

Insight

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An Information Pipeline for Members and

Friends of Local 17





On the Cover:

Local 17 members at Seattle City Light designed and manage the innovative Denny Substation project, which is nearing completion on-time and under budget. The substation will meet the increasing electrical needs of the area while integrating public and green space in the heart of downtown Seattle. Read more on page 8-9. ■



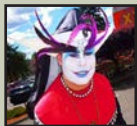
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Notice to persons in agency shop units:

Local 17 has a policy regarding the rights of those employees who object to the expenditure of any portion of their dues for purposes not related to collective bargaining, grievance processing, and contract administration responsibilities of the union. This policy is provided to all new employees hired into Local 17 bargaining units; to employees at the time agency shop provisions are established; to those persons who submit a fair share representation fee request annually; and to all representation fee payers. If you would like a copy of this policy, please request one from Anthony Davidson at 206-328-7321, Ext. 121. ■

Insight

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Deidre Girard
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Sticking together in hard times

When this magazine hits your mailboxes, a decision in the *Janus v. AFSCME* case will likely have been rendered by the U.S. Supreme Court, and just like that, four decades of precedent in public sector dues collection will be overturned.

Certain things about your union will be different – we may need you to sign a new membership card, and we may need to update our policies and our language (the 'agency shop' notice on p. 2, for example). But whatever changes may come, our core values remain the same. **We are workers standing together, using our collective voice, to make our lives better, so that our families and communities can be happy and healthy.**

In our nearly 100 year history, Local 17 has weathered many storms. From the Seattle General Strike of 1919, to economic recessions and austerity measures, to disaffiliation with our international union, our members have always found a way to do what's right for the organization, even when the decision is a difficult one. This rings true in many of the stories in this issue, too – like our state negotiations team, which has begun bargaining with the State of Washington for the 2019-21 contract (p. 4), and our members at the North Public Health Center in King County who will be working on Saturdays so that their clients can have better access to services (p. 7).

The *Janus* case and its repercussions may be our biggest storm yet. That's why it's so important that we stick together, working as a team for the greater good. As public employees, I know you're no stranger to this sentiment. Consider our members at Seattle City Light who were tasked with designing and building a revolutionary electrical substation that will serve and benefit the public, and who have worked alongside each other for many years because they have the highest respect for one another (p.8-9). Even outside of work, our members strive to serve and honor others, like Justice, who volunteers his time with organizations that support some of our most vulnerable populations (p.10).

So, let's stand shoulder-to-shoulder in the months to come. Together we can weather any storm.

In unity,

A handwritten signature in black ink, reading "Deidre". The signature is fluid and cursive, with a long horizontal stroke at the end.

Portland member wins WE Persist award for activism and mentorship

Yoko Silk, Local 17 member and Botanic Specialist with Portland Parks and Recreation, was the recent recipient of an award honoring her activism in service to the community. The special award titled 'WE Persist' was created to honor women at the City of Portland who fight against sexism and other forms of discrimination.

Silk, who was profiled in the Sept/Oct. 2017 issue of *Insight*, works to connect the community with nature. In the summer, she also mentors teens, teaching them the value of our natural resources, as well as other valuable life skills.

As written in the program for the awards ceremony: "Yoko is compassionate and passionate about what she does and is dedicated to fighting disparities in our community." Congratulations to Yoko on this well-deserved honor! ■

WSP honors Local 17's Communications Officers for service



Each year, the Washington State Patrol honors the best of the best, including our Local 17 members who work as Communication Officers (COs). COs are the people who answer our 911 calls and assist State Troopers with their work in the field.

The award ceremony for work done in 2017 was held on Wed., May 2, 2018. This year's winners include: Shari Good (District 1), Mindi Mezek (District 2), Sabrina Newman (District 3), Kayla Miliate (District 4), Heather Kavanagh (District 5), Courtney Grant (District 6), Tim McDonald (District 7), Sharilyn Hinz (District 8). Congratulations to these members and to all of our COs for the important, life-saving work they do everyday! ■

WA State releases initial proposals; negotiations to continue this summer



Local 17's state negotiations team includes members from WSDOT, DOL and WSP (left to right): Russ Hallgren (WSP), Heather Hoffman (DOL), Eliza McGovern (WSDOT), Steve Morgans (WSDOT), Alexis Young (PTE17), Mindi Mezek (WSP), Faith Shuler (WSDOT), Daniel Jones (WSDOT), and Jeannie McCully (WSDOT).

