



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 • 1-888-872-3489 • www.teamsters117.org

RESPECT

FOR DOC TEAMSTERS

Interest arbitration creates a level playing field in bargaining

Over the past three years, Local 117 members have engaged in an incredible fight for dignity and respect.

It started in December 2010 when over 300 DOC Teamsters rallied on the capitol steps in Olympia. It spanned three legislative sessions, with dozens of Local 117 members testifying in hearings, and hundreds more lobbying, emailing, and calling their representatives.

It took a second **Day of Action** in January and many more long hours in Olympia before we could declare victory.

This March, your fight culminated in a new MOU, signed by Secretary-Treasurer Tracey A. Thompson, that will bring interest arbitration rights to all Teamsters at the DOC for the term of your 2013-2015 collective bargaining agreement.

With interest arbitration, Local 117 mem-

bers have new leverage in bargaining. The State can no longer refuse to negotiate over wages, hours, and working conditions, or engage in the deceptive practice of "pattern bargaining" and "take-it-or-leave-it" tactics.

If the DOC and the Union cannot reach agreement on mandatory subjects of bargaining, your Union will now have the right to bring its proposals to a neutral arbitrator.

Secretary-Treasurer Thompson, President John Searcy, and Director of Corrections & Law Enforcement Michelle Woodrow will be traveling the State to meet with DOC members throughout the summer to discuss your newly-won interest arbitration rights and to answer your questions.

Thank you for the incredible work you do each day in protecting our communities and congratulations again to all WA State correctional employees in achieving this important victory! ●

STATEWIDE UNIFORM COMMITTEE MEETS

Answers demanded at June 10 meeting



Local 117's Statewide Uniform Committee

The implementation of HB 2346, the DOC uniform bill, has been rocky to say the least, and the Department has admittedly handled the rollout poorly.

DOC announced two tentative distribution dates that have not been met, they bungled inventory issues, and they did not order all uniform items to the specs agreed to in bargaining. The vendor has also made mistakes that have caused the process to drag out longer than expected.

The statewide committee on uniforms met on June 10 at the Teamsters Building in Tukwila in an effort to iron out these issues and a handful of others.

On the Union side, the committee consists of 12 rank-and-file members, one from every institution. Nine members were present at the June 10 meeting. The committee is chaired by Local 117 Business Representative Mark Manning. DOC Coordinator Sarena Davis was also in attendance.

At the meeting, the DOC agreed to issue a statement explaining its missteps with regard to the rollout schedule. The De-

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Your Quarterly Membership Meetings

Local 117 has scheduled quarterly membership meetings for all Teamsters at the DOC. Secretary-Treasurer Thompson, President John Searcy, and Director of Corrections & Law Enforcement Michelle Woodrow will be at the meetings to answer your questions and to discuss your newly-won interest arbitration rights. **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
WCC	July 17
CRCC	July 22
WSP	July 23
AHCC	July 25
LCC	July 29
MCC	Aug. 1
CCCC	Aug. 6
SCCC	Aug. 15
OCC	Aug. 19
CBCC	Aug. 20
MCCCW	Sept. 3
WCCW	Sept. 5

A message from your Director of Corrections



Michelle Woodrow

THE BARGAINING THAT NEVER ENDS

DOC Teamsters:

Contract negotiations for the 2013-2015 biennium may have concluded last September, but when you're dealing with the DOC, the bargaining never ends.

Any time the Department unilaterally implements or even contemplates making changes to your wages, hours or working conditions, the Union has a right to bargain over those changes. So when your rights are violated, we step in.

FILING A DEMAND TO BARGAIN

To initiate bargaining, we follow a standard procedure as outlined in the contract. Once we learn of a unilateral change or of the Department's intent to make changes, your Union has 21 days to file a demand to bargain. The Department must respond to our request by scheduling a time to meet, also within 21 days.

Sometimes the Department notifies us of its intent to make changes, but more often than not we hear it directly from the membership. With our contractual timelines, it's important to be vigilant and contact your Business Representative as soon as DOC management makes any change that may impact your working conditions.

The following represents a partial list of demands to bargain filed by your Union this year. All issues below have led to extensive bargaining with the Department:

- **CI Changes at AHCC, WCC, and SCCC (different issues at each facility)**
- **Roster Management Policy - Statewide**
- **Regionalized Pharmacy Proposal - Statewide**
- **Change to Construction Maintenance Project Supervisor duties at CRCC**
- **PREA Standards Policy Changes - Statewide**
- **Changes to the Mental Health Unit at WSP**
- **Health Services Chronic Care Management Program - Statewide**
- **Use of AL/SL/TR at MCC**

Again, if you are uncertain if an issue at your facility warrants a demand to bargain, contact your Business Representative. It's likely that if it is an issue for you, members elsewhere in the State may be affected as well.

