



THE

GUARDIAN

NEWS FROM THE HARDWORKING TEAMSTERS OF D.O.C



WINTER 2016

PG 2: INTEREST ARBITRATION RIGHTS SECURED



LOBBYING FOR ASSAULT BENEFITS

Assault Benefits were atop our legislative priorities at our annual DOC Lobby Day

The power of Teamster correctional employees was on full display in Olympia on January 24.

Over 150 DOC members and their families met with dozens of legislators as a part of our DOC Lobby Day.

Members made the trip to the State Capitol from as far as Spokane, the Tri-Cities, Walla Walla, Clallam Bay, Aberdeen, and Monroe.

"This gives us an opportunity to share our voice, and express our opinion on some of the issues affecting us. And one of those is extending assault benefits," said **Tyrell Baker**, an officer at the Washington Corrections Center for Women in Gig Harbor.

Ensuring Teamsters at DOC who are seriously injured in an assault have the benefits they need to continue providing for their families was the day's top priority. "It needs to happen because there are too many people who fall through the cracks," said **John Carpenter**, an officer at the Stafford Creek Corrections Center in Aberdeen.

Currently, DOC staff who are assaulted on the job receive assault benefits until the staff is no longer eligible to receive benefits from Labor and Industries.

See a few Lobby Day photos on the back page or visit the Local 117 facebook page.

Extending Assault Benefits

No one who is assaulted at work while serving our communities should have their benefits cut off because they are physically unable to return to work.

Call the Legislative Hotline at 1.800.562.6000 and tell your representatives to support extending assault benefits for DOC workers.

**House Bill: HB2507
Senate Bill: SB 6286**

TEAMSTERS LOCAL 117

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**Thank you for your membership
in Teamsters Local 117**

A MESSAGE FROM
JOHN SCEARCY
SECRETARY-TREASURER,
TEAMSTERS LOCAL 117



Interest Arbitration Rights Secured

I wanted to share some fantastic news with you.

After discussions with the Governor's office and OFM, I am proud to inform you that we've successfully secured interest arbitration rights for Teamster correctional employees for the rest of the 2015-2017 contract cycle.

This is a major achievement. We now have the right to resolve disputes over mandatory subjects of bargaining that arise in negotiations with the State by bringing our issues to a neutral, third-party arbitrator.

Interest arbitration will provide us with a powerful tool this summer as we collectively bargain our 2017-2019 contract with the State. It also enables us to address other critical issues that arise throughout the term of our 2015-2017 collective bargaining agreement.

For an example of the power this gives us as Teamsters, look no further than our last contract cycle.

With interest arbitration achieved

through an agreement signed in 2014, we were able to win a 9.8% wage increase over two years - one of the highest increases of all state employees. This compares to a 4.5% increase, which the State presented to us in its final offer. Importantly, this 9.8% arbitration award was funded by the Legislature in large part because of the incredible work that you all did to seal the deal.

But our 2014 agreement expired on June 30, 2015 and until recently, we were headed into contract negotiations without access to the interest arbitration process.

So what happened? **You and your co-workers stood up and spoke out together. You demonstrated your collective power, participated in your Union, and made your voices heard.**

It is no coincidence that this victory coincided with our DOC Lobby Day, a day when so many DOC Teamsters and their families met with legislators to discuss the critical issues we face in the workplace. Our collective voice is

impossible to ignore. And we are being heard.

This is also a testament to our incredibly dedicated representational, political and legal staff that works tirelessly to ensure your contractual rights are protected.

In the end, it's about our collective power as Teamsters. When we stand up together, have each other's backs, and speak with one voice, we can build a better future for ourselves and our families.

You can view our interest arbitration MOU online. Thank you for the incredible work you do to serve and protect our communities, and for your membership in Teamsters Local 117.

Stay safe.

Respectfully,

John Searcy,
Secretary-Treasurer

VETERANS CAUCUS FOUNDING MEETING

Monday, April 2, 2016 at 9 AM
 Teamsters Hall - Tukwila, WA

Local 117 veterans will be gathering together for the founding meeting of our new Teamsters Veterans Caucus.

If you would like to join us, please RSVP at Teamsters117.org or contact Business Representative Ryan Jarman at 206-441-4860 ext 1233.



DEPARTMENT OF CORRECTIONS

LEADERSHIP TRAININGS

Join with other D.O.C Teamster leaders as we

- Learn about how changes in labor rules could impact your wages and benefits.
- Understand who is behind recent attacks on unions and working people.
- Discuss how we can work together to protect our future.

Schedule

MONDAY, FEBRUARY 1
TIME: 0800-1000 OR 1500-1700
MONROE - GUEST HOUSE SUITES, 19103 ST. RTE 2

FRIDAY, FEBRUARY 5
TIME: 0630-0830 OR 1530-1730
WCC - ASSEMBLY ROOM

MONDAY, FEBRUARY 8
TIME: 1430-1630
CRCC - T-LINE BUILDING

WED. FEBRUARY 10
TIME: 1800-2000
LCC - VANCOUVER LIBRARY - SKAMANIA RM.- 901 C STREET, VANCOUVER, WA

THUR. FEBRUARY 11
TIME: 1500-1700
MCCCW - RAMIREZ BUILDING

THUR. FEBRUARY 18
TIME: 1630-1830
SCCC - A/B TRAINING RM.

