



# UNION SPOTLIGHT

AFT Washington, AFL-CIO

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Summer 2012

## Pre-Primary Election Endorsements

*Special Election Edition*



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*Photo from left: Jacqueline Silver, AFT Seattle; Lois Martin, WEEL leader and owner of Community Day Center for Children; Jay Inslee; and Don Haynes, WEEL leader*

*See full story on page 7.*

# At the table

Updates on bargaining efforts at locals by Nancy Kennedy and Merrilee Miron

**Everett Professional staff** were victorious on a decision about bargaining unit members. A PERC ruling on May 22 overturned the Superior Court findings on one of four positions in question, making all four positions part of the bargaining unit. In addition, a proposal on May 29 from the college now adds 11 more positions into the bargaining unit. The leadership will be bargaining with the college on five to six other positions and hopefully reach agreement without another PERC hearing or court appeal.

**AFT Renton Classified** are nearing completion of bargaining their contract. Some remaining items are a 1.55 percent salary increase, a multi-district salary survey, substitute employees' protection language, and seniority bypass language. A grievance mediation favoring the union will call for some new language to be bargained.

Bargaining for **Clover Park TC Professional staff** has slowed due to a compensation study that will complete the final articles that still remain, as well as the salary schedule.

**Renton TC Faculty** ratified their new contract June 4. Some of the changes to the contract were: moving to an 11-week quarter, shorter work week for summer quarter, better definition for part-time faculty, better communication to new employees, and step increases on moonlighting hours for full-time faculty.

The **UW English Language Faculty** (ELF) local has put its proposal on the table with the exception of compensation. Like the university's slow responses to information requests,

they are waiting for the employer to schedule new bargaining dates and respond to their proposals.

The **Yakima Community College Professional Staff** met again in mediation and put together a package that withdrew several articles in an effort to get just resolution. The only outlying issue to consider is job security.

**Clover Park Technical College Classified** has been meeting and the parties agreed that the employer's initial proposal was too different from what they currently have so they are using their current contract and will consider language proposed by the employer.

**Cornish College Federation of Teachers** has ratified its contract and are working with the employer to make sure the changes are communicated to department chairs. They will be working this fall on governance issues.

**Sno-Isle Skills Center** is in the process of agreeing to a bargaining calendar.

**Pierce College Faculty** ratified their contract after difficult negotiations.

**South Puget Sound CC Faculty** had its first negotiation session. Given what they faced this past year, they are not sure what to expect given that the college president has retired.

**Shoreline CC Faculty** finished most of their negotiations but will come back in the fall to deal with a few outstanding issues.

**United Faculty of Green River** reached an agreement to extend their contract to 2014, pay the 2011 increments, and annually review the need for creating full-time, tenure-track positions.

## AFT Washington Executive Board

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Board meetings are usually held on the first Saturday of the month except for holidays and summer months. Board members are elected to two-year terms.

AFT Washington represents over 6,000 members in early childhood education, K-12, and higher education in Washington State and is affiliated with the American Federation of Teachers, which represents 1.5 million members nationwide.

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Photos by Sylvia Watson unless otherwise noted.

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# Taking care of business

Over 100 delegates attended the 76th convention at Ocean Shores on May 4 and 5. **John Warring**, president of the Twin Harbors Labor Council, brought greetings from the local labor community. AFT Executive Vice President **Francine Lawrence**, the keynote speaker, talked about the importance of changing the paradigm so that we are reaching out to communities to develop mutually beneficial relationships around shared values and concerns.

During the Friday night program, we recognized **State Representative Larry Seaquist** as our “Legislator of the Year.” Rep. Seaquist has been a champion for higher education by advocating for and co-sponsoring HB 2368 to place a labor representative on the boards of trustees. He has also actively sought out our participation at the State Legislature.



*Rep. Seaquist*

In addition to honoring Rep. Seaquist, a resolution was adopted to present a “Life Long Achievement Award” to **Rep. Phyllis Gutierrez Kenney** recognizing her work on behalf of public higher education. Over the years, Rep. Kenney has introduced or supported a number of bills favorable to faculty.

Other recognition included the César Chavez Human Rights Award (see article on right) and Executive Board awards (see page 4).

Delegates passed two other resolutions: AFT Citizen’s Climate Lobby Oldham and a resolution condemning the attempt to constrain free expression at community colleges.

Six bylaws amendments were introduced, and five were passed. You can find these bylaws and the three resolutions posted on our website under Resources.

Locals brought gift baskets to raffle or contributed money for the AFT Washington/education scholarships. All together, \$1796 was raised for the scholarship fund. Contributing were Renton TC Classified L6421, United Faculty of Green River L2195, Bates TC Faculty L4184, AFT Everett Higher Ed L1873, South Puget Sound Federation of Teachers L4603, Tacoma Federation of ParaEducators L461, Skagit Valley



CC L4985, AFT Seattle CC L1789, Renton TC Faculty L3914, Edmonds CC L4254, AFT Renton Classified L6367, AFT Yakima 1485, and AFT Washington staff.