Thank you for your service and stay safe,

Michelle Woodrow
Director of Corrections & Law Enforcement

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partment also agreed to improve communication with the Union chairperson over ongoing issues and to include the rank-and-file uniform committee members in meetings at the facilities with the Superintendents whenever rollout is discussed.

While the current rollout dates are no longer valid according to the Department, the order of institution in the rollout schedule will remain the same, and DOC intends to complete rollout at a given location before moving on to another facility.

The committee reviewed the budget, and the DOC committed to provide the Union with an updated list of expenditures by June 21.

For ongoing updates on uniforms, check in at your Union's website at www.teamsters117.org.



New revamped site to launch this summer

Starting this summer, your Union's website will have an exciting, new look.

Local 117 is partnering with C-Street Campaigns to develop a new website and online presence that aims at engaging and mobilizing members to take action in support of working family issues, and to serve as a hub of information and resources for members of Teamsters Local 117.

The new site will feature a contemporary design, clear navigation, and it will integrate with new media tools so that members can stay engaged, connect with fellow members, and take political and legislative action.

Teamsters at the DOC will have a dedicated page to access information about their benefits, worker rights, scholarships, community sponsorships, and steward resources, along with their collective bargaining agreement.

The new website will enable members to easily join one of Local 117's caucuses, a political action committee, or a community action group. The aim is for members to get more involved and take greater ownership of their Union.

For more information about Local 117's new website redesign, visit www.teamsters117.org.

DOC TO HONOR 1951 LINE OF DUTY DEATH

Shop Steward Hallgren appeals to Union for assistance

The DOC recently discovered that a staff member who was murdered during an escape attempt at MCC in 1951 has never been properly honored for giving the ultimate sacrifice.

Benjamin Bert Marshall was a power plant operator who was murdered by two inmates in an attempted escape from WSR on April 26, 1951.

The Walk of Remembrance

Conservatorship Foundation (WOR) is the entity that raises funds to pay for the memorial plaques to honor staff that have lost their lives in service to the public.

MCC Shop Steward, C/O2 Chris Hallgren, reached out to your Local Union with a request that the Union provide a contribution to help pay for a plaque to honor Mr. Marshall. Your Local Union Executive Board approved a \$500.00

donation to the WOR that will go towards a formal honoring of Mr. Marshall in the future.

Many thanks to Chris Hallgren for bringing this matter to the attention of his Union! That contact led to the Executive Board action to provide some monetary assistance to the WOR in order to properly recognize Mr. Marshall's sacrifice.

Go to your Local Union's website at www.teamsters117.org for more information on the 1951 incident.

Our heroes will not be forgotten!

Local 117 Members Speak Out

What does achieving interest arbitration rights mean to you and your family?



Ronny Matsen, SCCC

"Interest arbitration stops the State from engaging in pattern bargaining. It gives us the leverage we need to force the State to bargain fairly."



Andrea Van Dusen, MCCCW

"It opens up a whole new world to us - better money, better recognition, and they'll have to treat us with respect."



Shawn Piliponis, LCC

"This is a huge victory. This tool forces them to come to the table and be reasonable, or else we can take the issue out of their hands altogether."



Greg Belamy, CBCC

"This is history in the making for labor. We've got some leverage now, and it provides hope."



Eric Smith, WCC

"It took us lobbying and fighting hard to get this. I took it right to the Governor and said, 'We need interest arbitration.' And he listened."



Ashley Coxen, CRCC

"Getting interest arbitration has given me a peace of mind that someone is out there fighting for what I feel I, along with many others, deserve."



Carl Beatty, MCC

"This is the single most important item that can positively affect our future. It is the key that unlocks all the doors."



Pam Olekas, OCC

"We are so excited to finally have some bite for our next contract negotiations. I really feel like it was Tracey's tenacity that made this happen. She never quit."



Noelle Guenette, WCCW

"It's wonderful. It's something that we need. Now we have to work together to make it law."



Connie Kanehailua, AHCC

"I am so proud of Teamsters 117 for all the work done to gain Interest arbitration. I have worked for the DOC for over 24 years and finally we have gained an equal seat at the table for negotiating our needs."



