

insight

A NEWSLETTER FOR MEMBERS & FRIENDS

Nov/Dec
2019
Vol 24
No. 6



OF PROTEC17 (Formerly PTE Local 17)

'I VOTED!'

Seattle and Tacoma
members ratify their
contracts



**Plus, meet Manny:
a City of Seattle
employee and
PROTEC17 member
since 1957!**





On the Cover:

A City of Seattle member casts a ballot at in-person voting on the 2019-21 contract. After the ballot count on Nov. 20, which included paper and electronic ballots, Seattle members overwhelmingly voted to ratify their contract. City of Tacoma members also voted in record numbers in-person and online in favor of their 2019-22 agreement. Read more on page 8. ■

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Peace and joy
to all of our members and their
families this holiday season.

insight

Karen Estevenin, Managing Editor; Deidre Girard, Editor. Insight (ISSN 1093-1694) is the official publication of Professional and Technical Employees Local 17 (PROTEC17). Insight is published bi-monthly by PROTEC17, 2900 Eastlake Avenue East, Suite 300, Seattle, WA 98102. Periodicals postage paid at Seattle, Washington. Postmaster: Send address change to: Insight - 2900 Eastlake Ave. E., Ste. 300, Seattle, WA 98102-3012. www.protec17.org

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Karen Estevenin
Executive Director

Peace and Joy

It's the end of the year – a time for reflection, celebration, and of course, family. Although this can include the people we grew up with, it can also be the family that we choose for ourselves – our best friends, and maybe even some trusted co-workers... the people who see us at our best and worst and stand with us day-in and day-out.

Recently, at a PROTEC17 union meeting, a new member who was signing their membership card turned and said to me, “Well, I guess I’m now part of the family now.” They were absolutely right. Our union family is complex and not without frustrations, but we are also brimming with love, passion, and hope. And, as the new member indicated, we are connected.

What would be written in our holiday card summarizing our union family’s highlights for the past year? Lots. We’ve got new direction through our strategic planning priorities and goals (p.5), put together a new mission statement (p. 5), launched a union steward program and trained over 100 new stewards. We are organizing new units, and improving techniques to welcome new members. We ran a political action workshop and held a climate justice summit (p. 8), both engaging a wide range of members. And our constitution revision committee continues the process to improve our structure so we can more effectively carry forward our mission.

The future is bright, and it’s because of the collective power of over 9,000 members who form our union – our family. Our member-leaders, union stewards, and Regional Executive Committee delegates are committed to building power in the workplace and organizationally, as described in the highlights of our last action-packed REC meeting (p. 6). And day-in and day-out, our members back each other up. The stories of this are touching and make all the difference, like retiring member Manny Hanowell who shares that his co-workers are one of the main reasons he’s kept working for over 62 years (p.9).

As 2019 comes to a close, I think about all of the work we’ve accomplished over the last several months. It is truly a reflection of who we are and the power that our union family has to make things happen. This holiday season, I thank you for your membership and support of our union, and for everything you do to lift up our communities. From our family to yours, I wish you peace and joy this season, and hope and excitement for a bright New Year.

In unity,

Karen

PROTEC17 supported great causes in 2019!

Each year, the PROTEC17 Executive Board authorizes charitable donations to a myriad of organizations whose missions are aligned with our union's values.

In 2019, the Board donated to dozens of organizations including: the United Way, Real Change, Jobs with Justice, the ACLU, the Northwest Immigrant Rights Project, and the A. Philip Randolph Institute, just to name a few.

In addition, PROTEC17 donated to local food banks in both Washington and Oregon this holiday season. As in 2018, we again gave \$12,000 to help these groups with their mission to help feed families who are struggling.

We are proud to support all of these important causes on behalf of our membership, who donate so much of their skills and talents to the public good. Thank you to all of our members for your ongoing support! Happy holidays and a joyful new year to you! ■



Keep your eyes peeled for the launch of our BRAND NEW MEMBER PORTAL in early 2020!

New Executive Board President and Trustee hit the ground running



New Board members Jennell Hicks (Trustee, left) and Rachael Brooks (President, right) before their first Executive Board meeting on Nov. 14.

