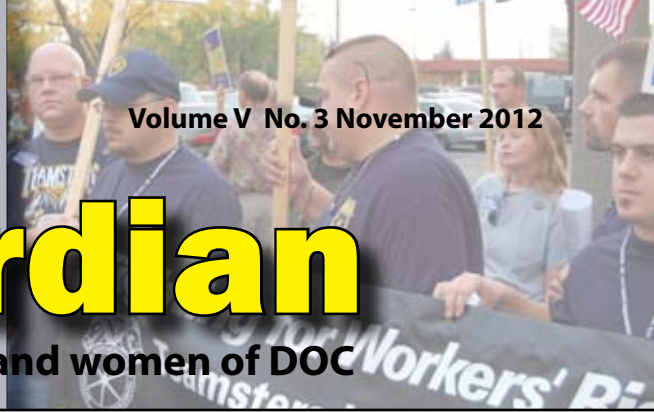




Members of TEAMSTERS LOCAL 117

The Guardian

News from the hardworking men and women of DOC



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

DOC TEAMSTERS VOTE TO RATIFY CONTRACT

New Collective Bargaining Agreement Ratified by Nearly 2-1 Margin



Your 2012 DOC-Teamsters Bargaining Committee

This year's contract negotiations with the State was not just a hard bargain - it was excruciating.

Ask anyone who served on your Union's negotiating committee.

The State was slow to respond to proposals, and in some cases completely unresponsive. They engaged in the unlawful practice of "pattern bargaining" by refusing to negotiate over inequities in compensation and failing to acknowledge the unique and dangerous work that you do.

(Your Union's legal department has filed an Unfair Labor Practice complaint with PERC over the issue. The complaint can be accessed at your Union's website at www.teamsters117.org.)

BARGAINING COMMITTEE AT A CROSSROADS

Your bargaining team fought the State tooth-and-nail on language, economics, and staff safety. They worked hard to the eleventh hour to achieve the best possible proposal.

After four months of tense bargaining, the group was facing the October 1 statutory deadline for getting your contract funded in

the Governor's budget.

Now they had a difficult decision to make.

Some significant gains had been achieved, but it was by no means a perfect agreement. Should they recommend the proposal for ratification to the membership or call on members to vote no?

THE RISK OF REJECTING THE PROPOSAL

During bargaining, your Union team had managed to achieve meaningful improvements in working conditions. With respect to compensation, the economic package secured raises for more than 50% of Local 117 members.

Rejecting the proposal would put these language and economic improvements at risk. Not knowing who our next Governor will be or the make-up of the State Senate or the State's long-term economic forecast created a great deal of uncertainty over what would happen if we failed to ratify the improvements by October 1.

In the end, too much was at stake to risk a no vote.

A COMMITMENT ON INTEREST ARBITRATION

Your bargaining committee ultimately recommended ratification. At the same time, they resolved to move forward with the Unfair Labor Practice charges on "pattern bargaining," and they pledged to fight alongside their co-workers this legislative session to pass interest arbitration legisla-

ULP CHARGES FILED AGAINST THE STATE

Pattern bargaining and take-it-or-leave-it tactics draw charges

On October 4, your Union filed an Unfair Labor Practice (ULP) complaint with the Public Employees Relations Commission (PERC), charging bad faith bargaining on the part of the State.

The complaint contends that the State engaged in pattern bargaining and take-it-or-leave-it tactics.

Throughout the bargaining process, your Union demanded that the State recognize the unique work you do inside the prisons, but the State refused to do so.

Your Union also presented a number of proposals to close the pay disparity between Union members who do not receive assignment pay and those who do.

Even though your Union ultimately proposed to address the compensation inequity in a manner that would not have resulted in any additional cost for the State, the State Office of Financial Management refused to bargain in good faith and simply asserted that it would not waiver from the "deal" that it struck with every other state employee union.

We believe that the State violated its legal obligation to bargain in good faith by refusing to acknowledge the unique working conditions of prison employees and refusing to meaningfully negotiate over compensation issues that are specific to Teamsters at DOC.

You can view the ULP complaint on your Union's website at www.teamsters117.org.

A message from your Director of Corrections



Michelle Woodrow

DOC Teamsters - Holiday Meetings

It's that time of year when we traditionally come together for gift cards, cookies, and a raffle and talk about where we have been and where we need to go.

2012 was another bargaining year for the membership at DOC, and once again the State showed its resolve to ignore the serious concerns and needs of its own employees. Your

Union bargaining team, which consisted of sixteen Shop Stewards from various facilities, shifts, and departments as well as Local 117 Business Representatives and Secretary-Treasurer Tracey A. Thompson, bargained hard and long as the October 1 statutory deadline rapidly approached.

