



The Guardian

News from the hardworking men and women of DOC

Members of Teamsters Local 117

Teamsters Local 117: 14675 Interurban Ave. S, Suite 307 • Tukwila, WA 98168 (206) 441-4860 • www.teamsters117.org



Local 117 members at AHCC in Spokane partake in the annual member appreciation barbecues.

Teamster barbecues held statewide

Throughout the summer, your Local Union has been holding member appreciation barbecues across the state.

The barbecue events have been an opportunity for DOC employees to meet their Union representatives, ask questions about bargaining, and enjoy a relaxing afternoon with their co-workers.

Teamsters Local 117's principal officer, Tracey A. Thompson, has been on hand at several barbecues, as has Local 117 General Counsel, Spencer Thal.

Skillfully manning the grill at the CRCC event was your Local

Union's newly appointed Director of Corrections and Law Enforcement, Jim Smith. Approximately 170 Correctional Employees and their families attended that event on a scorching day in Connell.

In September, Teamster barbecues are scheduled for members at OCC and CBCC.

If the spirit of camaraderie at these events is any indication, the state of the Local 117 Corrections Division is unified and strong, qualities that will be needed as contract negotiations head into their final stages.

Health care, economics cloud bargaining

Bargaining between the State and your Local Union continues as the parties met on Monday, August 30, and Tuesday, August 31, to discuss the terms and conditions of a collective bargaining agreement for the 2011-2013 budget cycle.

Thus far, the parties have resolved the majority of the outstanding language issues and have begun to focus on economics.

The State is seeking significant concessions in its economic proposals. Your Local Union's Bargaining Committee, which consists of 16 rank-and-file members from across the State, has been unified in rejecting the State's concessionary proposals.

Nonetheless, with the State facing a projected \$3 billion deficit, we are in an extremely challenging bargaining environment. This is especially true as it relates to health care.

Health care bargaining is conducted separately and involves a coalition of State employee labor unions, of which Teamsters Local 117 is an integral

NEGOTIATIONS

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part.

In those negotiations, the Governor has asked that State employees more than double the amount they pay in their health care premium share. Under the proposal, the 12% premium share that State employees currently pay would increase to a whopping 26%.

In the last round of health care bargaining, the coalition of unions unanimously rejected the Governor's plan and proposed a way of maintaining the 88/12 split. Currently, there are no health care bargaining dates scheduled,

but we expect new dates will be established soon.

Before the coalition of unions returns to the table on health care, it is imperative that Correctional Employees voice their strong opposition to the Governor's proposal.

TAKE ACTION ON HEALTH CARE!

Call the legislative hotline in Olympia at 1-800-562-6000 and tell the Governor that you oppose the huge increases in health care premium share for State employees. You can also sign on to an email message on your Local Union's website at www.teamsters117.org that expresses your support for maintaining reasonable health care costs for

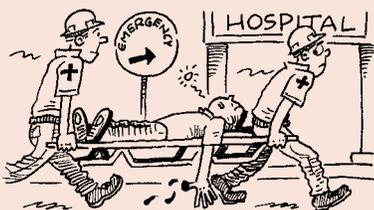
Correctional Employees.

Now is the time to speak up and make your voices heard!

Your Local Union's Bargaining Committee is scheduled to meet again with State negotiators on September 15 and 20 to discuss economic issues other than health care, as well as any outstanding language issues.

No matter the outcome of those talks, as a Union member at DOC, you should be prepared for a possible contract vote in September, either to voice your approval or your strong distaste of the State's proposals.

HANDS OFF HEALTH CARE FOR STATE EMPLOYEES!



The Governor wants State employees, including employees at the Department of Corrections, to shoulder an excessive burden of the cost of health care.

The Governor has recently proposed that State employees more than double the amount they pay in the cost of their health care premiums. Correctional employees and their supporters strongly oppose the Governor's proposals and are fighting back.

Support State workers in their effort to maintain reasonable health care costs for working families. Tell the Governor to negotiate fair and equitable health care for State employees!

TAKE ACTION! Go to your Local Union's website at www.teamsters117.org and sign on to an email message that you can send to the leadership in Olympia that expresses your strong support for maintaining reasonable health care costs for the State's correctional workers.

You can also call the legislative hotline in Olympia at 1-800-562-6000 and tell the Governor to stop the huge health care cost increases for State employees!

Know your Rights Seminar for Teamsters at DOC

When lightning strikes and you are blindsided by an internal investigation, do you know what your rights are?

Knowing your legal and contractual rights can protect your career, your livelihood, and your family. It can even protect you from going to prison yourself!

It's not a question of IF, but WHEN you will be investigated by your employer for allegations that are made by inmates, the public, or even other DOC employees.

All represented Correctional Employees - custody and non-custody alike - share the same rights.

