

# insight

A NEWSLETTER FOR MEMBERS & FRIENDS OF PROTEC17

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This is what **Solidarity** looks like!





### On the Cover:

Despite the pandemic, PROTEC17 members are gathering (virtually!) in solidarity to gear up for contract negotiations, take political action, and to welcome new hires to our union. The two Zoom trainings pictured on our cover took place in June - one on building a contract campaign (read more on pp. 6-7) and one on the political action committee (p.10). ■

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## insight

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## This is what solidarity looks like



Karen Estevenin  
Executive Director

**T**he sun is finally shining in the Pacific Northwest. It is beckoning us outdoors after many months of shuttering out the cold. And the increase of vaccinations and the slowing pandemic is bringing a renewed sense of freedom, adventure, and solidarity. It feels great.

Millions of people in our region are now vaccinated. As I write this, Washington state stands at a 72% vaccination rate and Oregon follows closely at 68%. With this has come a thankful, slow return to pre-pandemic normality. I feel immense gratitude for each and every person who is doing their part to protect themselves, our families, and our communities. Some people in our communities remain vulnerable to COVID-19 including young children. For those that can, a vaccination demonstrates compassion and a commitment that we will protect each other. It is an act of solidarity.

Our union has been instrumental in vaccination efforts, too – from our public health members who helped plan a response to the crisis, to our members working at testing and vaccination sites, to our work helping members find vaccination appointments when they were harder to come by. We should all be proud of the collective work of our union through this challenging time and of the countless members who have worked day-in and day-out to continue providing essential services to our communities. This, too, is what solidarity looks like.

Throughout this issue of *Insight*, you'll read more about PROTEC17 members engaging in solidarity. Dozens of members learned about how to build collective power at the negotiations table and beyond through our training, *Building a Successful Contract Campaign* (pp.6-7). Our newest staff member, Nikki Dias, who you can learn more about on page 4, led a training to launch this year's political endorsement process. Through interactive exercises in that training, participants explored the shared principles that animate our union's political engagement – our commitment to living wages, strong health benefits, a good retirement, a fair workplace, and opportunities for working people. Though we might differ on particular candidates or political issues, participants acknowledged that we, as union members, stand in solidarity around these common goals.

Solidarity also means, of course, a commitment to being an inclusive, welcoming union. New employees can join our union every day, but they need to be asked – and it is up to all of us to make sure they are welcomed! (Read more on p. 9). These conversations are a perfect time to share that, thanks to our union efforts, many members will enjoy a newly paid holiday in their contracts starting next year to honor Juneteenth. You can read more about this important celebration on page 8, and how it became an official holiday at the federal level and in both WA and OR this year.

Solidarity is open, inclusive, welcoming, colorful and diverse. It's compassionate and committed. It runs deep, knowing that we have each other's backs even though we have our differences. Our common goals as working people unite us with a formidable strength that allow us to take on the worthy fights together. For now, I invite you to turn towards the sunshine. Soak it in with those you love while we have it. But even when the sun disappears, we'll be there with you, in solidarity.

Onward,

## PROTEC17 scholarship applications due July 31!



**T**he annual college scholarship program for dependents of PROTEC17 members is now open! Since its inception in 2011, PROTEC17 has awarded 17 scholarships totalling over \$50,000 towards the advanced education of our members' children.

The program sponsors two \$3,000 college scholarships each year – one for an incoming college freshman, and the other for a continuing college student. Applicants are asked to demonstrate their academic achievement, community service, extracurricular activities, and educational goals, as well as write a labor-related essay which is reviewed by outside labor educators.

The application is now available on the PROTEC17 website ([www.protec17.org/benefits](http://www.protec17.org/benefits)) – the deadline to apply is July 31, 2021. Winners will be announced in the Sept/Oct. issue of *Insight* magazine, and on our website and social media channels.