Your Union team was determined to push until the last minute for important improvements to your existing Collective Bargaining Agreement (CBA). Once bargaining concluded, the team worked hard to get you the information as quickly as possible so that a vote could be conducted before October 1. Documents were prepared, online resources were utilized, and a summary was drafted. On the day before the voting began, the team worked well past midnight to get the information out to the membership.

I recently met with some members and Shop Stewards for breakfast in Aberdeen to discuss some of their concerns, and we all gained a better understanding of each other's perspectives. It was clear that we need more open dialogue like this.

It is everyone's hope to improve turnout at the upcoming holiday meetings so that we can discuss and answer some of the important questions that our SCCC members asked: Why did members have such little time to review the changes in the CBA? Why did the bargaining committee recommend the offer and then file a ULP over the bargaining process? Why were we bound by the October 1 deadline? What would happen if we voted to reject the proposal?

Most importantly, these meetings will be an opportunity to discuss the need to pass interest arbitration legislation for correctional employees and to strategize how we can work together as one Union to accomplish that common goal.

Please attend the upcoming meetings and promote attendance when talking to your Teamster Brothers and Sisters.

Stay safe and thank you for your service.

In Solidarity,

Michelle Woodrow
Acting Director of Corrections and Law Enforcement

Holiday UNION Meetings



Throughout the months of November and December, Local 117 members at our DOC facilities will be gathering together across the State for their annual winter membership meetings.

These meetings are a good opportunity to meet fellow Union members, discuss issues of concern at work, and talk about your newly-ratified contract.

In addition to your Business Representative, Local 117 President John Searcy and Acting Director of Corrections & Law Enforcement Michelle Woodrow will be on hand to answer your questions.

Every member who attends a winter membership meeting receives a \$25 Safeway gift card and is placed in a drawing for a flat-screen TV.

For meeting times and locations at your facility, talk to your Business Representative or visit your Union's website at www.teamsters117.org.

FACILITY	DATE
CCCC	November 13
LCC	November 15
AHCC	November 27
CBCC/OCC	November 29
OCC/CBCC	November 30
WCC	December 3
MCC	December 5
SCCC	December 7
WCCW	December 10
MCCCW	December 11
WSP	December 17
CRCC	December 18

THE CASE FOR INTEREST ARBITRATION

It's Time to Level the Playing Field for Correctional Employees

The State's unlawful conduct during this year's collective bargaining process, as well as its refusal to agree to many proposals made to ensure safety, make the need for immediate legislative change in the form of interest arbitration for correctional employees crystal clear.

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.

A QUESTION OF RESPECT

Correctional workers often assert that they are not treated with the same level of respect as the Washington State Patrol, firefighters, or even County correctional employees. One reason for that disparity is that the other groups have been granted broad interest arbitration rights.

Correctional employees must be afforded that right as well.

As any correctional employee knows, working in a prison is not the same as working for other state agencies. The statistics bear that out in striking detail:

- Correctional officers have one of the highest rates of nonfatal on-the-job injuries.
- Suicide rates among corrections em-

ployees is 39% higher than any other occupation.

- The average life expectancy of a corrections officer is 58 years old.

Despite the well-documented stress and dangers of the job, the State still regards all State employees as one in the same and it bargains accordingly.

That must change.

To pass interest arbitration legislation, all members need to get involved. DOC Teamsters need to:

- **Testify at legislative hearings.**
- **Lobby their legislators.**
- **Call the legislative hotline at 1-800-562-6000 and urge their representatives to support interest arbitration.**

To get involved, contact Lily Wilson-Codega at 206-794-2606 immediately.

INTEREST ARBITRATION: A PRIMER

From the OFM website. (This is what they don't think you deserve.)



WHAT IS INTEREST ARBITRATION?

Interest arbitration is a process whereby the issues not resolved in contract negotiations between the employer and the union may be presented to an impartial arbitrator for final resolution. Interest arbitration is not permitted under RCW 41.80. However, Washington State Ferries employees, home care individual providers, and commissioned officers of the Washington State Patrol have access to interest arbitration. Typically, interest arbitration is provided to employees who engage in essential services, such as public safety, and who therefore do not have the right to strike.

HOW DOES INTEREST ARBITRATION WORK?

Interest arbitration, when the law allows for it, is a mechanism for resolving a bargaining dispute. When the employer and union negotiate to impasse on a mandatory subject of bargaining, the parties hire an impartial third party arbitrator. This arbitrator conducts a formal hearing in which the parties present their positions. The arbitrator then reviews the testimony and supporting evidence and decides on what the contract language should be by issuing an arbitration award.

