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The Guardian

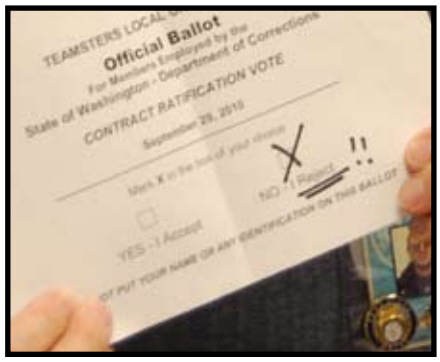
News from the hardworking men and women of DOC

Members of Teamsters Local 117

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

TEAMSTERS BLAST STATE'S PROPOSAL, CONDEMN CUTS

Safety and livelihood of Correctional Employees at stake



Teamsters at DOC reject the State's proposal by a vote of 3450 to 45.

In one of the highest turnouts on record, Teamster correctional employees have decisively rejected the State's contract proposal.

The final tally - **3450 NO VOTES to 45 YES VOTE**S - sends a powerful message to the State that correctional employees will not tolerate a substandard proposal that freezes wages, raises health care costs by 117%, and significantly deteriorates working conditions for men and women who staff the Washington State adult prison system.

"I'm already on the verge of losing my house," said Art Stevens, a 12-year employee at DOC. "If my health care premiums were to double, I would have to file for bankruptcy. My wife has significant health care issues and I won't be able to afford care."

STATE ANNOUNCES DEEPER CUTS

As the ballots were being counted on Thursday afternoon, DOC announced even deeper cuts that would have a devastating impact on the safety of men and women who work in one of the most dangerous occupations in the State. These cuts include the elimination of numerous positions and programs that help maintain safety levels within the institutions as well as the full closure of the Larch Corrections Center effective 2/1/2011.

"These reductions, along with the State's proposals in bargaining, are simply unacceptable," said Teamsters Local 117 Secretary-Treasurer, Tracey A. Thompson. "Our members work side-by-side with some of society's most dangerous criminals. We will not stand idly by and allow the State to dismantle protections that help keep them safe."

Moving forward, the State and the Union will return to the bargaining table, but currently have no bargaining dates scheduled. In the meantime, the Teamsters are preparing to take aggressive legal action to challenge the State in order to protect the safety of their members and their members' jobs. Additionally, the Union intends to take immediate steps to raise public awareness of the adverse impact of the State's announced reductions and the planned closure of the Larch Corrections Center.

See REDUCTIONS, Page 4

A message from your Director of Corrections

We Are In A Fight For Our Lives And Livelihoods!

"Get that gun out of here before I take it from you and shoot you with it," were the words told to me by a suicidal ex-Navy SEAL just before I fought for my gun… and my life…while serving in law enforcement prior to becoming a public safety attorney.

This incident, in which I fought—alone—for my own life, has come rushing back to me recently as we face the State attempting to take our livelihoods and our safety away from us.

But your Union has heard your call to stand and fight as one cohesive unit, custody and non-custody united, and we will fight our way out of this corner that the State has pushed us into. We had better. Our lives, homes, and families depend on it.

Unlike the solitary fight I personally endured to protect my life and come home safely to my family, we are 16,000 members strong. We must absolutely stand together in solidarity! We all have each others' backs inside the institutions, but sadly, often blow apart once we go off-shift.

Not anymore. You and your family cannot afford it. Now is the time to stand shoulder-to-shoulder, not letting the State jeopardize our fellow DOC brothers and sisters any longer.

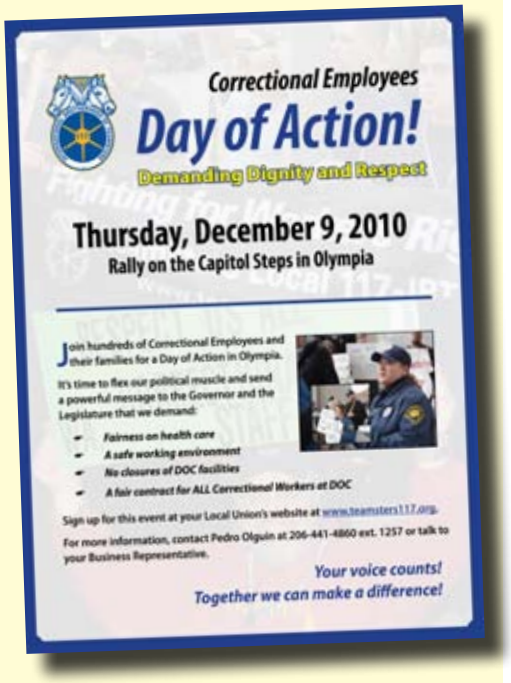
As your Union leadership stands to fight the State, politically and legally, we cannot do it alone. I cannot do it alone as the tip of the spear for our DOC division. We are calling for back-up! Will you fight alongside your fellow Teamsters? The choice is yours.