In their essays, past winners have highlighted how their parent's involvement with PROTEC17 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. If you have any questions about the scholarship program, contact Communications Director Deidre Girard at [deidre@protec17.org](mailto:deidre@protec17.org). ■

## Furloughs eliminated for state employees; 2021-23 contract in effect July 1

**B**ecause of advocacy and pressure from State employee unions – including PROTEC17 – the furloughs scheduled for the 2021-23 biennium have been eliminated. While we still need to negotiate the language out of our Collective Bargaining Agreement (CBA), the furloughs weren't included in the biennial budget signed by Gov. Inslee in May, therefore eliminating the need for the language in the agreement.

This would not have happened without strong State employee unions in Washington. If the legislature needed to balance their budget on the backs of State employees, they would have, but strong unions like PROTEC17 were in their way.

"We took one for the team last year and agreed to the furloughs for the greater good of our workforce and our economy," said Faith Shuler, a Transportation Engineer 3 at WSDOT, and negotiating team member.

"Because of our sacrifice, the State knew they needed to show up for us if the economy improved, and it thankfully has," she continued. "Without our union, we would still have to face these harmful austerity measures which would only delay our State's economic recovery."

Another proposal that was rejected by the State at the bargaining table this cycle was making Juneteenth a paid holiday for State employees. This, too, was passed by the legislature and will be included in the 2021-23 CBA, which means beginning in 2022, state workers will receive June 19 as a paid holiday.

Advocacy in Olympia matters. What we can't get at the bargaining table, we can sometimes achieve through our legislature, as was the case this year.

If you have questions about your 2021-2023 state contract, the legislative session, or anything else, please reach out to your Union Representative. ■

## PROTEC17 welcomes new staff Nikki Dias

**P**lease join us in welcoming Nikki Dias to the PROTEC17 staff! Dias joined us in May in a dual role as a Union Representative for the City of Seattle, as well as an Organizer for our growing Political Program.

Dias developed her organizing skills as a volunteer in community, international solidarity, and anti-war organizing from 2002-2008. In 2008, she joined the labor movement with UFCW and worked on various campaigns with meatpacking and grocery store workers. Since 2009, she has worked with WFSE/



AFSCME Council 28, fighting for fully-funded public services, fair pay and working conditions, and advancing democracy in the workplace in various capacities as an external organizer and internal organizer/union representative.

"I am so excited to join PROTEC17 and contribute to building a

member-powered union inspiring action, advancing equity, and building community," said Dias. "We are not only workers, we are the most effective advocates for the services we provide and the communities we serve. I look forward to meeting you all in the struggle!" ■

## Unions and business community work together to stop job cuts at City of Portland's Bureau of Development Services

**E**arly this year, a remarkable coalition of Labor and Business converged around announced cuts at the City of Portland's Bureau of Development Services (BDS).

With about ninety-eight (98) percent of BDS's revenue coming from building permit fees, the Bureau took a huge hit during the COVID-19 pandemic when the mandated quarantine halted or delayed many construction projects. At one point, BDS was planning to layoff more than 60 workers, roughly three-quarters of which are represented by unions. Right after the news, a coalition of unions approached Bureau leadership and City Council members with ideas to avert layoffs. While union leaders were initially successful in delaying layoffs for represented workers, 13 non-represented employees were laid off on March 1.

Despite their healthy reserves that came as a result of conservative business practices following the Great Recession, BDS had been drawing down this fund at a rate of about \$2.1 million a month since the start of the pandemic. Leadership announced an additional 40+ layoffs were on the horizon unless City Council could support the Bureau with limited one-time funds from the General Fund.

To help tell the story of the importance of BDS workers to housing and construction in the city, union leaders reached out to their contacts in the development and business communities. The coalition that originally started with just Labor, ballooned to include construction contractor associations, developers, realtors, minority contractor groups, and even the Portland Business Alliance. Above all, the coalition wanted to avoid what happened after the 2008 recession hit.

Faced with a similar drop in permit revenue in 2009, BDS radically downsized its workforce from 315 to just 147 staff



The Labor/Business Coalition that helped save jobs at the Bureau of Development Services.

by 2010. When construction demand returned, it took half a decade for BDS to replace those laid-off inspectors, planners and engineers. That created a years-long slowdown in processing permits, which delayed construction starts and resulted in thousands of construction workers in the Portland region being out of work longer than they needed to be. And projects that normally would have taken a year to get permits and approval were taking two or more years.