HOW IS INTEREST ARBITRATION DIFFERENT FROM GRIEVANCE ARBITRATION?

Interest arbitration resolves disputes that arise in collective bargaining negotiations between the employer and the union. Grievance arbitration resolves disputes over interpretation of an existing contract provision. Interest arbitration is not permitted under RCW 41.80. Your collective bargaining agreement provides for grievance arbitration.

HOW IS AN ARBITRATOR SELECTED?

Upon receiving a list of arbitrators from an organization like the American Arbitration Association (AAA) or Federal Mediation and Conciliation Services (FMCS), the employer and the union go through a striking selection process to determine an arbitrator. AAA is a private, non-profit organization that promotes arbitration as a method for settling disputes outside of the courtroom. Many of the collective bargaining agreements reference AAA as the agreed-upon service to supply an arbitrator. FMCS is an independent, federal agency that provides mediation, conflict resolution, training, and arbitration services to the private sector and governmental agencies.



From l to r: ACO Pres. Vito Dagnello, Joe Kuhn, Sgt. Brad Hatt, Michelle Woodrow, and Greg Senderhauf

HONOR AND RECOGNITION

On October 12, correctional officers from across the country were honored by their peers for acts of heroism and for going above and beyond the call of duty at the American Correctional Officer (ACO) annual conference in Las Vegas, NV.

In recognition of their bravery in the hostage taking and escape attempt at CBCC in June 2011, three members of Teamsters 117

were invited to attend the event.

Sgt. Brad Hatt, CO Ernie Barker, and CI Supervisor Asst. Denny Goudie were all invited to attend the ceremony with Local 117 for performing their duty with honor, in exemplary fashion.

The ACO medal of honor was founded by correctional officers for correctional officers. For more information, visit www.cointel.net.

BARGAINING

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tion for DOC employees.

With interest arbitration rights, correctional workers would have legitimate recourse if the State refused to bargain in good faith.

But passing interest arbitration won't be easy. It will mean getting hundreds and hundreds of members involved and mobilizing them to take action.

Your Union bargaining committee and your Union are committed to fighting for that goal.

DOC TEAMSTERS VOTE TO RATIFY BY NEARLY 2-1

Because your bargaining committee had pushed the State for improvements to the end, the voting window was short.

Voting instructions were mailed to every member in the bargaining unit; we utilized DOC email to distribute the summary document and the complete redlined contract.

In the end, by an almost 2-1 margin, Teamsters at the Department of Corrections voted to approve a new collective bargaining agreement for the 2013-2015 biennium.

Some examples of the improvements in the 2013-2015 Agreement include:

Wages and Other Compensation:

- A new Step M added to the pay table for those employees who have been at Step L for six years.
- For employees in the "N2" range, a new Step U added to the pay table for

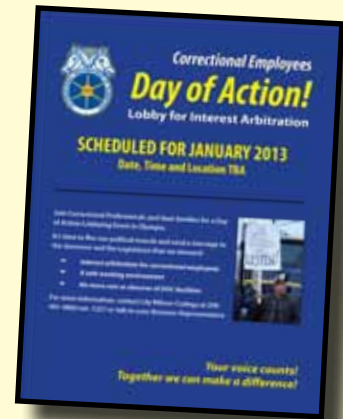
those employees who have been at Step T for six years.

- Unused TSR leave balances can be carried forward until February 28, 2014.

Working Conditions:

- Workplace behavior. New language that clearly states that all employees, including supervisors and managers, are to treat each other with dignity and respect.
- Notice of alleged misconduct. Employees are entitled to be informed of the alleged misconduct if they are the subject of a formal investigation.
- Leave restoration if prevail on a grievance. If a grievance is sustained at GRP or arbitration, the employee who grieved is entitled to have any leave they used to attend GRP and/or arbitration restored.
- No reasons needed for exemption from mandatory OT. Employees can use their three mandatory overtime exemptions for any reason. You simply need to give written notice to your supervisor that you are using an exemption.

A full summary of the contract changes, a redlined version of your new contract, as well as all other relevant contract documents can be accessed on your Union's website at www.teamsters117.org. If you have questions, please talk to your bargaining committee member or Business Representative.



DAY OF ACTION!

LOBBYING FOR INTEREST ARBITRATION

Join our State's Correctional Professionals and their families for a *Day of Action* in Olympia to lobby for interest arbitration.

It's time to flex our political muscle and send a message to the Governor and the Legislature that we demand:

- Interest arbitration for State Correctional Employees
- A safer working environment
- No more cuts and closures of DOC facilities

The event will take place in January 2013, some time near the start of the legislative session. Check your Union's website at www.teamsters117.org for the time and location. For more information, call Lily Wilson-Codega at 206-794-2606.