MONDAY, FEBRUARY 22
TIME: 0630-0830 OR 1530-1730
WCCW - R-UNIT BUILDING

SAT. FEBRUARY 27
TIME: 1200-1400
CBCC / OCC - TEAMSTERS 589 UNION HALL - 11871 SILVERDALE WAY NW, SILVERDALE, WA

MONDAY, FEBRUARY 29
TIME: 1630-1830
WSP - SMITH'S RESTAURANT - 1425 W PINE ST, WALLA WALLA

WEDNESDAY, MARCH 2
TIME: 0630-0830 OR 1415-1615
CRCC - MSC VISITATION ROOM

THURSDAY, MARCH 3
TIME: 1730-1930
AHCC - SPOKANE COUNTY LABOR COUNCIL 510 S ELM ST, SPOKANE, WA 99201

Please register online at: Teamsters117.org or call your Business Representative.

BARGAINING TO KICK OFF

by **Michelle Woodrow**
Teamsters 117 President

Bargaining over our 2017-2019 contract gets underway this summer. With our newly-won interest arbitration rights, we have a powerful tool that we can use at the bargaining table if we reach impasse with the State.

Here are a few updates:

Contract surveys will be mailed out to all DOC Teamsters, and we will schedule demands meetings at facilities across the state.

Your voice is important! Fill out your survey and return it to the designated box at your institution, and be sure to attend your demands meeting.

In bargaining, you will be represented by a committee consisting of elected Shop Stewards and DOC Business Representatives. I will serve as the lead negotiator on behalf of the Union.

We will also be forming member steering committees to ensure members get regular updates and understand the bargaining process. If you would like to serve on one of the committees, please talk to your Business Representative.

RECRUITMENT PAY ARBITRATION

On Thursday, March 24 an arbitrator will hear our case over the elimination of recruitment and retention pay for members working in certain job classifications at CRCC, WSP, and MCC. The time and location has yet to be determined.

Arbitrator Howell Lankford will hear the case. Mr. Lankford presided over our interest arbitration case last year, so he is very familiar with the issues in the case.

Spencer Thal, our Local 117 General Counsel, will be handling the arbitration for the Union.



My lessons from organizing

by **Joschue Reyes**
CO2 at Clallam Bay

In November, I experienced a life-changing event that not only taught me hope's true meaning but new things about myself. I was blessed with the opportunity to join the International Brotherhood of Teamsters in organizing the Las Vegas Clark County School District support staff under Teamsters.

This attempt has been made over a ten-year process which seemed an unachievable feat primarily due to an unfair election rule that required a super majority in order for the election win to be recognized. Simply put, fifty

percent plus one of all eligible voters must vote for the Teamsters.

At first I did not know exactly what to expect or who I would work with, but understood that I would be working with fellow Teamster brothers and sisters so I was eager to get to work.

Even though we were there to organize, I developed a deeper understanding of what the Teamster organizers do behind the scenes that most members do not see. They too, come with a story, and a passion for what they do.

"WE HAVE A STRONG UNION, AND A STRONG CONTRACT UNDER TEAMSTERS LOCAL 117."

I listened to the heartbreaking stories of men and woman who felt defeated and who were already at a disadvantage by operating under a right to work for less state. These stories included a wife and husband

who contemplated divorce but would remain together in order to afford medical; and an employee whose rights were violated under her current union contract and informed by her current union that either she deals with it or she can quit or be fired.

The ability to provide these individuals the gift of hope in knowing that not only can things get better but will get better. This entire experience has put into perspective exactly how good we have it in a state that is NOT right to work for less.

We have a strong union, and a strong contract under Teamsters Local 117. It is absurd to assume or expect every battle to be won but it is not absurd to believe that we should have the support behind us to give it one heck of a fight.

I received a call on December 5, 2015 to inform me that our efforts in Las Vegas were not in vain. Teamsters were vote. Most important, I am elated to know that the Las Vegas Clark County Support Staff have taken the first step in showing their strength and courage to have their voices heard in public without fear of retaliation.

PHOTOS FROM DOC LOBBY DAY:



For more photos, visit the Teamsters 117 facebook page.
fb.com/TeamstersLocal117

MARK YOUR CALENDARS:

FEBRUARY

15 - Public Sector Lobby Day
9A - Olympia - Washington
State Labor Council

MARCH

11/12 - Shop Steward Seminar
7:30A - WA St. Convention Center
17 - Membership Meeting
7P - Tukwila

APRIL

2 - Veterans Caucus
9A - Tukwila
16 - Casino Night
8P - Tukwila

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