The reason BDS had a hard time recruiting is simple. Electrical inspectors are electricians; plumbing inspectors are plumbers; engineering plan reviewers are engineers. In each case, workers with those skills tend to earn more in the private sector than they do working for a public employer.

The work BDS does is important and necessary. Construction contractors may complain about fees, wait times, and complexity, but no one wants to be the city where buildings collapse on their occupants or burn because of improper electrical work.

"Significant BDS layoffs threaten to touch off a downward spiral, reducing

service levels and increasing permitting timelines, both of which create uncertainty that can hamper recovery in the housing and office development and construction industries," wrote eight prominent business groups in a letter to City Council.

The ad hoc coalition of BDS supporters, eventually growing to more than 15 organizations in all, made a convincing argument to City Council members to make BDS a priority now, in order to speed the eventual recovery later and not further delay much needed housing stock.

"The collaboration across the lines between union, management, and industry has shown that having a strong union presence in the City supports not only represented staff, but all employees and groups that could be affected by this downturn," said PROTEC17 member and BDS employee Priscilla Partch. "It is a positive thing to see and one that I hope continues in the future."

The funds needed to stabilize BDS through a two- to three-year recovery have been earmarked in the Mayor's recommended budget and City Council is expected to adopt the final budget by mid-June. ■

**Find more news on our website: [www.protec17.org/news](http://www.protec17.org/news)**

# Building a Successful Contract Campaign

## PROTEC17 members across the Pacific Northwest gear up for contract negotiations this year

**T**housands of PROTEC17 members from across our union are in the midst of contract negotiations or are about to kick off bargaining for their new contracts this year. From Portland to Seattle, from Chelan Douglas Health District to Kitsap Public Health, and from Spokane County to Pierce County, members are ready to stand in solidarity with their colleagues to win workplace improvements and protections, and fair wages and benefits that reflect the vital work they do for our local governments and communities.

To gear up for negotiations, PROTEC17 member-leaders are launching and leading strategic contract campaigns to keep members informed and engaged throughout the bargaining process.

**“As a union, our power is always the power of numbers — all of us together as union members in solidarity. Being united is all the more important during contract negotiations, when standing together and fighting for our needs is the only way to make sure we win the contract rights we deserve.”**

Lucas Smith, PROTEC17 member and Transportation Planner III, *King County*



On June 3, nearly 50 members from across the Pacific Northwest participated in a training titled ‘How to Build a Successful Contract Campaign’. The training was born out of an idea from the PROTEC17 Workers’ Roundtable (PWR!) meeting in the spring to help build solidarity and support for each other’s impending contract battles.

PWR is a core group of members who are focused on racial, social, and economic justice in union-wide and community-based issues. In the spring meeting, PWR member and King County Chapter President Lucas Smith (*pictured, next page*) shared some of the highs and lows of contract negotiations so far at the County, which began late in 2020. Knowing that many local governments are considering austerity measures in the wake of the pandemic, and that many PROTEC17 contracts would be open for negotiations this year, PWR decided to make contract campaigning a high priority for the group.

In the Contract Campaign training, participants learned how to set goals, assess strengths and obstacles, build trust and get people involved and engaged, among many other skills. Members also learned about what a Contract Action

Team (CAT) is and how the CAT is vital to quickly disseminating important information to colleagues during negotiations.

King County has already established a successful CAT that has created their own newsletter, or bargaining bulletin, (pictured next page) and they are now considering their next course of action as they look to escalate their campaign and highlight their priorities of wage parity and fairness, essential worker pay, a telecommute stipend, and protections for long-term temporary workers. While negotiations with the County have been a challenge so far, members are feeling unified and powerful.

“As a union, our power is always the power of numbers – all of us together as union members in solidarity,” said Smith. “Being united is all the more important during contract negotiations, when standing together and fighting for our needs is the only way to make sure we win the contract rights we deserve.”

