

TEAMSTERS LOCAL 117



SUMMER 2019

# THE GUARDIAN

News from the hardworking Teamsters of DOC



*10-year effort ends in victory!*

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**HISTORIC WIN FOR DOC**

**INTEREST ARBITRATION SIGNED INTO LAW**



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A MESSAGE FROM

# MICHELLE WOODROW

TEAMSTERS 117 PRESIDENT & EXECUTIVE DIRECTOR



## Members winning together

OUR VICTORIES SHOW THE POWER OF STANDING TOGETHER

As Teamsters, when we come together and get involved in our union, we can accomplish great things.

We've seen that recently at the DOC with a string of victories and examples of union solidarity.

Our recent interest arbitration win in Olympia, for example, will immeasurably expand our rights in the workplace. It's a goal we've pursued for nearly a decade poised to become a reality.

Getting a DOC interest arbitration bill across the finish line wasn't easy. For years we rallied on the steps of the State Capitol, flooded our legislators' offices with phone calls and emails, and met with lawmakers face to face on Teamster Lobby Days.

In the end, the hard work, dedication, and perseverance of members across our union paid off.

### A LEVEL PLAYING FIELD

With this new law, we will now stand on equal footing

with the State during contract negotiations.

If the State's proposals are unreasonable as they have been so many times in the past, we will no longer be forced to accept them without recourse.

Interest arbitration gives us a powerful tool to take mandatory subjects of bargaining to a neutral arbitrator if we reach impasse with the State.

With these rights, first through an MOU signed by the Governor then in our contract, we have increased wages at the DOC by a minimum of 28.3% over the last three contract cycles.

### FULL FUNDING FOR OUR DOC CONTRACT

Our collective power as a union led to other important victories this year in Olympia as well.

We passed a bill to restore the right of trained DOC staff to carry a concealed weapon so long as they have received the Department's background check in the last five years.

We also secured full funding of our DOC contract. This ensures that all Teamster correctional employees will receive no less than an 8% general wage increase over the next two years.

This year's legislative session yielded impressive results for Teamster nurses as well. Working with our labor partners, we passed a bill that allows nurses to take uninterrupted meal and rest breaks.

The victories this legislative session come in the wake of a number of other recent wins:

- securing funding for a staffing model audit at the DOC;
- extending assault benefits for DOC Teamsters;
- passing legislation that restricts mandatory overtime for nurses.

### WINNING BY STANDING TOGETHER

These wins don't appear out of thin air.

They take careful planning, strategy, and the commitment of our union's leadership. Most importantly, they take members coming together, speaking out, and getting involved.

By standing together, our voice is stronger. Time and time again we have demonstrated that we can win change that will improve our jobs and our lives.

Thank you for your service to our communities. As always, stay safe.

Respectfully,

**Michelle Woodrow**  
President and Executive Director

# DOC CONTRACT

## Legislature fully funds our Teamsters contract; wage increases guaranteed

The Washington State Legislature has fully funded our DOC collective bargaining agreement for the 2019-2021 biennium.

less than an 8% general wage increase over the next two years.

The award calls for a general increase

John Scarcy, and Governor Inslee are expected to sign our contract in the middle of June. The contract will take effect on July 1, 2019.

**All Teamster correctional employees will now receive no less than an 8% general wage increase over the next two years.**

This means that the wage increases achieved in our DOC contract through our interest arbitration award are now guaranteed.

Under the award, all Teamster correctional employees will receive no

of 4% effective July 1, 2019 and a 4% increase effective July 1, 2020 for all classifications. In addition, a number of classifications will receive targeted range increases.

Teamsters 117 Secretary-Treasurer,

Thank you to the members on our union's negotiations committee who put in many long hours to achieve a strong contract on behalf of all Teamsters at the DOC.

Thank you also to so many of you who spoke directly with legislators about the critical nature of corrections work.

**Your voice made all the difference!**

# Victory

## A DECADE IN THE MAKING



## INTEREST ARBITRATION FOR DOC

It's a victory a decade in the making. For ten years, Teamsters across Washington State made phone calls, wrote emails, and met face-to-face with legislators. We rallied on the steps of the state house, spoke out in the press, and marched around the Capitol grounds in Olympia.

After years of perseverance, we have achieved an historic win.

On April 30, Governor Inslee signed a bill that immeasurably expands the rights of 6,000 Teamsters at the DOC.

The new law grants our union access to interest arbitration, a right essential to public safety professionals and one that has been denied our members for decades. Making the victory even sweeter, Inslee signed a similar bill on the same day that benefits Teamster officers at the University of Washington Police Department.

"Our corrections and law enforcement members put their lives on the line to protect the public," said John Searcy, Secretary-Treasurer of Teamsters 117, who made passage of the bills a top priority. "Interest arbitration ensures our members are treated with respect."

Interest arbitration is a complete game-changer when it comes to the power our union can leverage at the bargaining table. Without interest arbitration, we had little recourse

when negotiating over issues like wages and working conditions. Not surprisingly, the State exploited its advantage by engaging in frustrating cycles of take-it-or-leave-it bargaining.