But as for me, I will meet you in that corner with our dedicated Union staff, ready and willing to defend you with all of our mettle, resources, and might. As correctional employees from every profession, you are brave workers and citizens, who have already been shafted by the State.

So what are ALL of us, united together, going to do about it?

Respectfully,

James V. Smith II
Director of Corrections and Law Enforcement/Staff Attorney



DECEMBER 9 'DAY OF ACTION' - DEMANDING DIGNITY AND REPECT

Join hundreds of Correctional Employees and their families for a December 9 '*Day of Action*' in Olympia.

It's time to flex our political muscle and send a powerful message to the Governor and the Legislature that we demand:

- *Fairness on health care*
- *A safe working environment*
- *No closures of DOC facilities*
- *A fair contract for ALL Correctional Workers at DOC*

Business Representatives will be coming around the institutions asking members to sign up for the event. You can also sign up online at www.teamsters117.org.

For more information, contact Pedro Olguin at 1-888-872-3489 ext. 1257 or talk to your Business Representative.

TEAMSTERS LEGISLATIVE PRIORITIES - 2011

1. PREVENT FACILITY CLOSURES/ SAVE JOBS

Your Local Union is in an all-hands-on-deck fight to prevent the closure of LCC and to minimize the effect of across-the-board cuts as proposed by the State.

2. FAIR HEALTH CARE COSTS

Your Union is fighting the Governor on her proposal to increase your health care premium share by 117%.

3. TEAMSTERS PENSION FOR CORRECTIONAL EMPLOYEES

Your Union is working to include the Western Conference of Teamsters Pension in the DOC contract as a deferred benefit.

4. IMPROVE SAFETY FOR CORRECTIONAL WORKERS

Your Union is working to pass specific legislation to protect the safety of Correctional Employees.

5. DOC NURSES - MANDATORY OVERTIME

Your Local Union is working to extend the current prohibition on mandatory overtime to State nurses.

6. PUBLIC RECORDS PROTECTIONS

Your Local Union is taking steps to ensure that Public Records Act (PRA) and Open Public Meetings Act (OPMA) legislation is written in such a way that protects the privacy of Teamsters in the public sector.

7. CONCEALED WEAPONS CARRY FOR OFF-DUTY DOC STAFF

Your Union will be fighting for this right in the 2011 legislative session to help keep DOC employees safe.

8. INTEREST ARBITRATION FOR DOC EMPLOYEES

MORE INFO - GET INVOLVED!

If you are interested in providing testimony on specific bills, contact Teamsters Local 117 Government Relations Coordinator Anna Jancewicz at 1-888-872-3489 ext. 1258.

To sign up for the Correctional Employees "Day of Action", contact Pedro Olguin at 1-888-872-3489 ext. 1257.

To join our 'Speakers' Bureau' (members trained to speak to the media), contact Paul Zilly at 1-888-872-3489 ext. 1269.

To join a Political Action Committee in your area, contact Teamsters Local 117 Political Action Coordinator Lily Wilson-Codega at 1-888-872-3489 ext. 1262.

LEGAL Update Since Jan. 1, 2010, your Local Union has filed 231 grievances with the State over violations of your collective bargaining agreement; hundreds more have been resolved informally. Your Local 117 Legal Team expects to file more than 300 grievances by the end of the year. (This compares to the 175 grievances filed in 2009.)

Of the total grievances filed this year, 25 are currently pending arbitration. Half of the cases pending arbitration are disciplinary in nature, while the other half involve contractual issues.

The table below represents a small fraction of the case load of your Local 117 Legal Team. For more information about a specific case, talk to your Business Representative, contact the Local 117 Legal Department, or visit your Local Union's website at www.teamsters117.org.