CAT members are actively being recruited at the City of Seattle, City of Portland, Kitsap Health, Pierce County and elsewhere that members are prepping for contract negotiations. If you weren’t able to make the training and would like to watch the recording – or if you’re interested in helping out during your contract negotiations – let your Union Representative know.

Also, contract-related messages and updates come mainly via email to members’ personal email addresses. If you need to update your contact information with us, please reach out to your Union Representative, use the PROTEC17 member portal ([members.protec17.org](mailto:members.protec17.org)), email [union@protec17.org](mailto:union@protec17.org), or call 800-783-0017. ■

**To join your contract action team, talk to your Union Rep!**



# FEATURES



Above: Some of the attendees of the 'Building a Successful Contract Campaign' training on June 3 showing their solidarity. Below: King County (KC) PROTEC17 member-leader Lucas Smith talks to the PWR! group about the struggles and successes of contract negotiations so far; overlay: the bargaining bulletin that the KC CAT created.

**KC Bargaining Spotlight**

**KC Bargaining Team Members**

**Bargaining Bulletin!**

**PROTEC17**  
King County Chapter  
5/12/21

**How Can I Help? Contract Action Teams**

PROTEC17 is forming Contract Action Teams at all King County workites, to connect members, keep everyone in the loop, and activate our collective power.

The CAT provides a line of communication between members and our bargaining team while we fight for our contract.

Represent your workite and sign up for the CAT at [tinyurl.com/12/CAT](https://tinyurl.com/12/CAT)

**Together We Bargain, Divided We Beg: Why Collective Bargaining Matters**

Workers joining together to strike a better deal—that's what makes a union, and what makes the core of our strong union contract. Without conditions. But through collective bargaining, we harness our collective power to win better working conditions and a contract that fits up every member.

PROTEC17 members bargain a **Coalition Labor Agreement** (formerly known as the **Master Labor Agreement**), along with the King County **Coalition of Unions**, which sets working conditions for all workers in **Appendix** to the CLA bargaining unit" also bargains an **Appendix** to the CLA that sets additional terms specific to that Contract or specialized overtime rules for SCADA technicians in our Transit Professional & Technical Contract.

Negotiations between the coalition unions and King County are underway now. The "large-table" CLA bargaining team bargains with the County's representatives every other Tuesday. As of April, each of the "small-table" bargaining teams for the bargaining unit Appendix contracts have begun meeting with the County as well.

**PROTEC17's Bargaining Priorities**

Based on the needs of fellow PROTEC17 members and the bargaining survey last year, we have identified our union's four top priorities for our new contract:

- Wage Policy & Fairness - A fair Cost of Living Adjustment (COLA)
- Essential Worker Pay
- Telecommuter Stipend
- TLT Protections - Just Cause, Extending the same benefits Career Service employees get.

We are fighting to win these top priorities at the CLA "large table," with no takeaways from the contracts we have already won.

# What is Juneteenth?

**Important day now recognized as holiday in Washington and Oregon**

**J**une 19th, also known as Juneteenth or Freedom Day, marks the day in 1865 that enslaved peoples in Galveston, Texas learned that they were free — two and a half years after the Emancipation Proclamation signed by President Abraham Lincoln ended the practice of slavery. While widely commemorated and celebrated in the Black American community, the day is often not included in history books or lessons.

In early 2021, Washington and Oregon finally joined the 46 other states that have officially recognized Juneteenth as a state holiday. These bills passed in the legislature and were signed into law by Governors Inslee and Brown this year. And on June 17, President Biden signed a bill making Juneteenth an official federal holiday.

Some employers where PROTEC17 members work have already made Juneteenth a paid holiday, like at the City of

**“Juneteenth has never been a celebration of victory or an acceptance of the way things are. It’s an affirmation that despite the most painful parts of our history, change is possible — and there is still so much work to do.”**

Barack Obama,  
44th President of the U.S.



Portland. Many others, including the State of Washington, Clark County, and King County, will make it a paid holiday in 2022. For the remainder of PROTEC17 members, the holiday will be negotiated into the next union contract, many of which are up for bargaining this year (see pp. 6-7).

