

SUMMER 2018

TEAMSTERS LOCAL 117

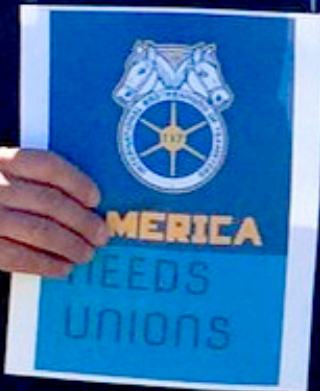


# THE GUARDIAN

News from the hardworking Teamsters of DOC



Staying strong  
with **OPEN SHOP**



# WE DECIDE

## HOW STRONG OUR UNION WILL BE

Janus ruling won't break our commitment to each other





A MESSAGE FROM

# MICHELLE WOODROW

PRESIDENT & DIRECTOR OF CORRECTIONS & LAW ENFORCEMENT



## With Janus, We Decide

AS TEAMSTERS, WE DECIDE HOW STRONG OUR UNION WILL BE

In June, the U.S. Supreme Court issued a ruling in a case, Janus v AFSCME, which threatens our ability as union members to stand together for strong contracts and strong communities.

As expected, the Court overturned a 40-year precedent that protected our freedom to have a united voice at work and ensured that all of us contribute our fair share for the improvements we win together.

Despite the Court's ruling, our union is resilient and remains strong.

We have been preparing for this outcome for over a year with our *Family. Strength. Community* program. By sticking together, we can continue to improve our wages and protect our rights at work. The Court may have ruled against us in the Janus

case, but as Teamsters we decide how strong our union will be. We will not let the Court or anyone else break our commitment to each other.

### WHO'S ATTACKING OUR UNION?

It's important to remember who is behind this attack on our freedom. For years, wealthy special interests like the so-called "Freedom" Foundation have been trying to destroy our union.

The "Freedom" Foundation lobbied against wage increases for state employees. They oppose our right to paid sick leave and our right to a secure retirement through defined benefit pension plans. We fought their attempts to obtain your personal information through public disclosure.

In the coming weeks, the "Freedom" Foundation may try to convince you

to abandon your union membership by saying you can "opt out". They may send mail to your home, contact you on the phone, or even knock on your door.

They'll say you have nothing to lose. ***The truth is you have everything to lose – your contract, your health benefits, and your rights at work.***

But if we stay united, we can continue to win improvements in our workplaces and for our families.

### FOUR THINGS YOU CAN DO TO STAY UNITED!

1. Sign a card committing to your co-workers at [www.FamilyStrengthCommunity.org](http://www.FamilyStrengthCommunity.org)/sign.
2. Share a post on Facebook or Twitter about why you support your union using the hashtag #UnionStrong.
3. Talk to your co-workers

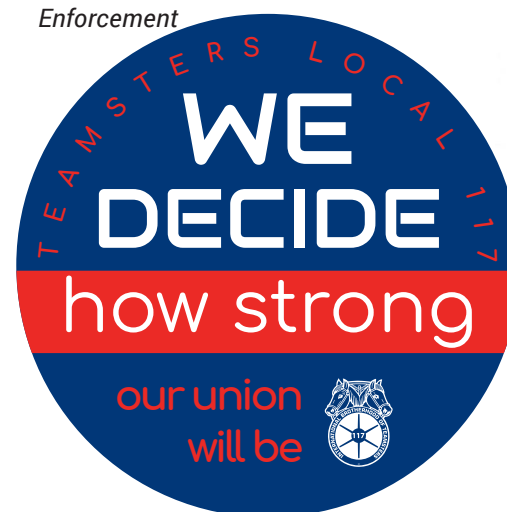
about the "Freedom" Foundation's anti-union agenda.

4. Visit [www.FamilyStrengthCommunity.org](http://www.FamilyStrengthCommunity.org) for more information

Thank you for keeping our communities safe and for your membership in Teamsters 117.

Respectfully,

**Michelle Woodrow**  
President and Director  
of Corrections & Law  
Enforcement



**W**e, the members of your DOC negotiations committee, are deeply concerned about recent efforts by the "Freedom" Foundation to divide our union. Over the past few weeks, the "Freedom" Foundation has sent at least two mailers to DOC Teamsters trying to convince us to abandon our union membership. These mailers couldn't come at a more critical time – just as we've started negotiations with the State over our 2019-2021 contract.