The Local 17 State bargaining team met with management from the State of Washington in Olympia on May 30 and 31 to continue discussions about the 2019-21 state employee contract.

The first day was reserved for the State to present their initial set of proposals, which included responses to a number of the union's initial proposals given at the negotiations kick-off meeting on April 25.

Some of the proposed changes were made to comply with new State laws, including: Engrossed Substitute House Bill (ESHB) 1434, which allows Shared Leave to be used for parental leave and pregnancy disability; House Bill (HB) 2751, which helps protect State employee unions from the looming U.S. Supreme Court ruling in *Janus v. AFSCME*; and Senate Bill (SB) 6229, which provides union representatives access to employees for the purpose of educating them about their rights as a union member.

Initiative 1433, which passed in 2016 to provide a minimum amount of paid sick leave to all workers, also required changes to the contract language. This was more of a housekeeping item as State

employee sick leave accruals are already higher than what's now required by law.

In their presentation, the State also proposed language changes to Article 4: Hours of Work, Article 9: Developmental Advancement, Article 13: Shared Leave, and Article 49: Printing of the Agreement.

Back in April, the Local 17 bargaining team presented its initial set of proposals, which included implementing tools for succession planning, getting more training for union Stewards, and having better access to new employees to help them understand the importance of being a union member.

The team will meet with State representatives and continue to exchange language proposals again on June 13 and 14 (after this issue went to press). We will provide updates via personal email and at chapter meetings. You can update your personal email address at: pte17.org/address/form/html.

Monetary items will be discussed later in negotiations after the State's economic forecast is released. ■

Local 17 Scholarship applications due July 31!

This year, Local 17 is once again offering two \$3,000 scholarships to dependents of active members in good standing.

One scholarship is for students who will be incoming college freshmen in the fall, and one is for students who are continuing their education beyond freshmen year. The scholarships can be used at a college, university, or technical institution.

In the application, applicants are asked to demonstrate their academic achievement, community service, extracurricular activities, and educational goals. They are also asked to write a labor-related essay which is reviewed by outside labor educators.



Past winners include Aiyana Tietze-DiToro, Eve Lathrop, Makenzie Mayfield, William Milliken, Chikodi Ezeokeke, Alex Hansen, Jennifer Callanan, Kayla O'Sullivan, and Michaela Patton. In their

essays, winners have highlighted how their parent's involvement with Local 17 has taught them the value of working together to solve problems, as well as the importance of unions and the broader worker community.

If you are the parent, grandparent or legal guardian of a child heading off or returning to college, please encourage them to apply. The application is available at: pte17.org/scholarship.

If you have any questions, please contact Local 17 Communications Director Deidre Girard at 800-783-0017 ext. 130. The deadline to apply is July 31, 2018. ■

Update your contact information with us at: pte17.org/address/form.html

Jeff Frazier joins Local 17 staff to represent City of Tacoma, Pierce County, and Kitsap Public Health members

In April, Jeff Frazier, joined the Local 17 staff as a Union Representative assigned to members working for the City of Tacoma, Pierce County, and Kitsap Public Health.

Frazier was born in Renton and raised in Mount Vernon. He received his undergraduate degree from Western Washington University and his law degree from the University of California – Hastings College of the Law.

Frazier also comes from a union family. Both of his parents worked for the State of Washington -- his mother for the Department of Social and Health Services and his father for the Department of Fish and Wildlife as a Game Warden.

"I remember my dad being a steward and serving on the union's bargaining team," he said. "The union bought him a fly rod as a thank you. I still have that rod. They wanted him to come work as a rep,



but he never did. I guess I shouldn't be surprised that I became a rep."

Frazier came to Local 17 from the International Union of Operating Engineers (IUOE) Local 286 where he worked for

the last eight years, serving most recently as the Local's General Counsel.