We also held a fundraiser for our COPE program and raised almost \$1,000.

*Photos by Christine Landon*



*Above: AFT Executive Vice President Francine Lawrence  
Left: A basket for the scholarship raffle from Yakima Valley CC*

## César Chavez Human Rights Awards

Three human rights awards were presented at our annual convention this year. Awardees were chosen for the AFT Washington César Chavez Human Rights awards because they are actively fighting for human and civil rights in their work, their communities, and their lives.

This year’s recipients are **Debora Pontillo**, Cascadia Community College Local 6191; **Mike Andrews**, Community Partner, Pride at Work; and **Julia Short**, United Faculty of Green River Local 2195. To read the

reasons for their nominations, go to our website at [wa.aft.org](http://wa.aft.org) and click on **Human Rights**.



*Mike Andrews with David Ortiz, Chair, AFT Washington Human Rights Committee  
Photo by Christine Landon*



*Annamary Fitzgerald*



*Margaret West*



*David Shapiro, president of Cascadia Local 6191, accepting their COPE award*



*Jeff Olson accepting a COPE award for Bates TC COPE Award*



*Glenda Hanson accepting a COPE Award for Renton Technical College*



*Kimberly McRae*

*Convention photos by Christine Landon*

## Members recognized for outstanding union work

**E**ach year at our annual convention, we take the time to recognize members who are nominated by their peers for their work on behalf of their union.

This year's recipients are:

### Union Stewardship

**Margaret West**, Edmonds CC Local 4254

**Tom Gaskin**, AFT Everett Local 1873

**Mark Millbauer**, United Faculty of Green River Local 2195

**Kimberly McRae**, AFT Seattle 1789

### Treasurer's Excellence

**Annamary Fitzgerald**, South Puget Sound Community College Local 4603

### "We Are One" Solidarity Award

**Tracy Lai**, AFT Seattle Local 1789

### Communications

**Shoreline Community College Local 1950**

### Committee on Political Education (COPE)

• **AFT Seattle Community Colleges Local 1789**: Greatest COPE contributions per month.

• **Bates Technical College Local 4184**: Greatest average contribution per donor.

• **Renton Technical College Local 3914**: Greatest percentage of membership who are donors.

• **Cascadia Community College Local 6191** and **AFT Everett Local**

**1873**: Greatest increase in COPE donors over the last year.

### COPE Honorable Mentions

- **Clover Park Technical College Faculty Local 3913**
- **Federation of Head Start Employees Local 6153**
- **Grays Harbor Community College Local 4984**
- **Sno-Isle Vocational Skills Center Local 4087**

### Legislative Advocacy

- **AFT Seattle Local 1789**
- **Renton Technical College Faculty Local 3914**

# Time for a comeback!

## How we make our union grow

**W**e all know the sports euphemism “the best defense is a good offense.” This also applies to unions. Nothing can stop us when our members are engaged, when our leadership is strong and active, when our contracts are solid, and when everyone is participating in the political process. When we connect with students, parents, and our other natural allies, the whole community benefits.

We have had a tough few years with all the cuts and subsequent layoffs — working more with less. It has taken its toll within many of the locals as well. Everyone has to work harder in an already full schedule, and some administrations have tried to take advantage of a bad situation to promote a destructive agenda. It’s hard to find the time and energy to deal with it all.

Now it’s time to get ready for a comeback. High-quality educational institutions are key to the success of our economy and our communities. We know this. And one of the most important components of that quality is the people who work in those schools and colleges. Without the staff and faculty, the quality of students’ experiences would be greatly diminished.

How we start the year is an indicator of how well the year will go. Planning to reach out to new employees, making sure union bulletin boards

## Contingent Faculty Issues Corner

**T**he Contingent Faculty Issues Committee met for the ninth time this academic year to finalize the year and begin developing the agenda for next year. The monthly meetings are held to discuss issues that are impacting contingent faculty in the community and technical colleges.

Besides the monthly meetings, the committee sponsored two events that were well attended and well received by members.

In September a conference was held at Renton Technical College to address issues contingent faculty face. This past May, 25 adjunct members attended a workshop on applying for and receiving unemployment insurance (UI). The deputy director of the Washington State Employment Security Department, **Neil Gorrell**, was a great presenter —

funny and informative. He is willing to continue working with us as an e-group. He also met with individuals to help with their specific information as each situation is different from the next one.

Notes from the workshop will be put up on the AFT Washington website this summer, and you will be able to find them under “Part-time Faculty.”

