

FALL 2018

TEAMSTERS LOCAL 117



# THE GUARDIAN

News from the hardworking Teamsters of DOC

UNIONS  
ARE  
THE  
FOUNDATIONS  
OF  
FREEDOM

Come to **Lobby Day** on  
February 26-27

## IA AWARD

8% INCREASE ACROSS THE BOARD

Arbitrator doubles the State's final offer



A MESSAGE FROM

# MICHELLE WOODROW

PRESIDENT & DIRECTOR OF CORRECTIONS & LAW ENFORCEMENT



## With an eye on Olympia

JOIN US FOR OUR TEAMSTERS LOBBY DAY ON FEB. 26-27, 2019

It's been a tough road through the contract negotiations process, but now that we've reached the end, the results are exciting.

Thanks to the hard work of the twenty plus members and staff on our DOC negotiations team, we were able to secure improvements to our contract and critical wage increases through interest arbitration.

With a general increase of 8% across the board and additional increases for several classifications, the arbitrator's award goes a step further in recognizing the essential service DOC Teamsters provide in keeping our communities safe.

Now that the arbitrator's award is in hand, our focus turns to Olympia.

As you know, the award must be funded by the state legislature for the

increases to take effect. That's why it's so important for us to have an excellent showing at our **Teamsters Lobby Day** on February 26-27 next year.

Those of you who have made the trip in the past know: Our Lobby Day is educational, inspirational, and fun. We'll put you up in a hotel, provide training, and help organize your visits to the Capitol. We've also scheduled a legislative reception dinner for you the night before so you can mingle with legislators in a more relaxed setting.

During the 2019 legislative session, our focus will be on securing funding for our contract.

We will also be talking with legislators about the need to pass a law that codifies interest arbitration rights for correctional employees in statute.

Over the last six years, we have benefited enormously from our access to interest arbitration in our contract. But it's important to remember that those rights are not guaranteed long-term and are subject to contract negotiations every two years.

Memorializing interest arbitration in state law will secure our rights for the future and put us on equal footing with groups like the Washington State Patrol.

But passing a law in the current legislative environment won't be easy. Many groups connected to other agencies will have their own priorities and will be going after their own slice of the pie.

That's why we need to mobilize large numbers, be vocal, and engaged. Your attendance at Lobby Day is essential to our success. Throughout session, we will also be urging you

to call the legislative hotline and to email your legislators directly.

Your voice makes a tremendous impact. Most legislators have never set foot inside a prison and are oblivious to the challenges you face as you go about your duty protecting the public.

Thank you for keeping our communities safe and for your membership in Teamsters 117. I hope you will consider joining us in Olympia next year.

Respectfully,

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

DOC TEAMSTERS ARE **HOLDING POLITICIANS**

# ACCOUNTABLE

In early October, a group of member leaders and Teamster staff spent several days at the Washington State Penitentiary in Walla Walla to discuss with members the recent interest arbitration award and how to keep our union strong in the post-Janus environment.

One evening, the group took time out to interview Skyler Rude, who is seeking our union's endorsement. Skyler is running as a republican for a state house seat in the 16th Legislative District, which spans Walla Walla to Pasco and most of south Benton County.

Teamster Wesley Wilson, a corrections officer of 11 years at the Pen, was one of a handful of members who joined in the interview process and ultimately recommended an endorsement. We recently caught up with Wes to get his take on the candidate, the endorsement process, and politics in general.



Officer Wesley Wilson, WSP

**Why do you think it's important for our union to be involved in politics?**

We have to be involved with politics because the legislature decides whether to fund our contract. We've got to have that political pull on both sides of the aisle. Whether it be democrats or republicans, we need to get people to understand the work that we do because it's a dangerous job.

**What do you think our political priorities should be ahead of this next legislative session, especially for DOC Teamsters?**

We need to make sure we're reaching out to both political parties. A lot of people on the eastern side of the state fall on the more conservative side. So extending a hand across the aisle to get other republicans to see the value of what the union does for workers is a good deal.

