A WIN FOR DOC FAMILIES
WAGE INCREASE OF AT LEAST 10.5%
P. 3

MORE DOC STAFF JOINING TEAMSTERS
P. 2
BY STANDING TOGETHER IN OUR UNION, WE’VE ACCOMPLISHED SOME MAJOR SUCCESSES.

We achieved a 20.3% general wage increase over four years and negotiated interest arbitration rights into our 2017-2019 contract. Success did not come overnight. It took members speaking out in Olympia, testifying at hearings, and assembling a first-rate negotiating team. It also took careful, strategic planning to work toward long-term goals.

Over the last few months, we’ve been working to develop a strategic plan for 2017-2019. Thousands of DOC members participated in the process through our member surveys and planning meetings. Together, we’ve identified new strategic priorities that will guide us into the future.

One such priority is to fortify our union against attacks on workers. To achieve that goal, we will launch an initiative called Family.

Strength. Community. This program involves members talking with members about how we can build a stronger union in the workplace. We’ll also be talking about the threats facing our union and how we can prepare for them.

Next year, the Supreme Court will likely rule on a case (Janus v AFSCME) that will allow current members at the DOC to abandon their union membership, but continue to receive all of the benefits of union representation without having to pay for it. This would create a de facto right-to-work scenario, not just for DOC Teamsters, but for all public sector unions. Our union would lose resources and the membership would suffer.

The best way to protect ourselves against an anti-union ruling is to stand together and re-commit to our co-workers and our union. That’s how we achieved interest arbitration. And it’s how we achieved better wages and a stronger contract at the DOC.

To learn more about our Family. Strength. Community. initiative please visit www.FamilyStrength-Community.org.

Thank you for your service. Please stay safe.

Respectfully,
Michelle Woodrow,
President and Director of Corrections and Law Enforcement
A
NOTHER GROUP AT THE STATE’S DEPARTMENT OF CORRECTIONS HAS JOINED TEAMSTERS 117.

Seventy-one Correctional Specialist 2s were certified as Teamsters in March by the Public Employment Relations Commission (PERC).

That makes five DOC groups that have joined our union or are awaiting PERC certification since December. “Gaining representation brings a lot of value,” said Chad Young, a CS2 who helped with the organizing drive. “Now we have the backing of a whole organization rather than just being a lone voice.”

Chad and his coworkers were motivated by a growing pay disparity between his CS2 group and members of the Teamsters bargaining unit. Represented DOC staff performing similar work were receiving $300 more a month.

The only difference was that he was responsible for training staff while they were training offenders.”I felt like the state was putting less money toward training staff than training offenders,” he said.

At first some of his coworkers were hesitant about joining the union, but when he showed them the pay gap, they got on board.

Once the group got certified, they established their priorities for bargaining which is still, ongoing.

“I want to welcome these new members to our union,” said John Scearcy, Local 117 Secretary-Treasurer. “We look forward to ensuring that their rights are protected and that they receive the outstanding representation they deserve.”
We did it by standing together. We stood alongside our families, our DOC co-workers, and members across our union and spoke out for the dangerous, vital services we provide that protect all of us.

We wrote emails, made phone calls, and met with legislators. We testified at hearings, held press conferences, and gathered in the hundreds on the steps of the state capitol. Our message was simple: Invest in the corrections employees who put their lives on the line to keep our communities safe.

In the end, the legislature - both the House and the Senate – heard our appeal, and negotiated a budget that funds our contract. The governor signed the budget into law, averting a government shutdown and the temporary layoffs that would have adversely impacted all of us.

Since our contract campaign started last year, so many of us have played a critical role in its success. Our incredible bargaining committee worked long hours to achieve meaningful improvements to our contract, the most significant of which is the inclusion of interest arbitration.

Hundreds of members and their families attended our DOC Lobby Day in February. Our face-to-face discussions with legislators in Olympia laid the groundwork for getting our contract funded. Many of us took the time to contact our legislators by phone or email as we made the final push to stop a shutdown of state government and avoid temporary layoffs.

