



THE GUARDIAN

NEWS FROM THE HARDWORKING TEAMSTERS OF DOC



**UNION BBQS AT DOC
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CONTRACT SIGNING

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**DOC TEAMSTERS CONTRACT IS SIGNED,
SEALED, AND DELIVERED**



A MESSAGE FROM

MICHELLE WOODROW

PRESIDENT & DIRECTOR OF CORRECTIONS & LAW ENFORCEMENT



Holding Politicians Accountable

As a part of our strategic planning process, we surveyed Local 117 members at the end of 2016 asking what priorities our union should focus on, beyond bargaining strong contracts.

One priority that came through loud and clear was the need to “hold politicians accountable.” Elected officials make decisions that affect our pay, our benefits, and our right to collectively bargain. We need to make sure that we’re holding their feet to the fire.

To work toward that goal and to ensure that our endorsement process is member-driven, we created a Statewide Political Advisory Committee. Our committee this year consisted of nine rank-and-file members from each of our divisions in the union (public sector, private sector,

and the DOC).

This committee is the decision-making body to determine whether a candidate for office receives our endorsement, or not.

If a candidate wants our support, here’s the process that person must go through:

1. The candidate must fill out a questionnaire, which was written by our committee. The questionnaire asks for a candidate’s positions on labor and community standards, and where the candidate stands on promoting fair pay and benefits for workers.
2. Once we receive the completed questionnaire, we schedule the candidate for an interview with our Statewide Political Advisory Committee. These half-hour interviews

are an opportunity for members to ask more specific questions about where the candidate stands on issues like wages, health care, and retirement security for working families.

3. Once the interviews are completed for a given race, we then make an advisory recommendation to our elected Executive Board, which has the final say on whether to endorse a candidate or not. We don’t typically endorse or contribute to a candidate unless they go through this process.

Once candidates are elected to office, we don’t stop there. We make sure that they are holding true to the policy positions and pledges made during the member interview process.

We are incredibly proud

of our Statewide Advisory Committee and the outstanding work they have done this year.

If you’d like to get involved with this committee, please reach out to our union’s Political Coordinator, Dustin Lambro, at dustin@teamsters117.org or 206-441-4860 x1262.

Thanks for reading, and please stay safe!

Respectfully,

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



Secretary-Treasurer John Searcy signs our DOC contract in a ceremony at the governor's office.

DOC CONTRACT A DONE DEAL!

On July 27, in a ceremony in Olympia, Governor Jay Inslee and our union's Secretary-Treasurer, John Searcy, signed our 2017-2019 DOC collective bargaining agreement.

In the agreement, our bargaining committee achieved general wage increases of at least 10.5% over the coming biennium for all DOC Teamsters, and we achieved interest arbitration rights in our contract for the first time in history.

Having interest arbitration means that if we are unable to reach agreement with the State during contract negotiations, we can move mandatory subjects of bargaining to a third-party arbitrator who will make an unbiased ruling based on objective information.

It means we have greater leverage at the bargaining table

and a chance to make additional meaningful improvements to our DOC contract in the future.

As a Local 117 member, you should take some time to familiarize yourself with your contract. It provides important information about your rights, protections, guaranteed wages, and working conditions at the DOC.

Thank you to the members on our outstanding bargaining committee who worked long hours to make this contract a reality. And congratulations to all of our members who stood together and spoke out for safety, family wages, and better working conditions.

Our new contract is available for you on our union's website at Teamsters117.org.





DOC members who work at AHCC gather outside the facility for one of our union BBQs.

BBQS BRING PEOPLE TOGETHER

Teamsters across the state gathered for our summer BBQs

Barbecues blazed across the state this summer as Teamsters at the Department of Corrections gathered for union cookouts at or near every prison facility in Washington.

"This brings people together," said Noelle Guenette, a member leader and officer at the Washington Corrections Center for Women in Gig Harbor.

Guenette showed up on the last day of her vacation to lend a hand at the WCCW event, as over 130 members passed through the facility's visitation area for hot dogs,

hamburgers, and some old-fashioned union solidarity.

"As a perimeter officer, I don't get to see my fellow Teamster co-workers very often," she said. "This is a great way for me to check in with everybody and reconnect."

The BBQs were also an occasion to celebrate the recent signing of our 2017-2019 collective bargaining agreement by the governor and our union's Secretary-Treasurer, John Searcy.

Among the highlights of the new contract is an across-the-board wage increase of at least 10.5% for all 6,000

members at the DOC over the coming biennium. Some classifications saw their pay raise significantly more as a result of negotiated premiums and other targeted adjustments.

For Guenette, the inclusion of interest arbitration in the agreement represents the most important accomplishment. "The fact that we have interest arbitration is more important than anything we've accomplished so far. It's a major milestone for DOC."

With interest arbitration, we have the ability to address mandatory subjects of

bargaining, such as wages, through a neutral, third-party arbitrator when we are unable to reach agreement with the state at the bargaining table.