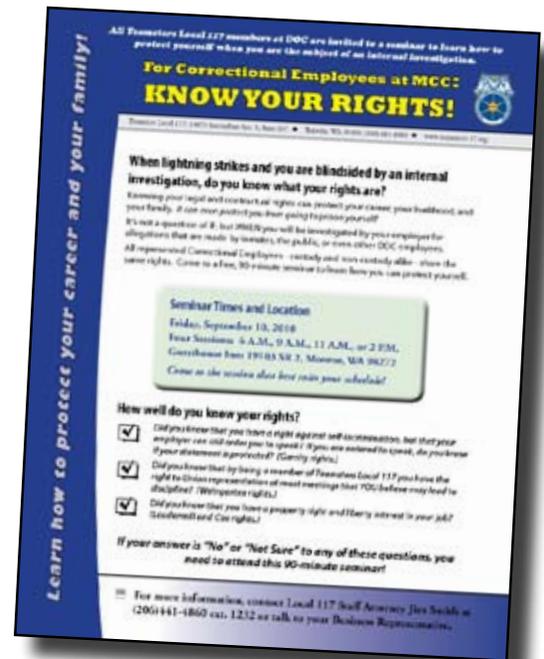
Your Local Union's newly appointed Director of Corrections and Law Enforcement, Jim Smith, will be traveling to your institution to facilitate a 90-minute *Know*

Your Rights seminar for Teamsters at DOC.

The purpose of the seminar is to provide Correctional Employees with information about their legal and contractual rights so that they can protect themselves when they are subjected to an internal investigation.

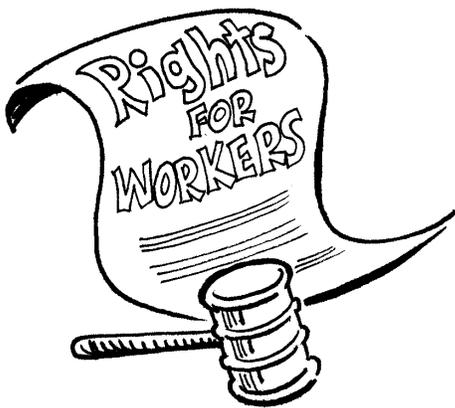
All Teamsters at DOC are welcome to attend.

The first seminar will take place on Friday, September 10, at the Guesthouse Inn (19103 SR 2, Monroe, WA 98272) for members at the Monroe Correctional Center. To cover all shifts, there will be four 90-minute sessions. Sessions



will be held at 6 A.M., 9 A.M., 11 A.M., or 2 P.M. Choose the session that best suits your schedule.

The *Know Your Rights* Seminar will also be held at other institutions across the State this fall. As soon as we have scheduled dates, we will announce them on your Local Union's website at www.teamsters117.org.



HOW WELL DO YOU KNOW YOUR RIGHTS?

- Did you know that you have a right against self-incrimination, but that your employer can still order you to speak? If you are ordered to speak, do you know if your statement is protected? (Garrity rights.)
- Did you know that by being a member of Teamsters Local 117 you have the right to Union representation at most meetings that YOU believe may lead to discipline? (Weingarten rights.)
- Did you know that you have a property right and liberty interest in your job? (Loudermill and Cox rights.)

If your answer is "No" or "Not Sure" to any of these questions, you need to attend this 90-minute seminar!

Former Deputy named new Director of Corrections and Law Enforcement

Welcome your Union's new Corrections and Law Enforcement Director, James V. Smith II

Local 117 Staff Attorney and Public Sector Coordinator, Jim Smith, has been appointed as the new Director of Corrections and Law Enforcement for Teamsters at DOC and at other represented law enforcement agencies across the region.

Jim has an extensive background in law enforcement, having served at the start of his career as a Sheriff Explorer Cadet, Police Dispatcher, Juvenile Probation Tracker, Drug Task Force Office Assistant, and as a Reserve Deputy Sheriff.

From Law Enforcement to Labor Law

In 1997, Jim began sworn service as Deputy Sheriff, Detective, and Field Training Officer for the Whatcom County Sheriff's Office. Jim also served for three years on his Union's negotiations team and executive board, holding positions of Second Vice-President and Secretary.

Jim earned his law degree from Western State University College of Law in 2005, graduating summa cum laude and valedictorian of his class.

In 2005, Jim began representing public safety labor unions in both Washington and California, serving as a panel attorney for PORAC's Legal Defense Fund, as well as an Associate Attorney and Labor Consultant with the law firms of Lackie, Dammeier, & McGill (Upland, CA) and Cline & Associates (Seattle, WA). In 2007, Jim began representing police and fire management as a Labor Relations Manager for the Port of Seattle.

Having been on both the union and management sides of labor, Jim has handled administrative disciplinary matters from the initial interview through the appeals process, responded to officer-involved shootings and critical incidents, negotiated collective bargaining agreements, and represented clients during administrative hearings,



New Director of Corrections and Law Enforcement, James V. Smith II

grievance arbitrations, and unfair labor practices. Jim has also provided training on the legal rights of public sector employees in disciplinary proceedings, collective bargaining, and officer-involved collisions.

On September 1, 2009, Jim joined Teamsters Local 117 as a Staff Attorney. After serving as the Union's Public Sector Coordinator, he was appointed Director of Corrections and Law Enforcement on August 30, 2010.

For Regular Updates - Go Online to the DOC News Ticker

For regular updates on bargaining, furloughs, health care, arbitration victories, and political action, go to your Local Union's website at www.teamsters117.org and click on the DOC News Ticker link on the right hand side of the homepage.

To become a registered user of the site, go to the member login box and click on the link that says, click here to sign up.

