

Insight

An Information Pipeline for Members and

Friends of Local 17

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PTE
17



Why Union?



Benefits | Equity | Health | Family



On the Cover:

Read about the value of a union in this issue!

Photos (clockwise from top left): Portland members push for more vacation time (p. 8-9); Local 17 represented at solidarity rallies around the region on *Janus* decision day (p. 4); King County members hold family-friendly summer BBQ in Renton (p. 4); and Local 17 member Larry Moore needs the help of his union family (p.7). ■

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Election Notice

Nominations are now open for the following Executive Board positions: Secretary-Treasurer (currently held by Cindy Watanabe-Mezs) and Trustee #3 (currently held by Sarah Spotts). The terms are three (3) years and will expire in 2022.

Details:

- (1) To be eligible for nomination to an Executive Board position, a member must have been in good standing in the Local for a period of at least six (6) months immediately prior to the nomination.
- (2) No member of this Local shall run for more than one Executive Board office concurrently.
- (3) Nominations must be in writing by the person making the nomination, and must be at the union office, 2900 Eastlake Avenue East, Suite #300, Seattle, Washington 98102, by 5 p.m., Fri., Oct. 5.
- (4) Names of all nominees, except those who declare in writing that they decline the nomination, will appear on the ballot.
- (5) Candidates may submit a statement of up to 200 words and a photo of themselves. These will go out with the ballot and must be submitted to the union office by 5 p.m., Wed., Oct. 10.
- (6) A ballot will be sent to each member in good standing at his/her last known mailing address.
- (7) The ballots will be counted at 5 p.m., Wed., Nov. 14, at the Local 17 office.

Any questions regarding the election should be addressed to: Local 17 Election Chair, 2900 Eastlake Avenue East, Suite 300, Seattle WA 98102, or union@pte17.org.

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Deidre Girard
Communications Director,
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Why Union?

Here we are – nearly two months post-*Janus v. AFSCME*. The sky hasn't fallen. A sinkhole hasn't swallowed the entire public sector Labor Movement. Sure, things have changed a bit – a few members have decided to not be members, and we now have to convince new hires to join us. But, by and large, we're still standing. Actually, we're stronger than we've ever been.

Why? Because Unions are one of the only organizations left that are fighting for the things we all truly care about – being treated fairly, having enough for our families to be healthy and happy, and having a community to back us up when we need it.

This issue is dedicated to the many reasons that our members value being in Local 17, like having strong benefits, an advocate for equity and justice, and a union family for the good times and the bad. Consider the member-driven initiative to improve the decades-old vacation accrual rates at the City of Portland (p. 8-9). Or King County Steward Jarone Baker who rallied his colleagues across two unions to stop a departmental reorganization that would have drastically changed the mission of their Public Health work (p. 12). Local 17 members also enjoy standing together in solidarity and camaraderie – like when thousands of workers across the region came together on *Janus* decision day (p. 4), or for the first-ever Local 17 summer BBQ in Renton (p. 4). And our members are there for each other in times of need – *could you be a living kidney donor match for 25-year member Larry Moore* (p. 7)?

It has been a year of change for Local 17, both externally and internally – from *Janus* to our recent leadership transitions. **But what we've never been more certain about is that union membership is a great value.** Your member-leaders, like the dedicated delegates of the Regional Executive Committee (REC) and the Executive Board, as well as the Local 17 staff, are working hard for you every day, guiding their decisions by the principles of unionism: democracy, fairness, and unity.

I hope that you continue to be a proud Local 17 member, and that you tell your colleagues, friends and neighbors that you are a proud union member. We certainly are proud to represent you.

In unity,

Local 17 King County Chapter hosts first summer BBQ in Renton



On June 23, Local 17 held its first summer barbeque for King County members at Steel Lake Park in Renton. The barbeque was spearheaded by members José Romo, from Public Health (pictured above), and Jake Jacobovitch, from Metro Transit, who is also Secretary for the King County Chapter.

This family-oriented event welcomed members and their children with fun games, swimming, a play area, and lots of good food. Nearly 30 members were in attendance.