Aside from the interest arbitration language and higher pay, there are many more improvements that our union bargaining committee achieved in the last round of contract negotiations.

Be sure to have a look at the new DOC contract on our union's website at Teamsters117.org. You will also find a redlined copy of the contract that highlights any changes to the agreement.





REJOINING THE RANKS

**CRCC Correctional Specialist Niles
glad to be back with the union.**

CORRECTIONAL SPECIALIST, DAVID NILES, OF THE COYOTE RIDGE CORRECTIONS CENTER IN CONNELL IS GRATEFUL TO JOIN THE RANKS OF TEAMSTERS 117 ONCE AGAIN.

In his previous position at the facility, Niles was a member of the union, but he promoted out of the bargaining unit. Now, his correctional specialist group, along with 10 other DOC groups have voted to join forces with Teamsters Local 117, with two more awaiting PERC certification.

That makes 11 new groups at the DOC over the last two years. These groups contain hundreds of new members who are standing together in their union to improve their wages and working conditions and to gain the benefits and protections of a Teamsters contract. Let's be sure to welcome them to Teamsters Local 117!

DOC bargaining units that have joined our union since 2015:

DENTISTS
REGISTERED NURSE 3
ADMINISTRATIVE ASSISTANT 3
MARINE DEPARTMENT
RECREATION & ATHLETICS SPECIALIST 4
OCCUPATIONAL NURSE CONSULTANTS
ADMINISTRATIVE ASSISTANT 3 (CBCC)
CORRECTION SPECIALIST 1
CORRECTION SPECIALIST 2 (SUPERVISORY)
CORRECTION SPECIALIST 2 (NON-SUPERVISORY)
CORRECTION SPECIALIST 3

"I AM NOW A PROUD UNION MEMBER OF TEAMSTERS LOCAL 117 AND A PROUD STATE EMPLOYEE WITH THE DEPARTMENT OF CORRECTIONS." - David Niles

ON BECOMING TEAMSTERS

By David Niles, CS3 at CRCC

Becoming a Teamster has been my goal since I was promoted to a non-represented position in 2014. Prior to my promotion, I was an active member of Teamsters 117 and a Shop Steward. A question that I asked myself, then my supervisor and the Union: Why is my current position non-represented?

The answer that I received was that at the time of the Correctional Specialist position allocation, the first Correctional Specialist 3's did not want representation and that the work being conducted traditionally was being conducted by non-represented classified positions. I then became busy learning my new job and the request fell by the wayside, but was not forgotten.

Don't get me wrong, I thought that the lack of representation leaves an employee vulnerable and in the hands of policies that are constantly open to interpretation and revision. I also

knew that those who are represented by a union are paid on average 5-10% more than non-represented employees and the current pays scales supports those numbers.

Fast forward three years, an opportunity arose to see if my peers have thought about or reconsidered joining the union again. The majority said yes and now it is history, I am now a proud union member of Teamsters 117 and a proud state employee with the Department of Corrections. I have a strongly worded contract that supports me and ensures fair and equitable treatment and I have fair compensation for the work that is performed.

I look forward to being active in my Local and hopefully representing my fellow Teamsters as a Shop Steward once again

Welcome



Frederick Rodgers

Matthew House

NEW DOC REPS!

Frederick Rodgers and Matthew House have joined the DOC team

We are excited to welcome two new Union Representatives for members at the Department of Corrections - Frederick Rodgers and Matthew House.

Matthew has served as a Union Representative and Public Sector Coordinator at Teamsters Local 117 for 10 years, working with members in the private and public sectors, as well as law enforcement. He is one of our most experienced negotiators, having bargained numerous public, private, and law enforcement contracts over the course of his tenure with the Teamsters.

Fred has an extensive background in law enforcement, security, and corrections. He served for 10 years in the Dallas Police Department, managed his own security consulting firm, and worked for 14

years in many capacities at the Monroe Correctional Complex.

In his spare time, Fred enjoys lifting weights and playing racquetball. He also follows the success of his 15-year-old son who plays football at Kentwood High School.

As a father of five, Matt is busy coordinating family activities, including many trips to his kids' soccer and wrestling matches.

Matt will be working to represent members at three facilities - LCC, CCCC, and SCCC. He says his goal is to "unite members through raising awareness to their power."

Fred is assigned to the Monroe Correctional Complex. He is looking forward to working with his old colleagues in a new role.

Let's welcome Fred and Matt to the DOC Teamsters family!

UPCOMING TEAMSTER EVENTS

NOV-DEC 2017 - DOC holiday membership meetings

NOVEMBER 18, 2017 - Local 117 Bood Drive

DECEMBER 21, 2017 - General membership meeting

HOW HAS BEING A TEAMSTER AFFORDED YOU MORE

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Tell your story. Enter a competition to win \$1000. Go to www.FamilyStrengthCommunity.org/story_challenge

DEADLINE TO SUBMIT IS NOVEMBER 1



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

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