Texas was the first state to recognize the day in 1979 when presented in the legislature by Representative Al Edwards of Houston. Edwards is often referred to as the father of the Juneteenth holiday, and called it a “source of strength” for young people.

He said: “Every year we must remind successive generations that this event triggered a series of events that one by one defines the challenges and responsibilities of successive generations. That’s why we need this holiday.”

Juneteenth is an opportunity not only to celebrate freedom and resilience, but to learn more about Black history and anti-racist principles. Many lectures, events, and celebrations happened throughout the Pacific Northwest this month, including

several virtual events given the continued call for safety during the pandemic.

Learning about the history of Black America is an essential step to building racial equity and ending racism in our workplaces, our communities, and our country. Below are some resources and links to learn more about this important, historic day and event:

- [juneteenth.com](https://juneteenth.com)
- [nationaljuneteenth.com](https://nationaljuneteenth.com)
- [learningforjustice.org/magazine/teaching-juneteenth](https://learningforjustice.org/magazine/teaching-juneteenth)
- [nmaahc.si.edu/blog-post/historical-legacy-juneteenth](https://nmaahc.si.edu/blog-post/historical-legacy-juneteenth)
- [pbs.org/wnet/african-americans-many-rivers-to-cross/history/what-is-juneteenth/](https://pbs.org/wnet/african-americans-many-rivers-to-cross/history/what-is-juneteenth/)

You can also visit the PROTEC17 Racial Justice web page at: [protec17.org/racial-justice](https://protec17.org/racial-justice) to learn about what your union is doing to become an anti-racist organization, find upcoming events, and connect to other resources and organizations that fight for racial equity and fairness. ■

**For more info and resources, visit: [protec17.org/racial-justice](https://protec17.org/racial-justice)**



# It all starts with a simple “hello”

## Building POWER in your workplace by welcoming new members

**T**here is one simple action that each of us as union members can do to build power in the workplace and strengthen our union. It doesn't involve a megaphone, marching, or writing petitions, and it's something that every member can do. It all starts with a simple “hello.”

Reaching out to introduce yourself and welcoming a newly hired employee to your workgroup and our union establishes a strong foundation upon which trust is built and, eventually, from which power will resonate. Taking a few minutes to get to know a person, letting them get to know you, and finding shared interests builds our union community around worker issues and beyond.

Since the *Janus v. AFSCME* case in June 2018 – which requires new hires to opt into union membership upon being hired into a represented position – PROTEC17 members have been instrumental in the effort to get their newest colleagues into the union. In the three years since the case, PROTEC17 Organizing staff have helped member-leaders practice and hone their skills, holding trainings and one-on-one coaching so that members feel comfortable making the ask.

It does take a little practice to transition your friendly conversation with a new hire to the topic of union membership. But, if you follow these helpful tips, they'll be



excited to sign a membership card in no time!

First, share your own union story. If a particular contract benefit has helped you and your family in some way – like good healthcare when you suffered an illness or injury; paid time off to explore a personal interest or passion; or job security during uncertain economic times – mention how much that has meant to you.

Next, ask the new employee what is important to them and their family. In all likelihood, it's something that you can connect to a benefit in our union contract.

As many of our Chapters are in contract negotiations this year (pp. 6-7), you can also talk about how important it is to have all voices heard, and how this contract, which can only be voted on by union members, will impact your workplace and working lives for the next several years. There is likely a topic of interest – teleworking, hazard pay for essential workers, temporary worker benefits – that they care about.

Janet Strahl, a Senior Engineering Associate at the Bureau of Environmental Services at the City of Portland, is one of many PROTEC17 members who has taken on the task of welcoming new hires – and it's a task she truly enjoys.