Next year’s Contingent Faculty Issues Conference will be held **May 18, 2013**. The committee will have its first meeting July 7 to plan the conference and plan a calendar for future meetings before fall quarter begins. Lunch will be provided and anyone can attend.

For more information, contact **Bernal Baca** at [bbaca@aftwa.org](mailto:bbaca@aftwa.org) or **206-432-8086**.

are visible and have current information, attending new employee orientation, planning for kick-off picnics and other events are great ways to promote the union.

Many local leaders have expressed interest in developing plans for reaching out to new employees, figuring out the best way to communicate regularly with members, and identify and train new leaders. Leaders have also said they would like more information about strong contract language and more information about what is happening at other locals.

Your union can help provide the framework and structure to move the agenda of the membership. If any of these ideas are of interest to you, give us a call. We are planning several trainings in separate locations for local leaders who want to plan for the fall and other upcoming issues.

If you have questions, contact **Dorothy Gibson**, AFT Washington Organizing Director, at **206-432-8082** or [dgibson@aftwa.org](mailto:dgibson@aftwa.org).

# Executive Board Endorses Candidates for 2012

AFT Washington conducted an extensive vetting process to endorse these candidates based on their legislative record and responses to our COPE questionnaires. Responses from each candidate for the State Legislature and US Congress were rated on a point system. Not all candidates responded to our questionnaire.

## State Legislature

**1st LD:** Derek Stanford, House Pos. 1, Luis Moscoso, House Pos. 2, and Rosemary McAuliffe, Senate

**2nd LD:** Bruce Lachney, Senate

**3rd LD:** Andy Billig, Senate

**5th LD:** David Spring, House Pos. 2

**6th LD:** Denny Dellwo, House Pos. 2

**8th LD:** Jay Clough, House Pos. 1

**11th LD:** Bob Hasegawa, Senate

**16th LD:** Scott Nettles, Senate

**17th LD:** Tim Probst, Senate

**22nd LD:** Chris Reykdal, House Pos. 1, Sam Hunt, House Pos. 2, and Karen Fraser, Senate

**23rd LD:** Drew Hansen, House Pos. 2

**24th LD:** Steve Tharinger, House Pos. 2

**25th LD:** Dawn Morrell, House Pos. 1, and Bill Hilton, House Pos. 2

**26th LD:** Karin Ashabraner, House Pos. 1, and Larry Seaquist, House Pos. 2

**27th LD:** Laurie Jenkins, House Pos. 1, and Jake Fey/Lauren Walker dual endorsement, House Pos. 2

**28th LD:** Eric Choiniere, House Pos. 1, and Tami Green, House Pos. 2

**29th LD:** Ben Lawver, House Pos. 1

**30th LD:** Roger Flygare, House Pos. 1, and Rick Hoffman, House Pos. 2

**32nd LD:** Cindy Ryu, House Pos. 1, and Ruth Kagi, House Pos. 2

**33rd LD:** Tina Orwall, House Pos. 1

**34th LD:** Joe Fitzgibbon, House Pos. 2

**35th LD:** Kathy Haigh, House Pos. 1, and Jeff Davis, House Pos. 2

**36th LD:** Reuven Carlyle, House Pos. 1, and Noel Frame, House Pos. 2

**38th LD:** Mike Sells, House Pos. 2

**40th LD:** Kris Lytton, House Pos. 1, and Kevin Ranker, Senate

**41st LD:** Marcie Maxwell, House Pos. 1, and Maureen Judge, Senate

**44th LD:** Mary McNaughton, House Pos. 2

**45th LD:** Roger Goodman, House Pos. 1

**46th LD:** Gerry Pollet/Sylvester Cann dual endorsement, House Pos. 1, and Dusty Hoerler, House Pos. 2

**47th LD:** Bud Sizemore, House Pos. 1, and Pat Sullivan, House Pos. 2

**48th LD:** Ross Hunter, House Pos. 1, and Cyrus Habib, House Pos. 2

**49th LD:** Sharon Wylie, House Pos. 1, and Annette Cleveland, Senate

## Statewide and Judicial Elections

**Governor:** Jay Inslee

**\*Attorney General:** Bob Ferguson

**\*Secretary of State:** Kathleen Drew and Greg Nickels (Dual)

**\*State Supreme Court, Position 9:** John Ladenburg and Bruce Hilyer (Dual)

## US Congress

**\*US Senate:** Maria Cantwell

**\*1st CD:** Suzan DelBene

**\*5th CD:** Rich Cowan

**\*6th CD:** Derek Kilmer

If you are interested in more information about these endorsements, contact **Kristin Elia**, State Political Organizer, at **206-432-8085** or **kelia@aftwa.org**.