There is still more work to be done. The final budget does not fund an external audit of staffing levels at the Department. We will be working to include this in the supplemental budget next January as it continues to be one of our priorities moving forward. But if we stand together as we have done in the last several months, we can continue to strengthen our contract, improve our working conditions, and our lives.

Wage increases for DOC Teamsters

The 2017-2019 operating budget fully funds our interest arbitration award. This means that all of the terms and conditions of our new collective bargaining agreement are now in place. It also means that all Teamsters at the DOC will receive general wage increases of at least 10.5% over the coming biennium. Our 10.5% wage increase compares to the 6% increase of general government employees.

You will receive a 4.5% wage increase effective July 1, 2017; a 3% increase effective July 1, 2018; and a 3% increase effective January 1, 2019. Several classifications will also receive additional range increases.

For more information, visit Teamsters117.org.
Between the Cascade Mountains to the west and the spectacular Palouse Falls to the east lies a small town of Kahlotus. With a population of only around 200, the Mayor of Kahlotus is Dave Wooten. He is a long time Teamster, an officer at the nearby Coyote Ridge correctional facility.

When asked what stirred him to get involved in the local political scene back in March of 2016, he simply says that he wanted to help the community and make Kahlotus a better place.

Those are not hollow words – Dave has been around the town providing meals on wheels and working at a local food bank for several years. On top of that, he is a community firefighter. (When was the last time a mayor rushed to save you from a burning house?)

A small town comes with its own big problems, but the budget is limited. Dave has only two employees to assist him with improving the city.

“We just got a grant to replace the water system to be able to turn the water on and off without having to turn half the city off,” he says.

Next on the list is getting grants to improve city hall, the library and a sheriff substation.

Once a year a parade streams through the middle of town. This year Dave along with a friend has built a float for his daughter to participate in it. Dave’s voice rings with pride. “My daughter is a member of Kahlotus royalty and her float won first place in the annual parade.”

Wooten is not the only Teamster Kahlotus official. His co-worker at Coyote Ridge also serves on the city council. Dave thinks that everyone should get involved in their community. Working together we are stronger.
MARIE DUARTE
EMIGRATED FROM THE DOMINICAN REPUBLIC TO THE UNITED STATES WHEN SHE WAS 14.

After earning her undergraduate degree in English and American literature, Marie chose to study law at Northeastern University.

Her interest in labor law blossomed during her first year of law school. So, to make that shift, Marie interned for another union at its Washington, DC headquarters.

“"It was a natural fit," Marie notes. "The work aligned with my values and vision of how the world should work. I believe that every worker in this country should be able to attain social and economic mobility."

She helped draft legislation that allowed public sector employees to engage in collective bargaining with the city of San Juan. In her third year of law school, Marie was named a Peggy Browning Fellow and has worked on whistleblower protections, non-compete agreements, the False Claims Act and product liability issues.

After graduating in 2014, Marie went to work for a Seattle-based labor-side firm, where she represented clients in state and federal court, arbitrations and administrative proceedings.

While in Seattle, she successfully recovered $8.08 million dollars on behalf of workers in Washington and California engaged in a strike, after their employer denied them the compensation to which they were entitled.

After leaving the Northwest to work for a labor law firm in New York, she returned to Seattle for a position at Teamsters Local 117.

Marie has assisted in representational elections across the DOC and in safeguarding members’ personal information when subject to WA Public Records Act requests. She is currently mediating to increase safety measures in the facilities. "Workers sometimes don’t realize they are the common thread holding our country together. There is nothing more inspiring than seeing workers come together to bring about significant social change.”

ONE THING IS CLEAR: I STAND WITH WORKERS.

OUR NEW ASSOCIATE GENERAL COUNSEL

WORKERS SOMETIMES DON’T REALIZE THEY ARE THE COMMON THREAD HOLDING OUR COUNTRY TOGETHER.

"Workers sometimes don’t realize they are the common thread holding our country together. There is nothing more inspiring than seeing workers come together to bring about significant social change.”