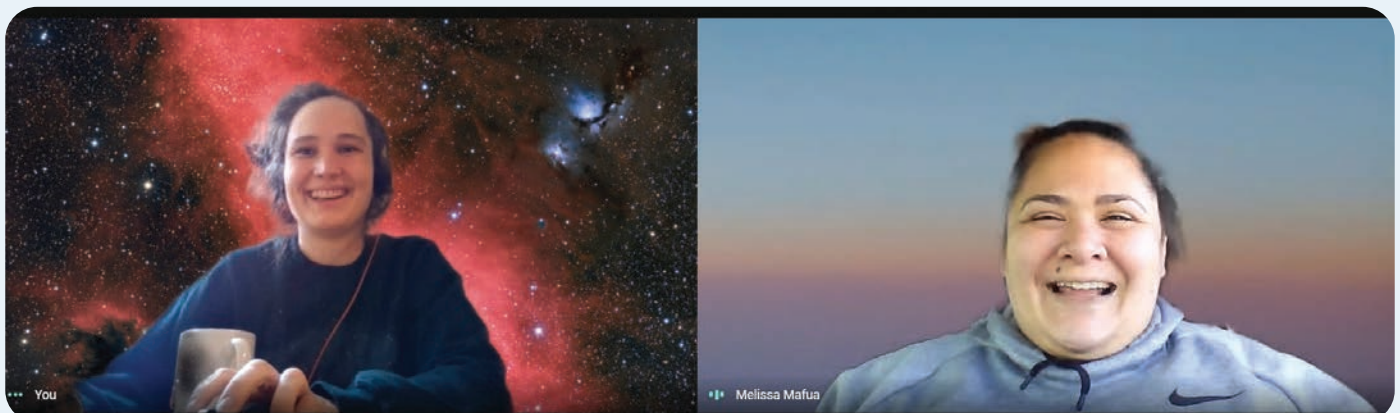
“Our union grows when our own members promote our union – it's up to us,” says Strahl. “Plus, reaching out to tell new folks about their opportunity to join PROTEC17 is a great excuse to get to know new coworkers.”

Strahl also recommends that members forge good relationships with managers, who often point out new employees to her.

Finally, don't forget to ask new hires to sign a card! New members can sign up quickly via our online application: [protec17.org/application-for-membership](https://protec17.org/application-for-membership). However, it's ok for folks to feel uncertain or want more information too. Some people need to discuss financial issues with their partners, or need more time to digest new information. In that case, feel free to invite them to the next Chapter Meeting or another upcoming union event, and follow up with them later.

Thank you for your help strengthening our union by welcoming new members. With each new card, we continue to build power and solidarity in our workplaces, and union-wide! ■

*Member Kelsey Hopkins (King County) meets with Melissa Mafua (staff) to learn some tips on how to help new employees join PROTEC17.*



# Join the Political Action Committee!

## Candidate endorsement interviews this summer

**A**s public employees, politics play a huge role in PROTEC17 members' lives. Lawmakers at every level make decisions that impact funding for the work we do, as well as our contracts, wages, healthcare, and retirement. And they can support or block important policy that affects our families and broader communities. As a union, we want to make sure that those in office are supporting our priorities, communities, and strong union jobs.

As the 2021 election season is already upon us, we have launched our 2021 political endorsement program and Political Action Committee (PAC). This program is a unique opportunity for PROTEC17 members to share our work with political candidates, as well as to show our support to those who are committed to supporting working people and their families.

In May, we sent out a political engagement survey asking members for their input on questions and topics to ask our candidates in forthcoming questionnaires and



interviews, and to get a good sense of the issues that are important to you. Thank you to everyone who submitted their feedback.

The survey also solicited interest in participating on the PAC and in the endorsement process, and invited members to our political engagement training on June 9 to learn more about the process and to have fun getting to know other politically active members. This statewide, member-driven committee will inform our endorsement decisions.