Local 17 hopes to hold more of these family-friendly events around the region in the months and years to come! If you would like to host an event for your area, contact your Union Representative to get started. ■

Two new Executive Board members appointed to fill vacancies

On Mon., Aug. 6, the Executive Board shuffled positions and appointed two member-leaders to fill vacancies after former President Lois Watt and Trustee Jamie Wilde resigned in July. The Board is now: Hossein Barahimi (President); Sean Simmons (Vice President); Cindy Watanabe-Mez (Secretary/Treasurer); and Trustees: Mary Davis, Jessica Garcia, and Sarah Spotts. Thank you to everyone for their service! ■

#UnionStrong rallies on *Janus* day

The news came as no surprise to unions on June 27, 2018 – the day that the U.S. Supreme Court decided in the *Janus v. AFSCME* case.

In their ruling, the Court reversed 40 years of precedent set in 1977's *Abood* case, whereby making agency fees – sometimes called 'fair-share' fees – unlawful. Fair-share fees are what unions used to collect from all employees covered by the union contract to put towards negotiating and enforcing that contract. The Supreme Court, in essence, made it possible for employees to opt out of union membership and dues payment, while still benefiting from union representation, and the wages and benefits that are negotiated on their behalf.

Nevertheless, unions remain undaunted! Solidarity rallies were held throughout the country on decision day, including several in Washington and Oregon in a strong showing of our positivity and core values. The hashtag #UnionStrong was also trending on social media that day.

At the Seattle rally – held at Harborview Hospital at noon just after the decision was rendered – hundreds of union members assembled and talked about how it is more important than ever to stick together. Local 17 was well represented with over a dozen members in attendance, including Board members Hossein Barahimi and Mary Davis. Local 17 was also well-represented in Portland, where a rally was held outside City Hall at 5 p.m.

Local 17's Interim Co-Executive Directors Amy Bowles and Denise Cobden were at the Seattle rally and spoke with the news media.

"This decision is only going to help us get even better at what we already do well – organizing our members around important issues of fairness and equity related to their work, their lives, and their families," said Bowles.

Member-leader Denise Krownbell (on the cover of this issue) also spoke with the media: "The better off working people are, the better off the country is," she said. ■



Local 17's Interim Co-Executive Directors Amy Bowles and Denise Cobden speak to the media at the Solidarity Rally in Seattle on *Janus* decision day, June 27.

State negotiations reach midway point, set to end Sept.

Your Local 17 State bargaining team has been meeting with agency management since the first session in late April to negotiate the 2019-21 state contract. While compensation has not yet been discussed, tentative agreements have been reached on a number of other areas in the contract.

Many of the issues raised this session remain the same as previous years, but we have also negotiated and come to agreements on several new issues.

At the initial session, the Local 17 team – consisting of members representing each agency – presented a robust set of proposals with changes to many contract articles. During the four sessions in June, the two teams continued to discuss and make counter proposals, and ended with tentative agreements on Articles 12, 13, 16, 29, 31, 34, 39, 41, and 49.

Among hot topics for the Department of Licensing (DOL) is a repeat from the last session – trying to bring equity to the Licensing Service Representatives who regularly have Mondays off and who



receive less holiday pay than Monday through Friday employees because Saturdays is only a six-hour day.

Increasing compensation for the DOL Fuel Tax Auditors will remain a priority as it has been in past sessions. According to the state's own salary survey, this group of Local 17 members is over 70 percent behind market rate.

Big issues for the Washington State Patrol (WSP) continue to revolve around safe staffing and recruitment and retention issues. The Bellevue call center continues to routinely be staffed by Communication Officers (COs) at less than 50% capacity, posing a real danger to the public's access to emergency services and making it dif-

ficult to schedule vacations or take sick leave.

For the WSP Commercial Vehicle Enforcement Officers (CVEOs), probationary periods for new employees remains a topic of discussion at the table.

For the Washington State Department of Transportation (WSDOT), compensation for the Planning series remains a priority, as does creating rules around contracting out and incentives or reimbursements for employees to become licensed engineers. WSDOT will be facing a tsunami of retirements in the coming years, and lacks the number of licensed engineers to successfully implement their current Construction Business Plan.

Negotiations will continue through August and September, including bargaining in coalition with other unions on the healthcare cost-share, and beginning to propose compensation changes.