After ballots for the Executive Board election were counted on Tues., Nov. 12, City of Seattle member-leader

Rachael Brooks was announced the new President of PROTEC17. She attended her first Executive Board meeting on Nov. 14, along with long-time member-leader Jennell Hicks from Seattle-King County Public Health, who was appointed PROTEC17's newest Trustee, a position that was uncontested.

Both Brooks and Hicks have been very involved in PROTEC17, serving as Stewards and Regional Executive Committee (REC) delegates. Brooks also served on the Executive Director hiring panel earlier this year. Hicks is the Vice President of the King County Chapter and recently won the "Organizer Extraordinaire" award at the REC for her work getting new hires to join PROTEC17.

Several long-time, dedicated member-leaders stepped up to run for positions on the Board, including Darren Wilson (Seattle), Daniel Jones (WSDOT), and Jake Jacobovitch (King County) who competed in a close race for President.

The Executive Board meets once per month to provide oversight on the business of the union between Regional Executive Committee meetings (see recap on p. 6). Brooks' and Hicks' first meeting ran a reported seven hours! The two new Board members were able to get up to speed on various union issues, and provide substantive input and feedback.

Congratulations to these two amazing women! Their dedication to this organization and its mission are unmistakable. We look forward to their perspectives and experience helping to shape PROTEC17 during their three-year terms, and making our union even stronger. ■

Find more news on our website: www.protec17.org/news

2020-2022 Strategic Plan:

Our top priorities and our new mission statement

After soliciting member feedback over the last several months through surveys and focus groups, PROTEC17 has been reformulating our mission statement and finalizing our Strategic Plan for 2020-2022. This plan will shape our objectives for the next three years, providing a strong foundation for our future through a focus on three main priorities and goals, which are as follows:

1. Develop and train member leaders

PROTEC17 develops strong member-leaders who make positive changes in their workplaces and communities because they have the tools, resources, support and confidence to engage in this work.

2. Grow our membership

PROTEC17 builds power for working people through dynamic new growth.

3. Elevate race and social justice initiatives

PROTEC17 elevates equity through racial, economic, and social justice in all forms of organizing, representation, and community involvement.

At the October Regional Executive Committee meeting (read more on p. 6), delegates discussed the three priorities, fine-tuning the work of the Executive Board and Strategic Planning Committee, and affirming the work that needs to be done to make our union even stronger.

The mission statement, too, encompasses the ideals that members want to see increase in their union, see below.

Now that the work creating the Strategic Plan is coming to a close, the real work on implementing the objectives under each priority and goal will begin. This is in the works for January 2020, when the plan begins.

We look forward to everyone in PROTEC17 – the Executive Board, REC, staff and members at large – contributing to the success of our union over the next three years and beyond! ■

Our mission statement:
“PROTEC17: We are a member-powered union inspiring action, advancing equity, and building community.”

Regional Executive Committee:

Delegates discuss constitution, strategic plan, political action; plus first annual member awards presented at October meeting



he Regional Executive Committee (REC) – our union’s policy-making body – gathered at the Teamsters

Hall in Tukwila, Wash. on Sat., Oct. 19 for their annual fall meeting.

The large auditorium was full of members conducting the business of our union. The twice-yearly event is not only productive, it allows delegates to connect with their fellow members from across the region and share ideas.

The agenda, under the theme ‘Future Forward,’ was packed, and included discussions about PROTEC17’s constitution, our mission statement, and our three-year strategic plan. Vice President Sean Simmons, in the acting President role, led the meeting with new PROTEC17 Secretary/Treasurer Jessica Garcia who discussed our financial health.

After a brief orientation to the REC, Executive Director Karen Estevenin

opened her remarks by singing the classic union anthem ‘Which Side are You On?’ Her subsequent state of the union address focused on the tremendous work that both members and staff are doing to ensure that we reach out and welcome all new hires, and engage our current members with new and exciting initiatives.

Much of the meeting was a working session where delegates discussed, debated, and voted on motions involving revisions to our constitution, mission statement, and organizational priorities.