The "Freedom" Foundation is an anti-worker think tank that does not have our best interests at heart. They lobbied against pay increases for DOC Teamsters. They support privatizing public services and outsourcing public sector jobs. The "Freedom" Foundation says we have nothing to lose by giving up our union membership. The truth is we have everything to lose – our wages, our benefits, and our safety at work.

Our job on the negotiations team is to strive to improve

conditions for all union members at the DOC. We have worked hard to prepare for these negotiations and won't let the "Freedom" Foundation or the State stand in our way of improving our contract and showing a united front.

But to have the greatest chance at success, we need to show our commitment to each other not only at the negotiations table but also in the workplace. Our unity sends a powerful message to the State that we are serious about our proposals to improve wages, safety, and working conditions.

Talk to your co-workers and make sure they don't fall for the "Freedom" Foundation's misleading messaging. If you have not done so already, show the "Freedom" Foundation and the State that we are united by signing a commitment card at: [www.FamilyStrengthCommunity.org/sign](http://www.FamilyStrengthCommunity.org/sign).

When we stand united, we can achieve improvements in the workplace and for our families.

Dennis Abel, CO2 – AHCC

Brandi Blair, CS2 – MCC

Devon Burnett, CO2 – CCCC

Kim Cook, CO2 – WCC

Jason Dominguez, CO2 – MCC

James Duel, CO2 – WCC

Teresa Bennett, Pharmacy Tech  
– Maple Lane Pharmacy

Becky Haney-Nixon, CC3 – WSP

Kathe Jackson, RN2 – WSP

Lynn Kunkle, RN2 – MCC

Doug Lambe, MM4 – WCCW

Chris Malone, CO2 – WSP

Rick Mate, Sergeant – OCC

Alena McGowan-Folsom,  
AC Cook – MCCCW

Bryan McGarvie, CO2 – CBCC

Gregg Peterson, CO2 – SCCC

Piliponis Shawn, CC2 – LCC

Tony Tellez, CISA – WCC

Sally Thiessen, CIS2 – SCCC

Scott Williams, Sergeant – CRCC

Brandon Simek, Ferry Op  
Assistant, MICC





# A SEA OF RED



**“WE NEED TO STAY STRONG  
AND SUPPORT EACH OTHER.”**

- DEVON BURNETT - CO2/CCCC

## OUR TEAM PROTESTS STATE'S PROPOSALS

It was a sea of red at our negotiations meeting with the State on June 21. Members of our union's committee were decked out in red T-shirts, red caps, red sweatshirts and blouses. Our team had coordinated its dress to protest the State's proposal in an earlier session to restrict our access to vacation leave.

In early June, the State sought changes to the vacation leave article (Article 21) in our contract to allow DOC management to discipline members who make certain kinds of vacation requests by defining it as unscheduled leave.

Our team was united in rejecting the proposal. To show our unity and send a message to the State, the group elected to wear red for the following session. All

members participated in the action.

“The State is attempting to pass several proposals which will solve their work for them by putting it on our backs,” said Devon Burnett, a shop steward on the committee who is an officer at the Cedar Creek Corrections Center.

### STATE PROPOSES CHANGES TO VISITING

The restrictions to vacation leave was not the only proposal that irked our committee.

Later in June, the State made a stab at another idea that was unanimously opposed by our union team. The proposal would have designated Visiting as a Specialized Unit.

There are a couple of problems with that. Not only would it erode our bid

system and strip members of their right to work in those areas, it wouldn't address the problems they claim they're trying to solve.

The answer is not to diminish members' bid rights, rather provide more training and more visit staff. In short, management needs to do their job, but of course that would require spending more money, and DOC is always looking to do more with less.

Our committee also rejected a blatantly anti-union proposal by the State to modify Article 2 that would restrict new members access to their union.

The orientation time with new members is critical because it allows shop stewards and reps to convey the hard-fought victories we have achieved together through our union

membership, like interest arbitration in our contract, extending assault benefits, and the across-the-board wage increases of 20.3% over the last four years.

Look for negotiations updates at [Teamsters117.org](http://Teamsters117.org). If you have questions about the negotiations, please contact your bargaining committee member or your union representative.