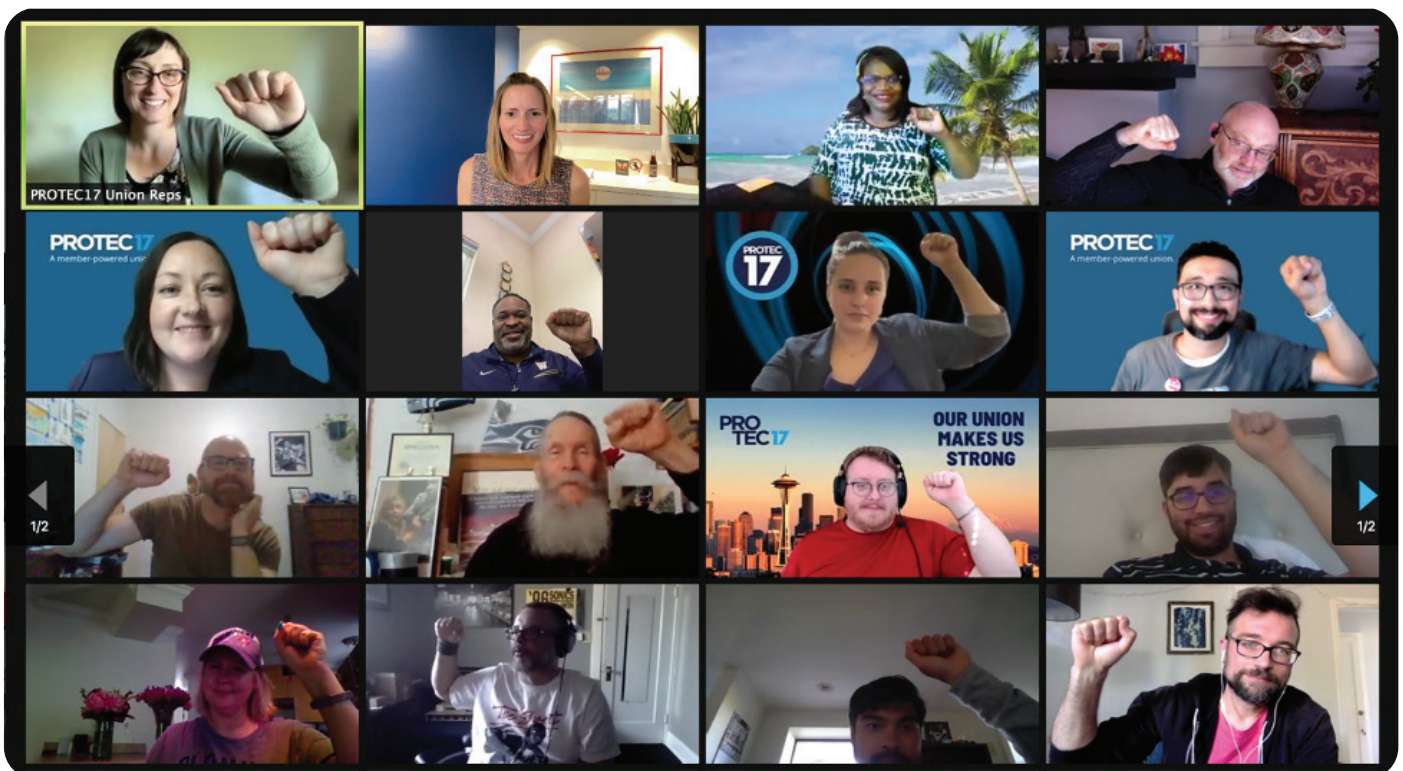
"Just as our union values improve the wages and working conditions of jobs in the communities beyond where our members work, we can help uplift the underrepre-

sented by leveraging our collective voice to influence policy," said Dan Stanton, a member of the PROTEC17 PAC.

So far, the summer interview schedule includes candidates for Spokane City Council, King County Council, and the Seattle Mayoral race. More candidates and interviews for local races will be added shortly, as part of our new "Lunch Counter with the Candidates" programming that invites politicians to chat with PROTEC17 members during lunchtime on Wednesdays and Fridays through the end of July.

As a reminder, no dues money ever goes towards political candidates, only voluntary contributions to the PAC fund are used for that purpose. If you would like to contribute to the PAC, you can use our new online form to donate via payroll deduction at: [protec17.org/pac-donation](https://protec17.org/pac-donation).

