

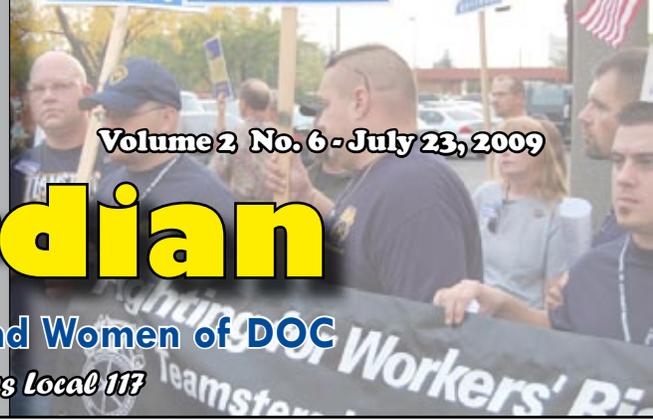


The Guardian

News from the Hardworking Men and Women of DOC

Members of Teamsters Local 117

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The Battle over BFOQ Positions at WCCW and MCCCW Continues

The legal battle over the Department of Corrections' attempt to make nearly 40% of the correctional staff positions at the Washington Corrections Center for Women (WCCW) and Mission Creek Corrections Center for Women (MCCCW) BFOQ female-only likely will involve a lengthy litigation process.

Your Local Union filed for appeal after a lower court ruled to dismiss its lawsuit against the Human Rights Commission filed in Washington State Superior Court in Thurston County on March 2, 2009.

In its lawsuit, your Local Union argued that the Human Rights Commission violated the law when it failed to conduct a hearing before it approved the Department of Corrections' request to make a significant percentage of the correctional officer positions at WCCW and MCCCW female-only.

Your Union is also considering legal challenges directly against DOC

should the Department actually implement all of the BFOQ female-only positions. By requesting so many BFOQ positions, DOC

management essentially presumed that male staff, most of whom have been in

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SCCC Sergeant Chris Church (right) together with his family at the Local 117 membership meeting

Son of SCCC Sergeant Honored at 117 Membership Meeting

18-year-old Taylor Church, the son of Sergeant Chris Church of the Stafford Creek Corrections Center (SCCC), was one of three high school students awarded the 2009 Local 117 Alfieri Scholarship at the Teamsters Local 117 summer membership meeting on June 18.

The Local 117 Alfieri scholarship is awarded to outstanding high school seniors whose parents are members of Teamsters Local 117.

Family members of the three scholarship recipients gathered at the Union hall to watch the winners accept their awards, which were

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Scholarship Recipient

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presented by Secretary-Treasurer, Tracey A. Thompson, at the start of the meeting.

Taylor, a student at Montesano High School, plans on attending Grays Harbor Community College and would eventually like to transfer to the University of Washington. Taylor says he enjoys math and science and that he is interested in pursuing a career in engineering.

The founders of the scholarship fund, Ralph and Sue Alfieri, were

also on hand to congratulate the winners. The Local 117 Alfieri scholarship fund was established in memory of their son Jeff Alfieri, a former Business Representative with Teamsters Local 117.

This year's winners also included Abbie Smith, whose father, Tim Smith, is a longtime Teamster at Fred Meyer in Puyallup, and Lydia Duncan, whose father, Kirk Duncan, works at Graybar Electric and serves on the Local 117 Steward Advisory Council.

BFOQ Positions

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their positions for years without incident, will act unprofessionally.

In discussions with DOC, your Union has argued that if DOC indeed implements such a large number of BFOQ female-only positions it will result in a serious violation of Union members' promotion, bidding, seniority and overtime rights under the collective bargaining agreement, and it will lead to serious safety and security problems.

DOC sought the designation of so many BFOQ female-only positions in reaction to a sexual assault lawsuit brought by female inmates against the Department.

Outcome Remains Unclear

The outcome of the Union's appeal of its case against the Human Rights Commission remains unclear and the appeal process could take several months. In the meantime, your Local Union's legal team is evaluating other means of legal recourse.

To read the documents in your Local Union's lawsuit as well as testimony in the case from Teamsters Local 117's Director of Corrections & Law Enforcement Division, Michael Beranbaum, visit your Local Union's website at www.teamsters117.org.

WCC R2 UNIT TO CLOSE

DOC has announced that it is closing R2 unit at WCC in Shelton. According to the information your Union has received from DOC, three sergeant positions and 18 CO positions are being eliminated. Another 8 positions are impacted by the unit closure. Your Union will bargain with the Department over the impacts of this unit closure to protect the interests of our members who are working in R2 unit.

Facilities Closure Meeting Scheduled

In the last legislative session, the legislature appropriated \$500,000 to the Office of Financial Management (OFM) for a study to determine the feasibility of closing state institutional facilities (defined as facilities operated by DOC and DSHS)

and eliminating beds in the institutional facility inventory. The funding legislation requires OFM to consult with "labor organizations that represent employees who work in these institutions".

After repeated requests to OFM for information and involvement, your Union has learned that the contract for the study, which has a start date of July 9 and must be concluded by November 2009, has been awarded to Christopher Murray and Associates. A kickoff meeting with the contractor, OFM and affected unions is scheduled for July 21.

Be sure to check in with the DOC News Ticker on your Local Union's website at www.teamsters117.org for an update after the July 21 meeting.