



Members of TEAMSTERS LOCAL 117

# The Guardian

News from the hardworking men and women of DOC

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# WE DEMAND INTEREST ARBITRATION!

**WA State Correctional Employees Rally on the Capitol Steps**



Sergeant Eric Smith of WCC addresses fellow Correctional Employees on the Capitol steps on the Jan. 10 Day of Action!

**H**undreds of Teamster correctional employees, their families, community allies, and other Teamster members, rallied on the steps of the State Capitol in Olympia on January 10 to demand safer working conditions and interest arbitration legislation that will ensure that the State's 6,000 correctional employees be given the same rights as their counterparts at other public safety agencies.

Waving signs reading, "Interest Arbitration Now!" and chanting, "Teamster Power!", prison workers from 12 Washington State

institutions, many of whom traveled on buses from cities as far away as Monroe, Walla Walla, Vancouver, Spokane, the Tri-Cities, and Clallam Bay to attend the event, marched around the State Capitol before assembling on the Capitol steps.

### **SAFETY, RESPECT AND EQUITY UNDER THE LAW**

"We are here to tell our State government that we are tired of their inaction on safety issues," said Eric Smith, a Correctional Sergeant at the Washington Corrections Center in Shelton.

In addressing the crowd, correctional

employees, State Legislators, and Teamsters leaders emphasized the dangerous nature of corrections' work and the essential role that correctional employees play in keeping our communities safe.

"Correctional employees perform one of

***"Remember - it's about the guy next to us, and making it home to our families every day."***

- Sgt. Eric Smith, WCC

the most stressful, dangerous jobs in the United States," said Tracey A. Thompson, Secretary-Treasurer of Teamsters Local 117. "They deserve a safer working environment and the same rights as other public safety professionals."

"We secure and ensure the safety of the citizens and taxpayers of this State," said Tara Proctor, a Secretary at the Coyote Ridge Correctional Complex in Connell.

Thompson called on the Washington State Legislature to pass legislation that she said would improve working conditions for correctional employees. "Interest arbitration would force the State to acknowledge the uniquely dangerous nature of corrections' work and to bargain fairly."

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## A message from your Director of Corrections



Michelle Woodrow

### **DOC Teamsters - Day of Action!**

For correctional employees, January 10 was a momentous day. Over 200 Teamster correctional employees and their supporters marched around the State Capitol in Olympia to demand that the Washington State Legislature pass interest arbitration legislation for Washington State prison workers.

Throughout the day, correctional employees made hundreds of calls to their representatives; 80 Local 117 members met with legislators in their offices to educate them on the challenges of corrections' work and to urge them to support interest arbitration.

You can view photos from the **Day of Action!** and read more about the event at [www.DOCProtectsWA.org](http://www.DOCProtectsWA.org).

Thanks to those who participated on January 10, we are a small step closer to passing this legislation! We now have prime sponsors for our bill in both the House (Rep. Mike Sells – 38th) and in the Senate (Senator Kirk Pearson – 39th). Senator Steve Conway – 29th also announced at the rally that he would co-sponsor the bill in the Senate.

But the road ahead will not be easy. Many legislators oppose the legislation; others are still undecided. January 14 was the first day of this year's legislative session. Legislators will be facing an ongoing budget crisis and many competing voices demanding resources and action.

We have to keep the momentum going! Let your legislators know that our fight for interest arbitration has just begun.

### **TAKE ACTION NOW!**

- *Call the legislative hotline in Olympia at 1-800-652-6000 and tell your representatives to pass interest arbitration legislation for correctional employees.*
- *Send your Representatives a personal letter or 5-6 sentence email telling them to support the legislation.*
- *Sign the online petition at [www.DOCProtectsWA.org](http://www.DOCProtectsWA.org).*

For more information, visit [www.DOCProtectsWA.org](http://www.DOCProtectsWA.org). All 6,000 correctional employees and their supporters must take action many times throughout session in order for us to have a chance for success.

Thank you for your service and stay safe.

In Solidarity,

Michelle Woodrow  
Director of Corrections & Law Enforcement

## **DOC TEAMSTERS** **LEGISLATIVE PRIORITIES - 2013**

### **PASS INTEREST ARBITRATION NOW!**

It's an all-hands-on-deck fight to pass interest arbitration legislation for correctional employees.

It is time that our State's correctional employees are afforded the same rights as other public safety professionals.

With interest arbitration, the State cannot simply refuse to bargain over wages, hours, or working conditions without consequence.

If the State and the Union cannot reach agreement through contract negotiations on mandatory subjects of bargaining, then your Union would have the right to bring its proposals to a neutral arbitrator, who would decide what the contract provision should be.

***If you are interested in providing testimony during legislative session, please contact Teamsters Local 117 Political Action Coordinator Lily Wilson-Codega at 1-888-872-3489 ext. 1262.***

### **YOUR INTEREST ARBITRATION CHECKLIST**

### **TAKE ACTION NOW!**

**T**o pass interest arbitration legislation, all 6,000 correctional employees and their supporters must do the following:

- ✓ Sign the online petition at [www.DOCProtectsWA.org](http://www.DOCProtectsWA.org)
- ✓ Call the legislative hotline at 1-800-562-6000 and urge your representatives to support interest arbitration.
- ✓ Send your representatives a personal letter or email.