If you have any questions about negotiations, please contact your Union Representative. ■

Clark County ratifies 2018-21 contract

A Tentative Agreement (TA) was reached on the 2018-2021 contract with Clark County in mid-May, voted on and ratified by the membership in June, and adopted by the Clark County Council in July.

Local 17 bargains the main contract for our Clark County members in coalition with OPEIU Local 11, LiUNA Local 335, and AFSCME Local 307.

This was a tough budget cycle at Clark County, despite the overall good economy, and the bargaining team worked hard to hold the line. Highlights of the new contract include: the return of the popular Vacation Sell-Back program; a continuation of the Multi-Party Healthcare Committee that helps determine employee benefits packages and control premium costs; and the addition of a third floating holiday.

A big win in this contract is a "Me Too" clause that guarantees if non-represented employees or another bargaining unit receives an annual wage adjustment above our negotiated amount, Local 17 members will get the higher amount too.

Finally, during side bar discussions, the engineers' unit secured an increase to the clothing allowance and compensation studies for limited positions. In the appraisers' unit, we were able to expand County reimbursement for specified professional certifications.

Members of the Bargaining Team included Cary Armstrong and Nicolle Roth for the Engineers and Mary Howells and Carla Simmons for the Appraisers. Katie Carle, Ben Ransonet, and Robin Washington served as alternates. ■

Interns from WA State Labor Council help Local 17 phonebank



On Sat., July 28, interns from the Washington State Labor Council – including Taylor Verville, our summer intern (holding the sign above) – helped Local 17 call our members in Portland to let them know about the big vacation leave win (read more on p. 8-9). The effort was part of our increased member outreach and engagement program. Thanks interns! ■

Better health coverage for birth control and infertility treatments coming to City of Seattle thanks to Local 17 members

Thanks to the Coalition of City Unions – which includes Local 17 – City of Seattle employees enjoy comprehensive health insurance coverage for themselves and their families. But advocacy for even better coverage continues long after the healthcare contract is ratified. These efforts are often the result of members coming forward to talk about their specific needs.

Every month, Local 17 and other Coalition representatives attend a healthcare Labor Management Committee meeting known as HC2. HC2 is responsible for the management and oversight of all of the healthcare benefits that the City maintains. Local 17 plays an active and vital role on the HC2 committee.

The fact that the City is self-insured adds an additional level of complexity to the process. Not only does the HC2 have to monitor year over year rate increases, they also have to manage the Rate Stabilization Fund (RSF). This is the reserve fund that can be drawn from when the estimates don't match with the reality of health care costs in any given year.

Thanks in part to the committee's stewardship and oversight of the RSF, the reserve is exceptionally robust. That's a

"Birth control coverage is not only a women's health issue – it's an equal pay and equity issue. These changes to our health plan came as a result of direct action by members who saw the need for change, and the strong advocacy efforts of Local 17 on our behalf."

Rachael Brooks, Local 17 member and Civil Engineer, City of Seattle



City of Seattle members Peter Fuerbringer and Rachael Brooks brought forward healthcare coverage concerns that will now be addressed in 2019 benefit changes.

good thing, especially in a year when the rates spike, as they will in 2019.

The good news is that Local 17 members won't have to bear the burden of any additional costs because, per the contract, the City is mandated to cover up to seven percent of any increases, and any additional difference will be covered by the well-managed RSF mentioned above.

In addition to monitoring the costs, the HC2 discusses possible changes to benefit plans. This year, when Local 17 heard concerns from the Seattle membership about certain coverage – or lack thereof – surrounding birth control and infertility treatments, we brought these issues to HC2 to advocate for change.

Several members, including Local 17 member-leader Rachael Brooks, a Civil Engineer at Seattle City Light, raised concerns about the lack of full coverage for birth control. Although the Affordable Care Act (ACA) requires insurance plans to fully cover the cost of generic prescription contraceptives, the City's health plans were grandfathered in and therefore not required to provide full coverage.

"Birth control coverage is not only a women's health issue – it's an equal pay and equity issue," said Brooks who cited the disproportionate financial burden placed on women to pay for contraception, especially for those in lower-paid job classifications.