Tom Lowry, CCCC

"As prior law enforcement, I have an idea of what this means to us as members. It is a stepping stone for how we can be recognized as a true law enforcement agency."



Teresa Bennett, WSP

"I think it's awesome. It gives us hope. Now there is hope when we are negotiating on so many levels. They can't just stalemate us anymore."

TWO MONROE SERGEANTS ARE OFF AND RUNNING

Michael Boe and Brad Waddell are candidates in local races in Snohomish County



Sgt. Michael Boe (l) and Sgt. Brad Waddell (r)

Local 117 is committed to supporting union members who are interested in running for political office, and in Snohomish County, two Shift Sergeants at MCC are stepping up to the plate.

Sgt. Brad Waddell is a candidate for **Monroe City Council (Position 1)**, and Sgt. Michael Boe is vying for a seat on the **Lake Stevens City Council (Position 7)**.

Waddell is a retired Master Sergeant in the U.S. Army and 20-year DOC employee. He spoke at the Local 117

Day of Action event in January, and he has lobbied in Olympia on interest arbitration and other key safety bills. Waddell organized and moderated the **Snohomish County Candidate Forum** in 2012, and led an informational picket of between 350-400 DOC employees after Jayme Biendl's murder in 2011.

Boe is a 17-year DOC veteran and a U.S. Air Force Retired Master Sergeant, who served actively for 25 years. He spoke at the "We Are Wisconsin" labor rally in 2010, and is a familiar face in Olympia, where he has lobbied on interest arbitration, the DOC Uniform bill, and the Nurses Mandatory Overtime bill. He has spoken out in the media numerous times advocating for safety improvements for staff at the DOC.

Waddell and Boe discussed their campaigns over lunch at Monroe's iconic **Buzz Inn**. Boe's 13-year-old daughter Mattie was also at the table, stealing her dad's shrimp and whispering sage words of advice.

1. Tells us a little bit about your involvement with Teamsters.

Waddell: "I enjoy being part of the Teamsters. With all the help and support they give us, we can run for local office and also participate in our Union to build stronger and better contracts and working conditions for DOC employees."

Boe: "The Teamsters have been strong in supporting us. We're getting financial contributions and advice. If you want to have your voice heard, you have to participate. You can't just sit back and complain. I'm a strong believer in loyalty. We have to take care of each other."

2. Why did you decide to run for political office?

Waddell: "I strongly believe that we need a great community that supports small business and union jobs that have a livable wage with medical benefits. Public safety is very important to me and a balanced budget. I really support our fire and police and hospital facilities critical for our citizens and that meet the highest state of readiness."

Boe: "What better way to be involved in our community than to be a representative to hear what people's concerns are. Like Brad, I believe we have to support our local police and fire. They provide critical services. Without them it would be chaos."

3. Who should people contact if they want to volunteer or contribute to your campaign?

Waddell: "Anyone interested in helping with our campaign for work, or financially, would be very welcome and we would appreciate it. They can call me at 425-387-9931."

Boe: "We could use that support. Volunteers can call me at 425-377-2207." ●

LOCAL 117 WELCOMES NEW POLITICAL ACTION COORDINATOR

Dustin Lambro brings statewide political experience and connections to the table



Dustin Lambro

Teamsters Local 117 is pleased to welcome Dustin Lambro as your Union's new Political Action Coordinator.

A lifelong Washingtonian who has lived and worked in every corner of our state, Dustin brings with him years of electoral politics and Union experience.

Dustin has made countless trips to Olympia to lobby on behalf of working families, and he has trained union members on how to lobby their legislators.

In 2012, he served as the Political & Outreach Director for the campaign to approve Referendum 74, which secured marriage equality for residents of Washington State. Prior to serving in that role, he led the WA State Obama campaign, and worked for SEIU 775, where he negotiated contracts for home care workers in Tacoma.

Dustin tells us: "I started my career as a Union Representative working in Eastern Washington, where I helped members with grievances and negotiated contracts, but the work I loved most was helping our members become engaged in the political process. I am excited to be back doing just that and working for a dynamic Union like Teamsters 117."

If you're interested in being involved in the political program at Local 117, please feel free to reach Dustin at 206-441-4860 x1262 or by email at dustin.lambro@teamsters117.org. ●

For more Teamsters news, visit the Local 117 website at www.teamsters117.org. Connect with Local 117 members on Facebook or follow your Union on Twitter at [@teamsters117](https://twitter.com/teamsters117).