If you have questions about our political program, or if you're interested in joining the PAC, there's still time! Please reach out to our Political Organizer Nikki Dias at [nikki@protec17.org](mailto:nikki@protec17.org). ■



## Washington state legislative session ends with many wins; Oregon session ends June 27



he 2021 Washington state legislative session was challenging in many ways, but PROTEC17 showed up

(virtually!) to make sure our voices were heard and we have some real victories for workers to celebrate!

Due to pandemic-related restrictions, the entire 105-day session was held online. The COVID-19 crisis also initially made the budget forecast look bleak, and there were some early calls for cuts and austerity measures. But even before the pandemic, transportation and infrastructure projects had been put on hold, public health was chronically underfunded, and our upside-down tax code needed serious revisions.

For the 2021 session, PROTEC17 focused on the above priorities, as well as police reform and community safety; health and safety protections for all working people; and mitigating further cuts to the jobs and benefits of PROTEC17 members.

### Transportation Infrastructure

\$11.8 billion in funding for the current-revenue transportation budget passed through Senate Bill (SB) 5165. It will provide funding to Washington State Department of Transportation, State Patrol, State Ferries and other transportation agencies. This includes \$5.8 billion on much needed capital projects that many PROTEC17 members help design and build across our state, including the improvements to State Routes, Interstates, bridge infrastructure to maintain safety on several highly used bridges, and replacing fish blocking road culverts for fish and stream ecology.

Unfortunately, the House and Senate remained far apart in negotiations on a transportation revenue package – although there is some discussion about a fall special session in order to pass a package.

### Strengthening Public Health

Public health funding has been long neglected in Washington state, but the pandemic amplified the essential support public health provides for our communities. In the final days of session, a \$147 million Public Health budget was approved by both the House and Senate, which will support Foundational Public Health Services (FPHS) for the 2021–2023 biennium, and then \$148 million in ongoing annual funds beginning in 2024. This was the result of the groundswell of support and pressure applied by labor unions, regional and county health districts, and many union members and public health workers' engagement during this session to offer support.

### Investing In Our Communities

The excessive wealth tax, a.k.a. “capital gains tax” passed! Washington law makers, with decades of mounting pressure from labor unions and community groups, passed SB5096 which will enact a 7% tax on capital gains that exceed \$250,000 per year. It is forecast to bring in approximately \$145 million annually, with the funds going mainly towards early learning programs and education. Most importantly, this legislation will help begin the reversal of a regressive tax code which for years has had the lowest earning Washingtonians paying the highest percentage of their income to taxes.

### Community Safety

PROTEC17 tracked legislation and was supportive of policy that will help to address the history of violence against communities of color, but the sweep of reform measures that passed is largely owed to the mobilization efforts and powerful testimony of families and communities that have endured this violence. SB5051 will create

stronger state oversight of police officers for gross misconduct and unethical behavior. House Bill (HB) 1054 will help regulate police tactics, like no-knock warrants, tear gas, choke holds and neck restraints. SB 5066 will require police to intervene when they witness other officers using excessive force, and SB 5259 will allow the State to collect use-of-force data on police officers.

### Mitigate Austerity Measures and Support Union Jobs

We are pleased to have pushed back against cuts which resulted in the removal of furlough days for PROTEC17 members working for the State of Washington (read more on p.4). We also mitigated the impacts of HB 1207, which ensures job security for our members at the Department of Licensing during the expansion of online license renewal. We also offered support for SB 5021 which ensures that public pensions will not be reduced as a result of the reductions during the pandemic. Additionally, the Worker Protection Act passed, HB 1076, expanding the legal tools working people have at their disposal to enforce and protect our rights.

### Oregon

In Oregon, several worker-related bills have already passed out of both Chambers and are headed to Governor Brown's desk before the session officially comes to a close on June 27. SB483A protects workers' rights by giving employees concerned with health, safety, and working conditions a voice without fear of retaliation. In response to the pandemic and public health emergencies, HB2474 expands eligibility for protected leave under the Oregon Family Leave Act. Also, two police reform bills (HB 2936 and HB 3355) affirming anti-racist values and centering public safety are also headed to the Governor's desk for final approval. ■

**To read more about the results of this year's legislative sessions, visit:  
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