ISSUE	ACTION TAKEN	STATUS
Improper demotion	Grievance	Filed in '08; arbitrator ruled in Union's favor in Oct. 2010; grievant restored to previous classification and awarded back pay.
Overtime offered outside of seniority	Grievance	Filed in '09; arbitrator heard case in '10; arbitrator ruled in employer's favor in Oct. 2010.
CBA day violations	Lawsuit	Filed in 3/10 to enforce arbitration award; a trial date is expected in early 2011
BFOQ	Lawsuit	Filed in '08; ruling to dismiss appealed 3/09; A decision from the EEOC on the discrimination charge is expected before the end of the year.
Mistreatment/ Discrimination	ULP	Filed in '09' to protect the rights of a Shop Steward who was aggressive in protecting employee rights; arbitrator heard case in '10; expecting a decision any day.
Unjust discipline	Grievance	Filed in '10; arbitration hearing scheduled for October 2010.
Furlough	Lawsuit	Filed in 7/10; request for injunctive relief denied; no hearing currently scheduled.
Furlough	ULP	Filed in 7/10; request for injunctive relief denied; hearing in process of being scheduled.
Furlough	Grievance	Filed in 6/10; in the process of selecting an arbitrator; case expected for arbitration in '11.
Health Care	Grievance	Filed in 8/10; in process of selecting arbitrator; coordinating with state coalition of Unions.

REDUCTIONS

Continued from Page 1

"We have planned a number of activities to demand dignity and respect for correctional workers," said Thompson. "These include a 'Day of Action' at the Capitol in Olympia on December 9, political roundtables with legislators, targeted media spots. We will be mobilizing our 6000 plus members at DOC to fight these cuts and to demand respect."

Union legal team files for injunctive relief on furlough

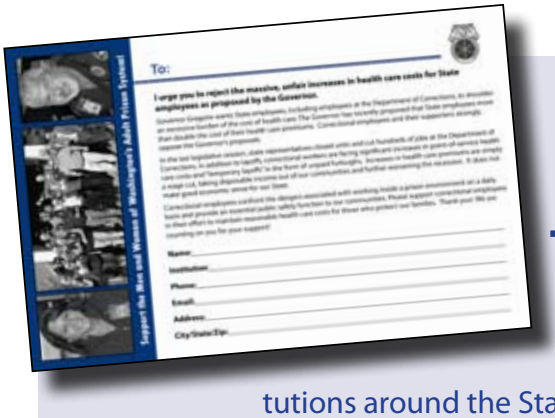
On Monday, September 20, your Local Union filed a complaint for injunctive relief in Thurston County Court in an effort to stop DOC from implementing the furlough. The complaint requests that the Court:

1. Issue an order requiring DOC to arbitrate grievances on an expedited basis;

2. Issue an order enjoining DOC from implementing furlough until it has a) exhausted the CBA's grievance and arbitration process; and/or b) fulfilled its statutory obligation to bargain.

To read the complaint in full, visit your Local Union's website at www.teamsters117.org.

CALL NOW! Contact the Legislative Hotline in Olympia at 1-800-562-6000 and tell your legislators and the Governor to oppose closures of state prison facilities and job and program cuts at DOC. *Call now! The safety of correctional employees and our communities are at stake!*



HANDS OFF HEALTH CARE FOR STATE EMPLOYEES!

Teamsters at DOC have launched a postcard writing campaign directed at Governor Gregoire and the leadership in Olympia. The message is simple: *HANDS OFF OUR HEALTH CARE!*

So far, we have collected over a thousand postcards from 13 institutions around the State, and support stickers with our message are popping up everywhere. To stave off attacks on Correctional Employees, we need your help.

5 WAYS TO TAKE ACTION!

1. ***Sign the health care postcard at your facility and give it to your Business Representative;***
2. ***Join one of Teamsters Local 117's Political Action Committees;***
3. ***Go to your Local Union's website at www.teamsters117.org and send an email message to the leadership in Olympia that states your opposition to the Governor's proposals;***
4. ***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;***
5. ***Sign up for the Correctional Employees 'Day of Action' scheduled for December 9, 2010.***

Get involved now! Together we can make a difference!