In a first motion, REC delegates proposed to amend the constitution so that future revisions to our constitution can be voted on by electronic, versus paper, ballot. This was an important first step after the committee was formed at the March REC to work on this important project. Delegates on the constitution revision committee are: Marc Anderson, Rachael Brooks, Jake Jacobovitch, and Sean Simmons. PROTEC17 members can expect to hear more about this project in the new year, and will receive an initial paper ballot to cast their vote on the proposed amendment.

Next, the delegation discussed and voted on the final version of our organization’s mission statement, which is: “We are a member-powered union inspiring action, advancing equity, and building community.” PROTEC17 has never officially had a mission statement, and delegates were excited to play a part in defining who we are and what we strive to do in words.

In another working session, delegates broke out into small groups to discuss our

organization’s three proposed priorities under our Strategic Plan for 2020-22.

Both the mission statement and these priorities came about after gathering input from members via surveys, focus groups and other discussions about what they wanted to see in their union. These are important pieces that will serve to guide our decision-making and shape our union in the years to come. (Read more on p. 5).

In a new segment of the REC, four delegates received our new union activist awards, honoring how they go above and beyond to support their fellow members. This year’s winners are: Nick CastroLang (Spokane Regional Health District), Jennell Hicks (King County), Daniel Jones (WSDOT), and Mary O’Leary (Snohomish Health District).

During lunch, delegates heard from some of the candidates running for Executive Board President: Rachael Brooks, Jake Jacobovitch and Daniel Jones (read more on p. 4). Candidate Darren Wilson was in attendance before the REC meeting to campaign, but was unable to stay due to another obligation.

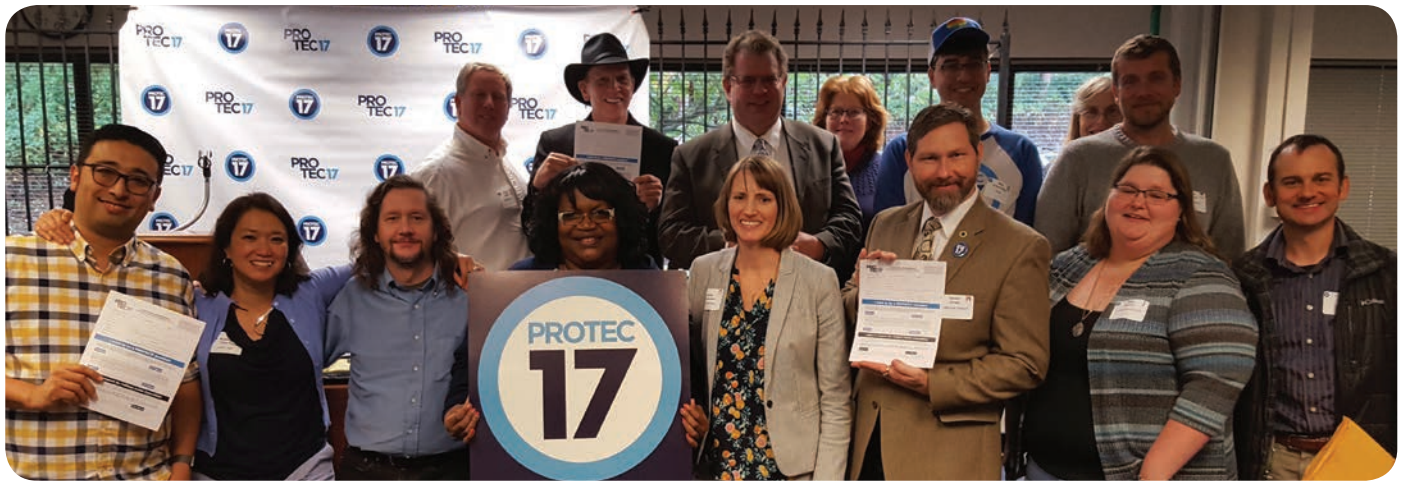
Finally, after the meeting officially concluded, an optional training on our new political action program took place with over 20 delegates in attendance. Members left equipped with the knowledge about why politics are important and how to talk to their fellow members about issues in a non-devisive way by relating them to our shared values. They also learned about upcoming involvement opportunities, such as participating on member-focused endorsement committees, which will increase in 2020 before election season. ■

“I’m thrilled with the Strategic Plan we have worked on together. We’re on a positive trajectory thanks to our amazing members and all the work to make our union stronger.”