***For more information and talking points, visit [www.DOCProtectsWA.org](http://www.DOCProtectsWA.org).***

# FIGHTING FOR EQUITY UNDER THE LAW

*Correctional Employees Day of Action! - January 10, 2013*



***"By us standing together as one, we will let these legislators know that interest arbitration is the change we need."***

- Eric Smith, WCC



***"I do a job that few people would do, and I deserve to be treated fairly by the State."***

- David Lundgren, WSP



***"I want a safe work environment for my dad!"***

- Sahra Aube

***"We secure and ensure the safety of the citizens and taxpayers of this State."***

- Tara Proctor, CRCC



*Sgt. Brad Waddell, MCC speaks at the rally on the January 10 Day of Action!*

***"We have traveled from all around the State to express our need for a bill of interest arbitration for all Local 117 members at DOC."***

- Brad Waddell, MCC



***"Our counterparts in the State Patrol, County Sheriffs, Firefighters and City Police have this. We want and need the same equality!"***

- Robert Stricker, LCC



***"Call 1 800-562-6000 and tell your Senator and Representative their act of respect for our profession is to make this happen."***

- Todd Fredrickson, MCC



***"This is our time to make the prison system we work in safe and secure!"***

- Charles Cline, SCCC

## INTEREST ARBITRATION

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Sergeant Brad Waddell of the Monore Correctional Complex reiterated the need for the State Legislature to pass interest arbitration. "We have traveled from all around the State to express our need for a bill of interest arbitration for all Local 117 members at DOC."

Over a dozen State Legislators attended the rally and many spoke at the event. "These legislators are leading the fight to ensure that we are granted the same rights as other public safety groups including the Washington State Patrol, firefighters, and county corrections," said Michelle Woodrow, Local 117 Director of Corrections & Law Enforcement.

Throughout the day, correctional employees met with legislators in their offices to educate them on the challenges of corrections' work and to urge them to support interest arbitration legislation.

**Already over 1,000 correctional employees and their supporters have signed an online petition calling on the State Legislature to pass the legislation. For more information, visit [www.DOCProtectsWA.org](http://www.DOCProtectsWA.org).**

## DECISION ON RETALIATION ULP

**DOC found to have illegally interfered with employees' rights**

**O**n May 23, 2011, Local 117's Legal Department filed a comprehensive Unfair Labor Practice complaint against the DOC alleging discrimination and interference by the employer at five different facilities.

In particular, your Union was seeking relief for Shop Stewards who had been unlawfully retaliated against by the Department for voicing concerns about staff safety issues.

In early February 2012, the Union completed an eight-day, statewide hearing in the case. The transcript of the hearing alone was almost 1,300 pages long, and your Union submitted a 53-page legal brief to the Public Employment Relations Commission's Hearing Examiner.

The decision in the case, issued on December 10, found that the DOC engaged in numerous unlawful actions. The DOC was found to have unlawfully:

- Interfered with employees' ability to appeal denied requests for use of CBA days
- Interfered with employees' ability to discuss union tactics with other employees
- Interfered with employees' right to discuss workplace safety and training

safety

- Interfered with employees' right to participate in union activities
- Interfered with employees' ability to communicate with the union
- Interfered with an employee's right to union representation (Weingarten rights)

PERC has ordered the DOC to immediately cease and desist from engaging in its unlawful conduct and to post copies of the decision notice at DOC facilities.

In challenging the DOC for its unlawful conduct, your Union has sent an unequivocal message to the Department that we will not tolerate retaliation against any Union member for engaging in protected activities (especially when it is directed against shop stewards), and that we will take vigorous action to protect your rights when they are violated.

**Your Union has also filed an appeal in the case with respect to some portions of the decision in which the Hearing Examiner found no violation. The appeal can be viewed on your Union's website at [www.teamsters117.org](http://www.teamsters117.org)**

## AGREEMENT REACHED ON UNIFORMS



*Inmate-made uniforms no more.*

**A**fter several months of negotiating, your Local Union's bargaining committee has reached an agreement with the Department of Corrections on uniforms in accordance with the new law (HB2346).

The Department will furnish professional quality and gender appropriate uniforms for custody staff as follows:

1. **Four BDU style pants;**
2. **Four BDU style shirts – any combination of long or short sleeve shirts the employee elects; and as necessary,**
3. **Safety, cold and/or foul weather apparel, including jackets and hats.**

The DOC will provide Flying Cross dark blue short-sleeve shirts (model #85R5456) and/or Flying Cross dark blue long-sleeve shirts (model #35R5456) and Flying Cross dark blue pants (model #47300); and Blauer dark blue jackets (2012 Tacshell 4 in 1 jacket model #9820-60).

The Union will be conducting a vote on the Uniform agreement prior to the rollout, which is scheduled to start in February. Details about the vote and the rollout will be forthcoming soon.

**Finally, after years of ill-fitting, low-quality uniforms, you will have the professional uniforms that you deserve! Thank you for your patience during the negotiations process.**