"I wasn't looking for a job while at 286, in fact, I was quite happy there," he said. "But when an opportunity came up with 17, I took it. I've always held Local 17 Reps in high regard as bright, articulate leaders who fight tirelessly for their members. I'm excited to join their ranks."

"You know, I remember my dad's funeral when his old boss said, 'when it came to labor management, you never had to guess where Darrell stood, he was always with the workers, no matter what...' Hopefully, they'll say the same about me someday."

Tacoma, Pierce and Kitsap members can reach out to Jeff at jeff@pte17.org or 800-783-0017 ext. 131. ■

Stay Strong, Stay Union! *Why collective bargaining rights are worth fighting for in a post-Janus world*

Union members have significantly more rights in the workplace because of their collective bargaining agreements – or contracts. In fact, you may be shocked to know how many things are not covered under the law, but are covered under your contract. Additionally, the rights afforded to workers under state and federal law are minimal, outdated, and often unenforced.

For example, workers in Washington without a contract may be fired for no reason at all, or any reason at all. Washington is an “at-will” state, which means employees are terminable at the will of their employers. Outside of exceptions made for discrimination based on race, gender, age, etc., there generally is no “wrongful termination” in Washington. This means that you may be fired for the color of your eyes, for wearing a tie that your boss didn’t like the color of, or for being accused of something that you didn’t do. For just

about any reason under the sun, you can be fired in Washington—legally!

Employers also get to dictate nearly every term of employment. This means that your rate of pay can be changed at any time, your work schedule can be altered at any given moment, and your boss could completely change your job duties from one day to the next. But when employees are represented by a union, management must bargain in good faith any changes that affect wages, hours, and working conditions.

Under Washington state law, employers are not required to provide holiday pay either. Every Local 17 contract either provides for a paid day off on holidays or extra compensation for those employees who have to work on holidays.

Not only is extra pay on holidays not covered under state law, but neither is pay for jury duty. Employers in Washington state are under no obligation to pay employees who aren’t at work because they

are serving on a jury. No worker should have to suffer a financial hardship because they have been summoned for civic duty.

Finally, there are no seniority protections under state law. Many union members enjoy the reliability of the seniority system. When layoffs or budget cuts happen, union members who have worked in their positions for decades don’t have to worry about being fired first because they receive the most pay and benefits. On the other hand, state law allows for an employee with 30 years of experience to be fired or laid off before someone who started the job yesterday.

The problem isn’t that union members enjoy too many rights or benefits under their collective bargaining agreements — the problem is that state and federal laws are woefully inadequate to protect workers. Collective bargaining rights are worth fighting for, because without them, the law – and certainly not employers – will do little to nothing to protect workers. ■

Your Local 17 dues support:

- Contract negotiations which secure cost-of-living and other pay adjustments, create safe and fair working conditions, mitigate changes to retirement and health plans, and more.
- Dispute resolution and grievance proceedings that help members get job reclassifications, confront unfair treatment in the workplace, get overtime and back-pay, etc..
- Participation on labor-management committees that resolve workplace issues, maintain affordable health plans, and provide member input on workplace changes.
- Advocacy efforts to enact worker-friendly policies like increasing the minimum wage, combating contracting out, implementng paid parental leave, and more.

Your dues are NEVER used to support political candidates. Contributions are made with voluntary donations to the political action fund. More info at:
www.ptel7.org/publicaffairs/PAC

King County members at North Public Health Center band together to better serve the community

After surveying their clients last year, several clinics in the Seattle-King County Public Health system will be piloting a program to open their doors on Saturdays. The decision came about through a collaborative effort between management and employees that focussed on ways to better serve the community with hours and availability that suits the busy lives of their clients.

The North Public Health Center -- which serves North Seattle -- will be open on the first and third Saturdays every month. Employees from different programs throughout the clinic expect to work several Saturdays each year.

Cristin King, a Social Worker at the North clinic for the last two years, works with parents and infants to improve health outcomes. She links clients to resources on everything from nutrition to mental health, and visits with them to make sure they are meeting the healthy milestones that are part of the program. While some of her work is out in the field, she believes the extra time on Saturdays will be beneficial to her clients who visit the clinic.