### NEGOTIATIONS SCHEDULE

MAY 1-2  
MAY 23-24  
JUNE 5-6  
JUNE 20-21  
JULY 10-11  
JULY 17-18  
JULY 23-27 Mediation\*  
AUG. 6-17 Contract Vote  
AUG. 22-31 Interest Arbitration\*

\*If necessary





## TEAMSTER MEMBERS WINNING AT DOC

WHAT WE'VE ACHIEVED BY STANDING TOGETHER & KEEPING OUR UNION STRONG

- ✓ **ACHIEVED** interest arbitration rights for the 2015-2017 contract cycle and successfully negotiated these rights into our 2017-2019 contract. Interest arbitration gives us the power to present unresolved issues from negotiating to a neutral third-party arbitrator to make an unbiased ruling.
- ✓ **INCREASED** wages for all members across the board by at least 20.3% from 2015-2019, the highest wage rate increase of all general state employees. We achieved this by pushing our demands for wage increases through the interest arbitration process.
- ✓ **EXTENDED** assault benefits for corrections employees. Under the old law, DOC staff who were seriously assaulted at work would have their benefits cut off after one year. Now those benefits are extended as long as the assaulted employee is eligible for L&I benefits.
- ✓ **WON** retroactive step M advancements that DOC had wrongfully denied to over a hundred members.
- ✓ **WON** \$1.25 million in back pay awards with interest for members who had been improperly furloughed.
- ✓ **SECURED** a new law enabling trained corrections professionals to carry concealed weapons off-duty.
- ✓ **STRENGTHENED** our union by organizing six new DOC bargaining units and hundreds of new members in 2016 and 2017.



# MEET YOUR CONTRACT NEGOTIATIONS TEAM

**M**eet our outstanding team of shop stewards who are representing DOC Teamsters in negotiations over our 2019-2021 contract. Negotiations are being led by Michelle Woodrow, our union's President and Director of

Corrections & Law Enforcement, and John Searcy, Secretary-Treasurer of Teamsters 117. All DOC Union Representatives are also participating in negotiations. ***If you have questions, please be sure to touch base with a member of the team!***



**BECKY HANEYNIXON**  
Classification  
Counselor 3, WSP



**LYNN KUNKLE**  
Registered Nurse 2,  
MCC



**KIM COOK**  
CO2, WCCW



**KATHE JACKSON**  
Registered Nurse 2,  
WSP



**JASON DOMINGUEZ**  
CO2, MCC



**JAMES DUEL**  
CO2, WCC



**ALENA MCGOWAN-FOLSOM**  
AC Cook, MCCCW



**GREGG PETERSON**  
CO2, SCCC



**TONY TELLEZ**  
CI Supervisor  
Assistant, WCC



**TERESA BENNETT**  
Pharmacy Technician,  
Maple Lane Pharmacy



**SHAWN PILIPONIS**  
Classification  
Counselor, LCC



**SCOTT WILLIAMS**  
CO2, CRCC



**RICK MATE**  
Sergeant, OCC



**SALLY THIESSEN**  
CI Supervisor 2, SCCC



**DOUG LAMBE**  
Maint. Mechanic 4,  
WCCW



**DEVON BURNETT**  
CO2, CCCC



**DENNIS ABEL**  
CO2, AHCC



**CHRIS MALONE**  
CO2, WSP



**BRYAN MCGARVIE**  
CO2, CBCC



**BRANDON SIMEK**  
Ferry Op Assistant,  
McNeil Island CI



**BRANDI BLAIR**  
Corrections Specialist  
2, MCC

## UPCOMING EVENTS

**AUGUST 6-17** - DOC contract voting

**AUGUST 22** - Local 117 Car Show, Tukwila

**AUGUST 22-31** - Interest Arbitration Hearing (if necessary)

**THE GUARDIAN** 

**TEAMSTERS LOCAL 117**  
Secretary-Treasurer: John Searcy  
President: Michelle Woodrow

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## 2019 PHOTO CONTEST

**TEAMSTERS AT WORK & IN THE COMMUNITY**

12 winning photos will be selected to create a Teamsters 2019 calendar.

**DEADLINE 9/5/18**  
Visit [Teamsters117.org](http://Teamsters117.org)