Separately, a group of Local 17 members at the Seattle Department of Construction and Inspection (SDCI) asked the union if there was anything that could be done about the base level coverage for infertility treatment. SDCI Permit Specialist Peter Fuerbringer and his wife were having difficulty having a child, and were facing big costs – far beyond the City's \$2,000 cap – for infertility treatments.

Back at the HC2 meeting, Local 17 took the lead in advocating for expanding both benefits, and at the July meeting, changes to the plan were approved.

Beginning January 1, 2019, the City's health care plans will be fully ACA compliant, covering 100 percent of generic contraceptives. The plans will also provide an expanded list of infertility treatments and raise the lifetime cap from \$2,000 to \$10,000. And the best news is that the increased coverage won't cost Local 17 members a dime.

At a time when many employers are looking to scale back benefits or pass the costs on to their employees, Local 17 and its members continue to work hard to maintain and strengthen health and other union benefits.

"The new cap on infertility treatments will open up a lot more possibilities for me and my wife, as well as many other City employees who are facing the same issues," said Fuerbringer.

"These changes to our health plan came as a result of direct action by members who saw the need for change, and the strong advocacy efforts of Local 17 on our behalf," said Brooks.

If you have healthcare coverage issues you'd like to see changed or improved, let your Union Representative know. ■

Help your fellow union member find a kidney donor!

Larry Moore, who has been a member of Local 17 for 25 years, was recently diagnosed with kidney failure and put on the living donor list.

Moore is a devoted husband, father of six children from a blended family, and grandfather to 13 grandchildren. Some of his children live as far away as Georgia and South Carolina, and his grandkids range in age from two to 18 years old. He is active in all of their lives as much as he can be.

At King County, he was part of the team that implemented the Access program that expanded transportation services for people with disabilities. He currently works for the Dial-a-Ride Transit (DART) service which uses smaller transit vehicles to reach more remote King County residents who might not be able to access regular Metro transit services.

Moore is also a pillar of his Federal Way community. For many years, he volunteered as a coach for the Special Olympics alongside his special needs daughter, who is now 34 years old.

"Being able to contribute to my community has truly been the highlight of my life," said Moore.

Larry needs his union community!

After battling diabetes for many years, Moore was diagnosed with kidney failure about a year ago. He is currently down to 11 percent kidney function, and is hoping to find a donor very soon.

"I'm a fighter," said Moore. "I want to fight this thing as long as I can."

Living kidney donors offer the best option of living a longer, healthier life for the recipient after transplantation. The human body has two kidneys and can function properly with one, for both patient and donor. Any healthy person between age 21 and 70 can donate a kidney.



Long-time Local 17 member Larry Moore with his family during the 2017 holiday season. Moore is currently on the living kidney donor list. *Could you be a match?*

Moore is being treated at the UW Medical Center and is working closely with his doctor to explore all options. If he does not find a donor, he will likely need to go on dialysis for the rest of his life.

Do you think you could be a match?

If you would like to learn more about kidney donation, and perhaps see if you can help Moore or the many other patients waiting for a new kidney, visit: www.uwmedicine.org/services/kidney/living-kidney-donor.

Check your contract and your workplace handbook, too! Many contracts and employer policies have provisions that allow employees to take time off for organ donor leave. At King County, donors can have five days of leave for this purpose. If you have questions about organ donor leave, ask your Union Representative. ■



"I'm a fighter. I want to fight this thing as long as I can."

Larry Moore, Local 17 member and Transportation Planner IV, King County

Find ways to get involved in your union at: ptel17.org/get_involved.php

Local 17 members in Portland use market data and recruitment/retention principles to win more vacation leave!

As of Jan. 1, 2019, Local 17 members at the City of Portland will see more vacation time on their leave balance sheets thanks in large part to the efforts of member-leaders who pushed for this positive change.

Before negotiations began for the 2017-21 contract with the City of Portland, Local 17 surveyed the membership and found that the top priority was to improve the City's vacation leave accrual rates, which had not been updated for many decades, and which were sorely behind the market rate for other municipalities. While the City was resistant to bargain vacation leave at the time, Local 17 got a written commitment from the City to form a workgroup that could move the issue forward between contracts.