"As a mother, I really relate to my clients," said King. "I know they want what's best for their children."

Unlike traditional Public Health clinics, the North Center is housed in a facility with several other non-governmental medical and dental providers on site.

Marlon Hall, who worked at Kaiser Permanente prior to joining King County in 2017, helps clients navigate all of the resources available to them as an Administrative Specialist II. In this role, he gets clients registered, verifies their eligibility for services, and makes sure the providers have everything they need to have a successful meeting with their clients.

"One of the things that drew me to this position is that I'm able to help people and I can see the difference I'm making in their lives," said Hall. "The public sector figures out how best to help people instead of just checking boxes."



New Local 17 member leaders at the North Public Health Center (left to right): Amanda Styer, Cristin King, and Marlon Hall.

Amanda Styer started as a Nutrition Assistant in the Women, Infant and Children (WIC) program at the North Center a year and a half ago. She, too, likes that she's making a noticeable difference in people's lives. Styer also appreciates the fact that her job is a union job with good pay and benefits, with a contract that helps guide fair workplace policy.

As part of the pilot program, members who work on Saturdays will receive an hour of compensatory time for every Saturday that they work. And when Local 17 Public Health members bargain their contract with King County later this year, they are planning to include premium pay as a topic of consideration for those who work weekends.

"We want to do right by our clients and serve them in the best way possible -- even if that means working on weekends," said Styer. "It was nice to have a voice in the discussion about how best to do that fairly with employees."

All three of these members recently got more involved with Local 17 by taking on leadership positions. Hall and King are Stewards advocating for members in the

workplace, while Styer is a Communicator who helps relay union information to her co-workers. They are looking forward to contract negotiations and helping other members learn what's on the table.

"I believe strongly in unions and for what they do for the American worker," said Hall. ■

"One of the things that drew me to this position is that I'm able to help people and I can see the difference I'm making in their lives. The public sector figures out how best to help people instead of just checking boxes."

Marlon Hall, Local 17 member and Administrative Specialist II, Seattle-King County Public Health

Local 17 members design state-of-the-art substation, bringing more power and public space to burgeoning Seattle

Off of Denny Way, where Downtown Seattle, South Lake Union and Capitol Hill converge, a major construction project is underway – and this time, it's not another high-rise apartment, condo, or office building with retail on the bottom.

At this location, Seattle City Light is wrapping up a multi-year project, building a new electrical substation that will provide power to the increasing number of City residents and businesses. But what makes this substation unique – and nationally recognized – is the innovative way its integrating public space into what is typically an off-limits zone.

When thinking of a substation, images of chained-link fences, huge transformers, and electrical wires might come to mind. The Denny Substation aims to be totally different – and four Local 17 members helped bring the project to fruition.

The Local 17 engineers on the substation team are Angelito Banal, Gladys

Dumo, Joe Orth and Greg Stamatiou. Throughout the course of the six-year project they have worked on everything from determining the projected electrical needs of the South Lake Union area, to the design phase and getting public input, to supervising the workers and contractors doing the installation.

The project started back in 2011 when City Light saw the need to expand power service in the area, and acquired the old Greyhound bus repair facility. But even with a full city block devoted to the power grid, the Local 17 team had to be very creative, using new technologies, equipment, and systems studies, to accommodate the immense electrical needs into a small area.

During the two-year design phase that followed, the team also took into account the input of various stakeholders in the area, including the public. While the priority of the site is to provide electricity, the City also wanted it to be an asset to the community.

With all of the wiring designed to be enclosed or underground – including electrical, water, sewer, storm drainage, etc. – there is ample space surrounding the facility for pedestrians. In fact, once the site opens to the public, visitors will be able to walk the perimeter of the substation via an elevated walkway and peer inside it. Other amenities on the site will include a dog park, a community meeting space, public artwork, and more.

There is also a green component to this project, with solar panels that power the site, and a heat recovery system that provides heating for the majority of the facility. As a core tenet of City Light, sustainability was another key consideration in the design.

"The public seems to be really excited about this project," said Orth, Principal Electrical Power Systems Engineer, who has been with City Light for seven years.