Karen Estevenin
PROTEC17 Executive Director

Next page: REC delegates at the October meeting (clockwise from top left): PROTEC17 Union Representative Annie Costello with award-winner Mary O’Leary (Snohomish Health); PROTEC17 Secretary-Treasurer Jessica Garcia (Benton Franklin Health) presenting;

Executive Director Karen Estevenin listening to member Jennell Hicks’ (King County) feedback on our strategic plan; some of the participants in the political training that followed the REC (photo by King County REC delegate Jake Jacobovitch); delegates Andrew Neuman (Portland) and Jason Harrell (Tacoma); Seattle REC delegates Levi Johnson and Deborah Pate; delegate Jim Cuyler (DOL); and Darren Wilson (Seattle) campaigning for Executive Board with Vice President Sean Simmons (WSDOT).



PROTEC17 members host first Climate Justice Summit



ROTEC17 members from the City of Seattle and King County hosted a Climate Justice Summit on October 29.

The summit was comprised of a panel of experts, including City of Seattle Urban Planner and PROTEC17 member, Connie Combs, Alec Cannon from 350 Seattle, and Judy Twedt, a UAW member-organizer and PhD candidate studying climate change at the University of Washington.

The meeting served to raise awareness of the impacts of global climate change on a local level and to seek PROTEC17's endorsement and support of the Seattle Green New Deal, a resolution which Seattle City Council unanimously passed in late summer.

According to its website, the campaign for a Seattle Green New Deal is a "people-powered movement demanding that the City of Seattle create its own Green New Deal to eliminate climate pollution by 2030, address historical injustices, and create thousands of good jobs."

Similar to the Green New Deal being discussed at the Federal level, the proposal is the beginning of a process that develops policies and programs that will help alleviate climate change and the inequities that accompany it, by co-creating solutions with the most impacted communities.

"I got excited about the Green New Deal for its bold climate change policies that also address environmental injustice and promote worker's rights."

Connie Combs, PROTEC17 Member and *Planning and Development Specialist II* at Seattle Planning Commission



Members from King County and City of Seattle met to talk about climate justice issues and the Seattle Green New Deal on Oct. 29.

The presenters on the PROTEC17 panel provided a brief introduction to the Seattle Green New Deal, and opened the floor to attendees to have a robust dialogue with each other about the local impacts of climate change. The other piece was discussing the opportunities that public sector employees have to take a leadership role in mitigating and combating these impacts.

PROTEC17 member Connie Combs, a Planning and Development Specialist II for the Seattle Planning Commission, got involved in this movement by first volunteering with the Sunrise Movement – a youth-led organization promoting the federal Green New Deal.

"I'm an urban planner with an environmental background, and earlier this year I got excited about the Seattle Green New Deal for its bold climate change policies that also address environmental injustice, and promote worker's rights," she said.

For Combs, the link between climate change and worker's rights is clear, and

having her union support these issues is critical to moving them from ideas to action.

"The idea behind the Seattle Green New Deal is to have the City transition away from fossil fuels and to invest in public works projects that create union-wage jobs," said Combs.

"I'd love to see union members support the movement by having PROTEC17 formally endorse the campaign," she continued. "I think it would be great if we could conduct more of these trainings as well – possibly a lunch-and-learn at different offices to make it more accessible to other union members."

If you'd like to learn more, you can visit the Seattle Green New Deal website at: seattlegnd.org or the Seattle 350 website at: 350Seattle.org. If you're interested in arranging a training or lunch-and-learn to talk more with your fellow PROTEC17 members about this topic, please reach out to Union Representative Alex Il at alex@protec17.org or 206-328-7321 ext. 118. ■

Meet Manny: At 85 years old, he's been a City of Seattle employee and PROTEC17 member for over 62 years!



Manny Hanowell remembers his exact start date at the City of Seattle – March 4, 1957. Back then, his work

drafting and mapping the city's electrical grid was done by hand and in ink, and predated a time when every street in Seattle had lighting and I-5 existed.