**"I FELT LIKE I HAD A VOICE, THAT MY VOTE COUNTED."**

- WESLEY WILSON  
CORRECTIONAL OFFICER, WSP

**What impressed you about Skyler Rude? Why did you recommend endorsing him?**

He realizes the benefit and value of having worker rights and protections. I was very impressed by that. He is not going to say something that he doesn't believe in just to get votes. I appreciate that honesty. He seems willing to speak his mind, vote the way he thinks is right, not just along party lines.

**Was there anything that surprised you about the interview process or how our union endorses political candidates?**

The surprising part for me was that I could be part of the process and give my perspective as someone who's not a union representative. I didn't think I could be included and that obviously was not the case.

**What would you say to a member who might be interested in getting involved in our union's political program?**

Being a union member, a Teamster, you do have a say. You have a say in addressing politicians or issues with the contract. We would have much more power and leverage if more people got involved. That's what I took away from this - I felt like I had a voice, that my vote counted.

LOCAL 117  
**BLOOD  
DRIVE**

**GIVE THE GIFT OF LIFE!** Can't make it to the union hall on Nov. 17? Donate at your local blood bank between Nov. 8-22 and you'll be eligible for a \$25 gift card. Contact the Local 117 office for details.

NOVEMBER 17 | 8AM-2PM | TEAMSTERS UNION HALL | TUKWILA

*Just 1 pint of  
blood may save  
up to 3 lives!*



NEXT UP:

# GETTING THE AWARD FUNDED

DOC Teamsters negotiations team, 2018

THE **TEAMSTERS** DIFFERENCE *at DOC*



ACROSS-THE-BOARD WAGE INCREASES		
Contract Cycle	General Gov.	Teamsters 117
2015-2017	4.8%	9.8%
2017-2019	6%	10.5%
2019-2021	6%	8%
<b>Total over 6 yrs</b>	<b>16.8%</b>	<b>28.3%*</b>

\*Does not include Teamsters range increases for specific classifications.

## ARBITRATOR DOUBLES STATE'S OFFER

At the end of September, before the October 1 statutory deadline, Arbitrator Joseph Duffy issued his interest arbitration award outlining compensation for DOC Teamsters for the 2019-2021 biennium.

The award contains significant pay increases for all members of the bargaining unit.

According to the award, which can be viewed in its entirety on our union's website, all Teamster correctional employees will receive no less than an 8% general wage increase over the next two years.

The award calls for an increase of 4% effective July 1, 2019 and an additional 4% increase effective July 1, 2020 for all classifications.

Additionally, the arbitrator awarded a number of range increases that you can find at [Teamsters117.org](http://Teamsters117.org).

The increases contained in the award are in addition to the 3% raise you will receive on January 1, 2019 under the current contract. That raise has already been funded by the legislature.

With the arbitrator's award, we see once again the immense power of having interest arbitration in our contract. The arbitrator awarded double what the state's final offer was in contract negotiations.

Thanks to interest arbitration, we have seen our wages rise by 28.3% over the last three contract cycles, while general government employees have received an increase of

16.8%.

Assuming the Office of Financial Management deems the award financially feasible, it will be included in the governor's budget. At that point, the legislature must decide whether or not to fund our contract.

Getting our DOC contract funded will take members across the state talking to their representatives in Olympia about the challenges you face every day to keep the public safe. Your participation in next year's Teamsters Lobby Day will be crucial.

Our 2019 Lobby Day will take place on February 26-27 in Olympia. Accommodations at the RL Hotel will be available for members coming in from out of town. We will also

provide a short training before heading off to lobby visits at the Capitol.

Our main priorities will be getting our contract funded and passing statutory interest arbitration so that the contractual rights we have enjoyed over the last six years are secured in state law.

Thank you to our incredible union committee that worked so hard during contract negotiations. They deserve enormous praise for their fortitude, hard work, and professionalism.