"In an area where all of the surrounding buildings are becoming high-rises, I

Below: A design rendering of the substation. Small photo, next page: A transformer being delivered to the site. *Photos courtesy: Seattle City Light.*

"Professionally, this has been an incredible project to work on – especially being able to see it through from beginning to end, design to build. Plus, you could not ask for a better team of talented co-workers."

Greg Stamatiou, Local 17 member and Senior Project Manager, Seattle City Light



think they're happy to have had input on the design, and that open, green space is being incorporated into the rapidly changing neighborhood."

Construction began on the site in mid-2016. While the contractors are still finishing the public areas, the substation itself is in complete working order. It was electrified in June 2018 and has already begun to provide power for the city.

During construction, the project was not without its challenges. That's where Local 17 member and Electrical Engineer Angelito Banal – who joined the team in 2013 – comes in. Much of his job is putting out day-to-day fires, like when drawings don't match the specifications, for example.

But all-in-all, the worksite has been a success in large part because of the Local 17 crew. The team is particularly proud that the project is on-time and on-budget, too.

Among many duties, Principal Electrical Power Engineer Gladys Dumo, along with Orth, worked with thousands of drawings and technical specifications for this project, met with different groups of people including contractors and construction crews, learned new technologies, and factory-tested equipment.

"In the 30 years I have been at the City Light, this is by far my favorite project," said Dumo. "It was complex, which made it interesting and challenging."

The state-of-the-art substation has been featured in several publications as a model of innovative design and electrical engineering, including trade magazine *Transmission & Distribution World*, and the *Wall Street Journal*.

"Professionally, this has been an incredible project to work on – especially being able to see it through from beginning to end, design to build," said Senior Project Manager Greg Stamatou who has been with City Light since 2007. "Plus, you could not ask for a better team of talented co-workers." ■



Above: Local 17 members Gladys Dumo, Joe Orth, Angelito Banal (and Greg Stamatou, not pictured) worked on every aspect of Seattle City Light's Denny Substation -- a one-of-a-kind power supplier in the heart of the city.



"In the 30 years I have been at City Light, this is by far my favorite project. It was complex, which made it interesting and challenging."

Gladys Dumo, Local 17 member and Principal Electrical Power Systems Engineer, Seattle City Light

*Have a story you'd like to share about your work or what you do outside of work?
Contact Communications Director Deidre Girard at deidre@pte17.org*

Life After Work: Seattle member supports LGBTQ and homeless communities through advocacy work

Local 17 member Aaron Justice McCartney, Customer Service Representative at Seattle City Light's Customer Care Division, is committed to providing care and support to the Seattle community. When he's not working at City Light, Justice volunteers with transitioning youth, addicts, homeless youth and homeless veterans.

Justice is a Board member for two non-profit organizations that provide wrap-around services to these impacted groups: Sisters of the Mother House of Washington (SOMHOW) and Live Healthy Find Hope.

At SOMHOW -- a secular, queer nun order -- Justice participates in activities to support local agencies like Youthcare, PSKS (youth homeless services), Ozanam House (low-income housing) and Roots (young adult shelter). With his fellow secular queer nuns at SOMHOW, Justice facilitates food drives and clothing drives for people struggling with addiction in Seattle.

At Live Healthy Find Hope, Justice has participated in harm reduction and street outreach for homeless addicts -- including providing needle exchanges, basic toiletries, and meals.

Being a Local 17 member affords Justice the opportunity to connect with others also committed to serving their communities. Because of compensatory time and a generous leave policy negotiated by the Union, he was able to attend a conference in San Diego last year for the annual Conclave for the Sisters of Perpetual Indulgence, and to act as the Conclaves' hotel liaison.

"If we didn't have the ability to take time in lieu of pay, I don't think I would have been able to do that," he said.

Justice used to work in the private sector as a non-represented employee, and has seen first hand how "without a bulwark



Local 17 member Justice (front, center) with the Sisters of the Mother House of Washington and friends at the 2017 Pride Festival at Seattle Center. Photo credit: Alice Wheeler

like a union, your benefits can be decimated in just a few short years if an employer decides they want to do that."