That workgroup – led by Sarah Spotts, Local 17 Portland Chapter Treasurer, and Senior Engineering Associate for the Portland Water Bureau (and newly appointed Local 17 Trustee!) – worked hard for the last eight months to show how important this issue was to recruiting and retaining high quality employees across the City.

"We accomplished this because we had the support of members throughout this process. It is amazing what can be done when we stand strong together."

Sarah Spotts, Local 17 Portland Chapter Treasurer and Senior Engineering Associate, Portland Water Bureau

Prior to this win, the vacation accrual rates were far below market – particularly for employees within their first five years of City service, who are more likely to leave for job opportunities in other sectors that offer better benefits. Spotts and Local 17 Research Director Elliot Levin were able to demonstrate the quantitative data showing a clear deviation from the market rates, as well as show the qualitative research about how having enough vacation leave helps to balance issues of equity, while simultaneously increasing health, productivity, and bringing the City closer to its goal of being an employer of choice.

While the issue began as a Local 17 member-driven project, several other unions joined together in coalition and worked in collaboration with the City's Bureau of Human Resources to find a way to make positive change for employees and the work culture.

The workgroup met weekly for many months developing a fair, sound policy, and Spotts spent many hours of her own time on this personal pet project. When

the workgroup came to consensus, the policy was brought to City Council for approval on July 18, and passed unanimously.

"For me personally, it was hard to have work-life balance with only two weeks of vacation," said Spotts. "I can only imagine how much more difficult that is when you have kids and you need to take time off for illnesses or inclement weather. It's really an issue of equity."

"The City did the right thing, and I'm really proud of the work that the group did for the benefit of all City employees," she continued

Every employee will get at least 12 more hours of leave next year, and on average most will get almost 25 percent more vacation. Vacation accrual rates will continue to increase each year, up to an accrual cap when an employee reaches 26 years with the City.

The City sees the new vacation accrual rates as a way to make City employment more competitive, as well as foster a happier, healthier workforce.



Local 17 workgroup team members after City Council passed the new vacation leave policy (left to right): Local 17 Union Representative Rachel Whiteside, member-leader and Senior Engineering Associate Sarah Spotts (Water Bureau), and Local 17 Research Director Elliot Levin.



"The new vacation leave policy will have a tangible impact on thousands of City employee's satisfaction with their jobs, their quality of life, and their ability to care for their families."

Paul Cone, Local 17 Portland Chapter President and Information Systems Technical Analyst IV, Portland Bureau of Technology Services

Paul Cone, Local 17 Portland Chapter President and Information Systems Technical Analyst IV for the Portland Bureau of Technology Services, thinks this is a great win for our members.

"The new vacation leave policy will have a tangible impact on thousands of City employee's satisfaction with their jobs, their quality of life, and their ability to care for their families," said Cone.

After the City Council hearing, members gathered at Terry Schunk Park in downtown Portland for a celebration and ice cream social. Members were excited about this huge win, and talked about what it means to them to have more vacation, as well as a strong union to advocate for change.

"We accomplished this because we had the support of members throughout this process," said Spotts. "It is amazing what can be done when we stand strong together." ■



Top: Local 17 members celebrate the vacation leave win at Terry Schunk Park in downtown Portland. Above: Portland Chapter President Paul Cone with City Commissioner Chloe Eudaly.

Vegetation Management Specialists join Local 17

Helping to keep Clark County's natural habitat in balance

About two years ago, a group of Clark County specialists approached Local 17 about the possibility of joining our union. These unprotected employees were facing some adjustments to their working conditions, and thought that being in a union could help them navigate the uncertain situation.

Vegetation Management Specialists serve an important role at the County. From mitigating environmental impacts from local construction and business operations, to improving stormwater runoff systems, to controlling noxious weeds that can wreak havoc on the ecosystem, their work helps protect natural habitat throughout Clark County, which has seen a dramatic increase in development over the last few years.

One of their main programs is called Legacy Lands. Funded by a county tax levy, this program protects nearly 4,000 acres, preserving space for both unspoiled ecological areas, as well as recreational opportunities for local residents. It is also an example of interagency partnership between city, county and federal government municipalities and non-profits, like the Columbia Land Trust.