*For a contract summary document that includes all changes as well as the step increases awarded by the arbitrator, please visit [Teamsters117.org](http://Teamsters117.org).*



# AIRWAY BBQ BRINGS PEOPLE TOGETHER

“THE ONLY WAY THAT WE CAN STAY STRONG IS TO STICK TOGETHER.”

- CHERYL MILLER  
CLASSIFICATION COUNSELOR

## SHOP STEWARD MILLER TAKES THE LEAD

Hot dogs sizzled on the grill as DOC Teamsters grabbed a bite to eat and discussed the upcoming contract vote and the need to stay strong given a recent Supreme Court ruling that threatens to weaken our union.

The BBQ was organized by Cheryl Miller, a shop steward at the Airway Heights Corrections Center in Spokane. Cheryl is a graduate of our newly-launched **Teamsters Leadership Academy** and drew inspiration to hold the event from the 9-month course.

“Putting on an event like this was strictly by a member for the members,”

she said. “The only way that we can stay strong is to stick together and stand our ground otherwise we’re going to end up working for a lot less wages than we’re getting now.”

The U.S. Supreme Court recently ruled in *Janus v AFSCME* to create an “open shop” environment in the public sector, allowing members to abandon their unions. The danger of open shop is that wages, benefits, and working conditions can erode over time. Cheryl wanted to spread the word that the antidote to open shop is member unity and engagement.

Over the course of the day, hundreds of members

stopped by to chat and grab a hot dog. Many expressed their appreciation and said they would make sure to vote on their contract.

An event of this scale cannot be put on without help. Cheryl recruited her husband, Mark, a retired Teamster food service manager and fellow member Rob Rinard to pass out materials and work the grill. Several Teamster staff were on hand, including DOC Coordinator Tawny Humbert, Director of Communications Paul Zilly, and Michelle Woodrow, our union’s President and Director of Corrections and Law Enforcement, who got people up to speed on negotiations and answered

questions. “What an excellent way to build union solidarity,” Woodrow said. “Thank you to Cheryl for organizing this event and to all of our DOC members who work so hard to keep our communities safe. They deserve a contract that recognizes their sacrifice and honors their commitment to public service and public safety.”

*We will be holding our next Teamsters Leadership Academy training for Local 117 members on the eastside of the mountains. If you are interested in participating, reach out to your Union Rep, or contact Director of Internal Organizing, Karen Estevenin, at 206-441-4860 x 1244.*



# MEMBERSHIP BENEFITS PLUS+



## *Congrats, Big Mac!*

John McDonald aka "Big Mac" will be riding off into the sunset after 38 years of serving the public and keeping our communities safe. Enjoy your retirement, Brother!

## *Teamster,*

We are proud to share with you a line of discounts  
exclusive to our members.

Through our **Membership Benefits Plus** program, we have negotiated with businesses to provide you:

up to 30% off movie tickets

up to 50% off theme parks

up to 60% off hotels

Additional discounts available:

**24 Hour Fitness**

**Wild Waves**

**Law Offices**

**Insurance & Real Estate**

You can also further your education at no cost and take advantage of our scholarships.

There's more, and it's all a click away for members who have signed a commitment card. Just go to:

**PLUS.TEAMSTERS117.ORG\***

\* Trouble logging in? Call our Local 117 office at 206-441-4860 for assistance. You must be an active member and have signed a commitment card to access discounts.

**THE GUARDIAN** 

**UPCOMING  
EVENTS**

**NOV 17** - Local 117 Blood Drive, Tukwila  
**NOV-DEC** - DOC Teamsters Holiday Meetings  
**DEC 19** - General Membership Meeting, Tukwila

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

14675 Interurban Ave. S.  
Tukwila, WA 98168  
1-888-872-3489

 [FB.COM/TEAMSTERSLOCAL117](https://www.facebook.com/TEAMSTERSLOCAL117)

 [TEAMSTERS LOCAL 117](https://www.youtube.com/TEAMSTERSLOCAL117)

 [TEAMSTERS117.ORG](https://www.teamsters117.org)

 [@TEAMSTERS117](https://twitter.com/TEAMSTERS117)