These new laws allow our union to push mandatory subjects of bargaining to a neutral arbitrator if we reach impasse in negotiations.

The ramifications are huge.

Over the last three contract cycles,

been to codify interest arbitration into state law. "We wanted to ensure these rights could not be stripped away during negotiations, so we made statutory interest arbitration a long-term priority," Searcy said.

Getting to the goal wasn't easy. Ross Hunter, the Chair of the House Appropriations Committee, blocked early drafts of the bill. Later, the State Senate lacked the votes to pass the legislation. But thanks in part

*Interest arbitration..gives us the opportunity to fight for what we want and what we need.*

- OFFICER JAMES DEUEL, WCC

our DOC members have been able to access interest arbitration, first through a Memorandum of Understanding signed by the Governor, then through a negotiated provision in our contract. With interest arbitration, we have prevented concessions, strengthened language, and increased wages for DOC Teamsters by a minimum of 28.3% over six years.

But from the start our goal has always

to our union's powerhouse political program, the legislative landscape in Washington State shifted in 2018, creating an environment for change.

"We worked hard to elect legislators who were supportive and that approach paid off," Searcy said.

Under Searcy's leadership, our union made another major push during this year's legislative session. In 2019, we had our largest, most successful lobby day ever. Over 200 Teamsters and their families converged on the State Capitol to talk with legislators about the need to get the law passed.

After years of determination and hard work, a goal once thought unattainable has become a reality.

"I'm proud to be a Teamster," said Officer James Deuel, a Shop Steward at the Washington Corrections Center in Shelton. "Interest arbitration levels the playing field with management. It gives us the opportunity to fight for what we want and what we need."



Gov. Inslee signs DOC interest arbitration bill SB 5021 on April 30, 2019.



## Teamsters Lobby Day 2019

This year's Lobby Day was our most successful ever. More than 175 Teamster corrections employees and their families met with lawmakers in Olympia to push for safer workplaces and safer communities.

The event culminated on the steps of the State Capitol with members holding signs that read, "Invest in Corrections Employees" and "Public Safety, Public Service."

"It's a great day to be a Teamster," said Samuel Coleman, a correctional officer at the Washington Corrections Center in Shelton who spoke at the rally. "We're here to fight for safety, interest arbitration, and higher pay."

Members called on lawmakers to fund our DOC contract, pass legislation granting interest arbitration rights to DOC Teamsters, and to ensure that trained DOC staff can carry a concealed weapon.

We were successful in accomplishing all three of these goals.

"Teamster corrections employees serve and protect all of us," said John Searcy, Secretary-Treasurer of Teamsters 117. "The State needs to invest in the men and women who put their lives on the line to keep us safe."





# Restoring our Rights

*Teamsters*

**SUMMER**

**BBQS**

<b>AHCC</b> Friday, June 28	<b>LCC</b> Thurs, August 29
<b>CBCC</b> Tues. July 9	<b>MAPLE LN</b> Thurs. July 25
<b>CCCC</b> Thurs. August 15	<b>MCC</b> Thurs. August 1
<b>CI HQ</b> Tues. July 23	<b>MCCCW</b> Tues. July 16
<b>CRCC</b> Wed. June 26	<b>MICC</b> Tues. August 13
<b>DOC HQ</b> Fri. July 26	<b>OCC</b> Wed. July 24
	<b>SCCC</b> Mon, August 26
	<b>SWRBO</b> Mon. July 22
	<b>WCC</b> Wed. August 21
	<b>WCCW</b> Thurs. July 18
	<b>WSP</b> Mon. June 10

## DOC CONCEALED CARRY BILL (HB1589) SIGNED BY GOVERNOR

Another critical Teamster priority in Olympia this year was to restore the right for trained DOC staff to carry a concealed weapon off duty without having to purchase a permit.

Our union secured that right back in 2012 when the legislature added corrections staff to the list of law enforcement professionals who already had this right.

This enabled DOC staff who had received firearms training to carry a concealed weapon off duty without the additional bureaucratic hurdles.

But last November, a new interpretation of the law arose as a result of an FBI and WSP audit which stripped away our right.

Knowing a quick fix was needed, Brenda Wiest, our

union's Legislative Director and the Vice President of our Executive Board, quickly identified sponsors of a bill that would amend the law. Members emailed their legislators and spoke directly with them about the issue at our Lobby Day.

In the end, we were able to pass HB 1589, which corrects the problem with the law.

Once the amended provision goes into effect, Local 117 members at the DOC will once again be eligible to carry a concealed weapon off duty as long as they have received weapons training and a background check performed by the Department in the last five years.

*This is another important win for our union. Thank you to everyone who worked so hard to achieve this goal!*



### UPCOMING EVENTS

**JUNE - AUG** - DOC Summer BBQs

**JUNE 20** - General Membership Meeting, Tukwila

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

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