"Growing up in Hawaii, we were taught that the land is like our older brother. I am very passionate about conservation work and feel lucky to be doing something I love while getting fairly compensated for it."

Sanoe Keli'inoi, Local 17 member and Field Technician, Clark County



Brand new Local 17 members Sanoe Keli'inoi (second from right) and Blake Kisler (far right) stand with two interns in the rural Clark County habitat that they are assigned to protect.

Blaine Kisler is a Field Inspector in the Legacy Lands program. One of the current tasks of Kisler and his team, among many, includes wetland monitoring in the East Fork Lewis River, where former gravel quarries are affecting juvenile salmon habitat. Their goal is to develop alternatives to shift the river to a different course to pick up cold water, which helps ensure that more salmon will return each year.

"The Legacy Lands program is one way to balance conservation with development," said Kisler. "Clark County has been on the cutting edge as far as developing new ecological restoration techniques."

Kisler got his degree in Forest Management at Oregon State University, and started with Clark County as a temporary employee back in 2014. He became a Technician in 2016, and was promoted to Field Inspector last year. Now, he supervises a team of technicians, interns, and members of the Washington Conservation Corps, an AmeriCorps program.

Similarly, colleague Sanoe Keli'inoi started with Clark County as a temporary employee after she finished her degree in Environmental Science at the University of Portland. She is now a Field Technician.

"Growing up in Hawaii, we were taught that the land is like our older brother," she said. "I am very passionate about conservation work and feel lucky to be doing something I love while getting fairly compensated for it."

The Vegetation Specialists have been negotiating their new contract this spring along with the rest of their fellow members. Everyone in their department – 11 new Local 17 members in all – seems to be on a personal mission to preserve the wildlife and green areas of Clark County so future generations can enjoy it.

"It's great to work with so many people who care about what they do – we all work hard, and we're like family," said Keli'inoi. ■

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@ptel17.org

August primary in Wash. sets stage for November election

The primary election in Washington state was held on Tues., Aug. 7, setting the stage for a highly anticipated mid-term election this November.

In Washington state, the greatest chance for political change this election year will be in the State legislature where all seats in the House and half of the seats in the Senate are up for election.

In the 2018 session, Democrats held a majority in both chambers: 50-48 in the House and 25-24 in the Senate. With many incumbent legislators choosing to forego re-election, some political experts contend that there could be a change to the split chambers and narrow majorities that have been the norm the past few sessions.

In our next issue, we will have a complete list of political endorsements for

worker-friendly candidates and initiatives. Remember, membership dues are NEVER used to endorse political candidates – only voluntary donations to our Political Action Committee (PAC) are used for those purposes. You can read more about the PAC at pte17.org/publicaffairs/PAC.

Voter turnout will be very important this November. In Washington, elections are vote-by-mail, and this August, the state piloted a postage-paid envelope to remove barriers to voting. With the postage-paid envelope, voter turnout for the 2018 primary, which is notoriously low, hovered around 40 percent. ■



To learn more about the political issues that impact Local 17 members, visit: pte17.org/publicaffairs

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, implementing 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

Professional and
Technical Employees,
Local 17



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ptel7.org/address/form.html

Labor Victories

Is your department being reorganized? Use your collective voice!

Earlier this year Seattle-King County Public Health began considering creating a new Department of Local Health Services to better service residents of unincorporated King County.

The On-Site Sewage System (OSS) Program within Public Health's Division of Environmental Health Services was identified as being one with the potential of being reorganized under the new Department. Local 17 members had a overwhelming concern that this would significantly change their mission as Public Health professionals, as well as break the direct line of authority the Health Officer has over this work.

The membership, led by Local 17 Steward Jarone Baker, joined with Plumbers and Pipefitters Local 32 in a joint statement of concern. The entire



affected membership – plus three times more joining in solidarity – signed the statement.

The statement gave pause to King County, who decided in the end not to migrate the OSS program, retaining its position in the Division of Environmental Health Services.

Without the unified front and the strong showing of solidarity amongst co-workers across two unions, management may not have been aware of the potential long-term impacts of this change. It goes to show that standing together is the best way to make change happen!

If your department is facing a re-org, or another issue that could impact your work now or in the future, talk to your Union Representative about your options! ■