In fact, Hanowell played an important role in both of these projects. As an Electrical Engineering Specialist, one of his first projects with the City was designing the plans for the first arterial lights. Later, he planned the lighting program for Seattle's residential streets which, at the time, were bare bulbs.

One of his favorite projects though was working on the cityscape-changing Interstate 5 (I-5) project back in 1960-1962. Hanowell worked closely with the Washington State Department of Transportation (WSDOT) to re-route power lines around the incoming freeway and determine the size of poles and transformers needed to light the new thoroughfare.

"Back then, just a few cars were using the freeway and I wondered why they had made it so big," he laughed.

Every one of Hanowell's projects require him to use advanced math skills to calculate the amount of power and electricity needed for various residential and commercial projects throughout the city. The math is, in part, what has kept him going for all of these years.

"My co-workers and customers, plus the challenge of mathematical calculations have always kept me motivated," he said.

Hanowell graduated from Western Washington University with a B.A. in Mathematics and worked as a junior high school teacher for a year before deciding to change paths. During his tenure at City Light, he challenged the federal powerline calculation, and was acknowledged by the U.S. government for his diligence and mathematical expertise.

On Mon., Dec. 2, 2019, Hanowell retired after working for the City for an incredible 62.5 years. To his co-workers, he's "the King", and they have so many fond memories of working with him over the years. At his cubicle, there were collages of photos spanning six decades, including a photo of him in his barbershop quartet days, and one of him on his bicycle, which

he rode to and from work everyday from the Lake City neighborhood to the North Service Center. Even some of his long-time customers came to his retirement party to say thank you to an amazing person.

Hanowell probably would've kept on working had it not been for his oldest son, who retired earlier this year, and his youngest son, who will retire early next year, both prompting him to take a break. Hanowell also has a daughter who is a prominent artist in the Pacific Northwest.

When asked what he'll do in retirement, Hanowell listed numerous hobbies including fixing bicycles and being a ham radio operator. He'll also still be a huge supporter of worker's rights, which has been near and dear to his heart since his father – a logger in the timber industry – instilled the importance of unions to worker safety and security.

Everyone at PROTEC17 extends a heartfelt thank you and congratulations to Manny for 62 years of service to the public! His hard-work, positive spirit, and dedication to his job, co-workers, and unions is inspirational and his shoes are far too big to ever fill. ■

"My co-workers and customers, plus the challenge of mathematical calculations have always kept me motivated."

Manny Hanowell, 62-year PROTEC17 Member and Assistant Electrical Engineering Specialist III at *Seattle City Light*



VICTORIES!

Tacoma members vote overwhelmingly to ratify 2019-22 contract

A

fter ballots were counted on Oct. 30, Tacoma members overwhelmingly voted 'YES' on their 2019-22 contract. This contract marks some major wins for Tacoma members, including: COLAs of 3% in 2019, with retroactive pay to Jan. 1, 2019, 3% in 2020, 2.5% in 2021 and 2.25% in 2022; additional market adjustments for many classifications; certification pay for inspectors and more. The bargaining team – Brett Burrows, Jim McDaniel, Drayton McLaren, John Reeves, Mike Sowards, and Renee Thompson – did a fantastic job. Please give them a 'thank you' when you see them!



2019-21 contract ratified by Seattle members with big wins!



n Nov. 20, the PROTEC17 negotiations team met to tally the votes on the tentative agreements reached with the City of Seattle on both the Master and Municipal Court (team pictured at left) contracts. Both were overwhelmingly approved.

There was historic turnout for in-person voting during the week of Nov. 4, followed by electronic voting through Nov. 18. The contract contains both economic and non-economic improvements, including: a minimum of 10.1% cost-of-living adjustment (COLA) over three years; a market rate study for all PROTEC17 classifications before the contract expires in 2021; a language premium for members assigned work requiring them to use non-English languages in the workplace; and dramatic expansions to paid parental, paid family, bereavement and emergency day leave. The contract now makes its way to the Seattle City Council and the Mayor for final signatures and implementation.