Since Justice has been with SOMHOW, they have delivered more than two Scions full of clothing to both PSKS and Ozanam House, have collected over 50 carts of groceries for YouthCare, and have overseen distribution of over 600 sleeping mats for the homeless, which are made of recycled grocery bags crocheted together.

Justice is thankful that he can help lift up trans youth, in particular, who often find themselves without basic necessities or mentors to support them during their transition. "It's a rough world for trans youth, especially with attempts to label them as 'others,'" he said.

Right now, SOMHOW is working on a four-part workshop series to assist trans youth with learning to do makeup, helping with outfits, safety tips and other essentials for living trans. ■

Key results in the May primary election in Oregon

On May 15, Oregon held primary elections for several key races that will impact our City of Portland members:

City of Portland *Commissioner Position #2:*

Commissioner Nick Fish won his re-election campaign with a nearly 62% vote, and therefore will not face a runoff in November. Local 17 endorsed Commissioner Fish in this race, and we look forward to continuing to work with him during his next term. Commissioner Fish has provided sound leadership of Portland's water and sewer utility bureaus during his past term, and has been an ally to working Portlanders on the City Council.

City of Portland *Commissioner Position #3:*

Jo Ann Hardesty and Loretta Smith will compete in a November runoff for outgoing Commissioner Dan Saltzman's seat, having received 46 and 21 percent of the vote, respectively. After interviewing five candidates in this race, Local 17 chose not to make an endorsement in this race during the primary election. As the runoff campaign moves forward, we will revisit this race and will issue an endorsement decision for the November ballot. Stay tuned for updates on this decision in *Insight* as well as on the Portland chapter webpage: ptel7.org/coppea.

Bureau of Labor and Industries *Commissioner*

Val Hoyle secured an election to the important BOLI commissioner seat by winning 51.8% of statewide votes, avoiding what would have been a costly and high-stakes runoff in November. Because of the significant role BOLI has in rulemaking and enforcement of workplace protections, it was critical that a candidate with pro-worker credentials win this election, and Ms Hoyle, a former Oregon legislative representative, has a proven record of advocacy for labor. ■

Why Vote?

As public-sector employees, your job and the vital services you provide are dependent on your elected officials at the national, state and local levels. Funding for transportation, public health, and even your pension, are subject to the political will of who we choose to elect.

Voting is a right and a privilege in our democratic society. It's the only way to make our voices heard! There are important races at both the state and local levels this year, so when you receive your ballot – both for the August primary and the November general election – make sure to vote on all candidates and measures.

Primary Election: August 7
General Election: November 6

If you want to learn more about an issue or candidate, read your voter's guide, visit the Local 17 government affairs website (ptel7.org/publicaffairs), or find other informational resources.

Who we elect really does matter!
Exercise your right and your voice, and **VOTE!**

ptel7.org/publicaffairs



Did you move? Change your address online at:
ptel7.org/address/form.html

Labor Victories

Alternative work schedule win at City of Seattle Human Services

Although Local 17's contract with the City of Seattle permits the employer to offer alternative work schedules (AWS) -- including working 80 hours in nine days and having a day off every other week (9/80), or working four 10-hour days (4/10) -- many of the City's departments have adopted unnecessarily restrictive policies related to AWS, often using their "business needs" as an excuse.

We recently won a victory for our Case Workers and other members within the Aging and Disabilities Services (ADS) division of Seattle's Human Services Department (HSD) by negotiating a policy change that opens up access to the 4/10 schedules that many of our members were interested in by demonstrating to management that a more liberal AWS policy could actually better serve HSD clients through expanded hours.



The policy change was created over the course of several months via a special Labor Management Committee (LMC) after Local 17 demanded to review and revise the policy as it relates to the contract. In this case, the

"business need" was really just a knee-jerk reaction to some bad press the department received several years back and they didn't want to rock the boat.

In many studies, alternative work schedules have been shown to provide many benefits to both employee and employer, including better work-life balance, increased productivity and morale, and more.

Does your contract have a provision for an alternative work schedule or would you like to see one in your next contract? Talk to your Union Representative! Remember, your union helps negotiate (and enforce) these kinds of benefits with your employer. ■