyist Teresita Torres has been attending all Select Committee on Pension Policy hearings in an effort to monitor and continue pushing the bill. The House leadership has indicated that the PSERS bill is one of its top priorities, though moving the bill in the Senate remains a significant challenge.

3. SUPPLEMENTAL PENSION OPTION FOR STATE EMPLOYEES: One of our long-term goals is to add a supplemental pension option for State correctional employees. We have requested a legal opinion from the Attorney General's office to see if supplemental pension for State employees is permissible under State law. Once we have a definitive opinion from the AG's office, we will be developing a strategy to achieve this important goal.

4. INTEREST ARBITRATION FOR CAMPUS POLICE: We will be working in coalition with our labor partners in an effort to advance a bill that will grant interest arbitration rights to campus police officers.

5. TRANSPORTATION REVENUE PACKAGE: We will be working to pass a transportation revenue package which will create jobs by funding much-needed infrastructure and public works projects.

6. WORKERS' COMP SYSTEM: Again this session, we will be opposing all attacks on the State's workers' comp system that protects workers when they are injured on the job.

In addition, we will be:

- Opposing attacks on prevailing wage law
- Supporting efforts to raise the minimum wage
- Opposing all attacks on the state's pension system
- Supporting Family and Medical Leave Insurance
- Fighting to stop predatory lending practices
- Fighting to stop wage theft ●

What's Happening in Olympia?

Where do you look for information about what's going on in Olympia? We have a variety of ways that you can stay informed about progress on our legislative priorities. The first place to look is on our website at www.teamsters117.org.

In addition to the website, you can:

- 1. SIGN UP FOR EMAIL UPDATES:** Create an account on your union's website to receive Teamster news and updates during legislative session.
- 2. TEAMSTERS LEGISLATIVE REPORT:** Check out our bi-weekly legislative reports, scheduled to be released every other Friday during legislative session.
- 3. ATTEND LOBBY DAY:** Our next Teamster Lobby Day is scheduled for February 20. For more information, contact Political Action Coordinator, Dustin Lambro, at 206-441-4860 ext. 1262.
- 4. FOLLOW TEAMSTERS 117 ON TWITTER:** Get up-to-the-minute reporting on bills as they make their way through the legislative process.

WCC OFFICER REINSTATED AFTER ARBITRATION WIN

Officer Harlan Finch Wins Reinstatement



WCC Officer Harlan Finch

To be declared unfit for duty as a corrections officer is devastating. It shatters your confidence, destroys your career, and implies a broken trust.

But when it is unjustified, as in the case of Officer Harlan Finch of WCC, you need the courage to challenge the DOC, and you need to have faith in your union. Officer Finch has both.

In 2011, Officer Finch was unexpectedly

placed on administrative leave. He was an experienced officer, with 26 years at the Department. Yet despite his tenure, the Department was determined to undermine his career.

PULLED FROM HIS OFFICER STATUS

"They brought me in and told me they were pulling me from my officer's status," he said. "I thought to myself, 'That's 26 years of being an officer down the drain.'"

Not only was Officer Finch's career in jeopardy, his livelihood was as well. After a lengthy review, the Department ultimately reassigned him to a position as an office assistant, a major demotion with a significant reduction in pay.

FACING FORECLOSURE

The impact on his personal life was enormous. "When I lost my officer spot, it was difficult to survive on the reduced

pay. My house got foreclosed on, and I had to file for bankruptcy," he said.

WINNING YOUR JOB BACK

Determined to fight the demotion, Officer Finch turned to his union for help. During the grievance and arbitration process, he was represented by Michelle Woodrow, the Local's Director of Corrections & Law Enforcement, and Teamster 117's General Counsel, Spencer Thal.

Thal brought the case before an arbitrator and won, thanks to strong contract language that protects Local 117 members when their rights are violated.

"My case is a triumph for all Teamsters," Officer Finch said. "People need to know that the union will fight for you. They were with me all the way." ●

Scholarship Opportunity!

THE JAMES R. HOFFA 2014-2015

Academic Year Scholarships

For High School Seniors who are children or dependents of Teamster members.

The James R. Hoffa Memorial Scholarship Fund is now accepting scholarship applications for the 2014-2015 academic year. Scholarships are available to High School seniors who are the children or dependents of Teamster members.

The deadline for submissions is March 31, 2014. View the scholarship application and eligibility requirements at www.teamster.org.

James R. Hoffa became a Teamster

member in 1934 and served as General President for 14 years. In recognition of his tireless service to the Union and its members, Hoffa was honored as General President Emeritus for life. At the November 1999 General Executive Board meeting, General Secretary-Treasurer C. Thomas Keegel presented a resolution to establish the new scholarship fund.

For other union scholarship opportunities, visit your Union's website at www.teamsters117.org. ●

TEAMSTERS 117 EVENTS

- January 28, 2014** - DOC Teamsters Lobby Day in Olympia
- January 31, 2014** - DOC demands meetings begin
- February 20, 2014** - DOC Teamsters Lobby Day in Olympia
- March 20, 2014** - General quarterly membership meeting
- March 21, 2014** - DOC Shop Steward Seminar
- April 2014** - DOC contract negotiations begin
- Late August 2014** - Interest arbitration scheduled

TEAMSTERS 117 ON THE WEB!



Visit your Union's new website at www.teamsters117.org. 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.