Thank you to the negotiations team for all their hard work and dedication: Rachael Brooks (City Light), Walker Dodson (OFH), Ulysses Hillard (SPU), Gina Kim (SPU), Aimee Kimball (City Light), Denise Krownbell (City Light), Ross McFarland (SDOT), Jennifer Peirce (Municipal Court), Dorel Radauceanu (Municipal Court), and Darren Wilson (Construction and Inspections).

Skagit member wins Public Health award

M

ember Lea Hamner, epidemiologist for Skagit County Public Health, recently was honored with the Excellence Award from the Washington State Public Health Association for her work on the opioid epidemic. Congratulations and thank you for your important work, Lea!



PROTEC17 wins ILCA labor media awards

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ROTEC17 won two awards in the 2019 labor media contest sponsored by the International Labor Communications Association (ILCA). This annual contest honors the best union and worker-related journalism, communications, and design. This year, PROTEC17 took third place for best photo essay or gallery for last year's celebration of our centennial, and second place for best design in visual communications for *Insight* magazine. Thank you to our members for supporting our communications program and for sharing your stories!



What can we do about I-976?

In the November election, voters narrowly passed Tim Eyman's \$30 car tab initiative, I-976. While it is currently being held up in court, the impacts are already being felt across the state and within the PROTEC17 membership.

The I-976 scheme guts public services, specifically roads and transportation funding, all across Washington state, slowing down hiring at transportation-related agencies like at the Washington State Department of Transportation (WSDOT) and in King and Spokane Counties, to name a few. PROTEC17 opposed the Initiative knowing the potential devastating effects it would have on our members' jobs and on various transportation projects across the state.

In early December, a King County judge supported an injunction put forth by opponents of I-976. This stay will put implementation of the \$30 card tabs on hold while it is



determined whether or not the initiative is constitutional or the language on the ballot was misleading. Still, agencies are preparing for the worst and being cautious in carrying out plans for 2020 and beyond.

PROTEC17 member Nathan Schumer, an Engineer for WSDOT, is working on a project directly funded by car tab fees and expressed concern about the essential work on our transportation projects that could be put on hold, jeopardizing public safety and accessibility.

"Every day, I go to work to try and make a public transportation system that works for all Washingtonians," said Schumer.

"Tim Eyman's initiative will cut thousands of union jobs, crucial capital investment, and service for poor, rural residents, and residents with disabilities; it must be stopped. Eyman's initiative success is built on Washingtonians' frustration with the most regressive tax system in the county. Democrats in the Washington State Legislature need to find the political courage to tax the rich and stop these cuts."

Schumer also recently attended a union conference where I-976 was a central issue that members and activists rallied around.

The staff and members of PROTEC17 will continue to monitor the I-976 situation as it progresses through the court system. If you are interested in getting connected to the coalition of activists who are preparing for further discussions prior to the 2020 legislative session, please contact Union Rep Sarah Lorenzini at sarah@protec17.org or 800-783-0017 ext. 110. ■

Beware of the Freedom Foundation/Opt Out Today

A political and anti-union organization that calls themselves the 'Freedom Foundation' has been submitting public disclosure requests across Washington and Oregon to get your personal information. Their campaign to weaken unions, also known as 'Opt-Out Today', is funded by corporations and out-of-state billionaires because we threaten their mission when we stand together for good wages, strong worker protections, and thriving public services.

The Freedom Foundation/Opt-Out Today will attempt to trick you into abandoning your union through mailers, emails, phone calls, or even showing up at your home. They think that PROTEC17 members will believe their lies and can be convinced to weaken our union.

Help spread the truth to your co-workers about the motives of this group. If you are contacted via email, phone, or in-person, request that you be removed from their list. You can report any of their email sent to your work address as spam to your IT department, or mark it as junk/spam in your personal email. Also, let your Union Representative know about any anti-union activity so that we can warn others. Together, we can keep our union strong!

"The Freedom Foundation is anti-union and is working to take away your rights to organize. Their efforts could take away pay, benefits and working conditions that you and your co-workers have fought for over many years."

Jeremy Ward, PROTEC17 Steward
King County IT

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PROTEC17 Flashback:

PROTEC17 (then IFPTE17) at the World Trade Organization (WTO) demonstration in Seattle 1999, when Labor advocated for good jobs and a clean environment.