ONE THING IS CLEAR: I STAND WITH WORKERS.
WITH A GOVERNMENT SHUTDOWN LOOMING, TEAMSTER JESSICA POSTON, A COUNSELOR AT THE WASHINGTON CORRECTIONS CENTER FOR WOMEN, JOINED SEVERAL OTHER STATE EMPLOYEES WHO SPOKE AT A RALLY OF THE WESTERN STATE HOSPITAL IN LAKEWOOD.

The speakers were part of a coalition that called on the legislature to pass a budget that fully funds public safety and other important programs local communities depend on as opposed to protecting tax breaks for large corporations and the wealthy. Here is an excerpt of what she said.

"Good afternoon. My name is Jessica Poston. I am a classification counselor at the Washington Corrections Center for Women and a proud member of Teamsters Local 117. I'm a single mother of 2 beautiful girls ages 10 and 19.

I love my job and know how essential it is to keeping our communities safe. But when resources are thin or we are short staffed, my life and the lives of my co-workers is put in jeopardy. And that's exactly what will happen if the legislature does not pass a responsible, humane budget immediately.

If our government shuts down, thousands of hardworking men and women at the Department of Corrections may be laid off. In my unit alone we have 3 Officers watching over 262 offenders. These are women with violent crimes, crimes against children and women serving life without sentences. If the legislature does not pass a responsible, humane budget immediately, we are left behind with 1000+ offenders, worries me most.

In a government shutdown, we go into what's called "modified lockdown" at the DOC. Staffing levels are cut. Programming comes a halt. Time in the yard is limited. And inmates are locked up for most of the day in their cells. Under those conditions, inmates tend to get bored, restless, frustrated, and angry. It often leads to violence directed at each other or at staff.

Over the last year, I have worked to save money to take my girls on our first family vacation. My oldest is concerned about not being able to go every time she hears someone ask me about the layoffs. It's tough enough raising two girls with good strong ethics and morals and to go to work every day and work with people no one wants to be around.

Stop messing around. Pass a budget now that invests in state workers, who serve and protect all of us. Investing in corrections employees will provide an economic boost to communities across our state. Thank you."
Kimberly Cook
A CORRECTIONAL OFFICER AT WASHINGTON CORRECTION CENTER FOR WOMEN ON LOOMING GOVERNMENT SHUTDOWN AND ITS REPERCUSSIONS FOR DOC WORKERS.

“I WORRY EVERY DAY THAT IT IS NOT GOING TO BE SAFE FOR MY COWORKERS AND MYSELF. MY CHILDREN HAVE TO WORRY WHETHER I AM GOING TO COME HOME EVERY NIGHT.”

WHAT MAKES YOU PROUD TO BE A TEAMSTER?

For details go to www.teamsters117.org
TELL US AND ENTER A COMPETITION TO WIN PRIZES!

DOC SUMMER BBQs 2017

<table>
<thead>
<tr>
<th>Location</th>
<th>Date</th>
<th>Location</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>CRCC</td>
<td>July 31</td>
<td>CCCC</td>
<td>August 7</td>
</tr>
<tr>
<td>DOC Headquarters</td>
<td>July 24</td>
<td>WCCW</td>
<td>August 8</td>
</tr>
<tr>
<td>SWRBO</td>
<td>July 25</td>
<td>WCC</td>
<td>August 11</td>
</tr>
<tr>
<td>Central Pharmacy</td>
<td>July 26</td>
<td>MCCCCW</td>
<td>August 14</td>
</tr>
<tr>
<td>MICC</td>
<td>July 27</td>
<td>CBCC</td>
<td>August 17</td>
</tr>
<tr>
<td>CIHQ</td>
<td>July 28</td>
<td>OCC</td>
<td>August 18</td>
</tr>
<tr>
<td>WSP</td>
<td>August 2</td>
<td>MCC</td>
<td>August 25</td>
</tr>
<tr>
<td>AHCC</td>
<td>August 4</td>
<td>LCC</td>
<td>August 28</td>
</tr>
<tr>
<td></td>
<td></td>
<td>SCCC</td>
<td>August 30</td>
</tr>
</tbody>
</table>

TEAMSTERS LOCAL 117
Secretary-Treasurer: John Scearcy
President: Michelle Woodrow
14675 Interurban Ave. S.
Tukwila, WA 98168
1-888-872-3489