*\*Endorsements for statewide and judicial elections are endorsed as part of the Washington State Labor Council's (WSLC) COPE endorsement process.*

# Jay Inslee shares his values, views with us



**I**n March, AFT Washington's Executive Board endorsed Jay Inslee for Governor. We recently contacted Mr. Inslee to find out more about who he is as a person – his values, successes, experiences, and goals – from his early years growing up in White Center to raising his family in the Yakima Valley.

**AFT WA:** You grew up in what is typically known as a lower income Seattle suburb, White Center. Describe what it was like living there as a child, your first education experience, and how it may have impacted your values and who you are today.

**Inslee:** My earliest educational experience is ongoing – the experience of having a father who was a teacher and coach. Obviously it was important to my parents that I study hard and get an education, but even when I was young I was aware of the influence my father had on his students. Even today, I meet people who have very clear memories of learning from my dad. Forty or fifty years after they left his classroom, people remember him, remember things he taught and the way he taught. Teachers have a very powerful impact, and that is why it is so important to me that we give every kid in Washington a chance to learn from excellent teachers. I've proposed a teacher mentoring program so that every teacher in the state can benefit from the knowledge and experience of the best teachers, and pass that on to students.

**AFT WA:** You have a long history of public service. If you hadn't gone into

politics, what do you think you would be doing right now?

**Inslee:** Before I entered public service I had a law practice that I enjoyed very much, and I think I would still be enjoying it. Part of my practice was working on behalf of the community to prosecute drunk drivers. It was gratifying work and I think I would have been happy serving my community that way for a long time.

**AFT WA:** What was the pivotal point in your life that made you decide to go into politics?

**Inslee:** Trudi and I were very happily raising our family in Selah in the mid '80s when it became clear to me and many of our neighbors that our community needed a new high school. We went to work convincing the rest of our community that the school was necessary, and that we needed to fund it. It took a lot of work, but we got it done. Trudi and I decided there was more we could do for our community, and so I ran for the state legislature.

**AFT WA:** As a congressman since 1992, what challenges and struggles did you experience on a national level that would affect your decisions

and values as our next governor if you are elected? Please provide a specific example.

**Inslee:** In my first term, I learned that it is better to do the right thing even if it costs you votes than do the wrong thing just to get elected. I took some votes that I knew might cost me my seat, and they did. But it was the right thing to do and I would do it again. When I voted against the Iraq war, and when I voted against the deregulation of big banks, it meant standing up to sitting presidents and members of my own party. It was tough, but it was right. I'll never be afraid to stand up to special interests.

**AFT WA:** You taught at Yakima Valley Community College prior to your political endeavors. How did that experience help to shape your current views and ideas about how to improve and expand higher education opportunities for students and professional development for faculty and staff here in Washington?

**Inslee:** It is family lore in the Inslee household that shortly after the birth of our second son Connor, I left the hospital to go teach my real estate law class at Yakima Valley Community College. Duty called! Teaching at YVCC taught me that community colleges are important for people who work and go to school at the same time, and we need to make sure they stay accessible. Evening classes and well-tailored curricula can answer the career advancement goals of our neighbors. Our community and technical colleges are incredibly flexible and willing to try new approaches to education. They are great incubators for innovation.

*cont'd on pg. 8*

## Jay Inslee (cont'd)

**AFT WA:** You have stated that, as governor, you would rebuild our public education system. As you know, the State Supreme Court ruled that Washington State is not meeting its paramount duty to adequately fund K-12 education. How would you seek to meet this obligation and rebuild our education system?

**Inslee:** There is no question that the next governor is going to have to make some tough choices. Education funding has to be a priority not just because the court says so but because our future depends on it. We are in the hole we are in because when the recession hit at the end of 2008 it cost 288,000 Washingtonians their jobs. We won't be able to do all the things we need to do until we can get those people back to work and get our economy growing at the rate it should. I am determined to grow this economy, get people back to work and generate the revenue we need to fund our priorities.

**AFT WA:** We represent the pre-K through 16 education employees who are both inside and outside the classroom and for whom many state policy and funding decisions have an impact. How would you work with us on the policies and decisions you would make as governor?

**Inslee:** I have tremendous respect for the people on the front lines in education. Teachers, administrators and support staff truly understand what is happening in our schools, and I believe they have real insight into what needs to change and what we can do better. There are a lot of voices in education policy, and I intend to have all of them at the table.

**AFT WA:** At a time when public servants are getting bashed in the media and political arena, how would you respond to these attacks as the governor?

**Inslee:** I will not let the virus of Wisconsin infect Washington. Teachers aren't to blame for our budget, or the recession that started in 2008. Addressing our shared challenges will take hard work and consensus solutions. As I was preparing my education plan I talked to all sides, when I introduced it my plan was praised by all sides, and as governor I will work with all sides to get beyond old arguments and move our state forward.

**AFT WA:** What are you most looking forward to about being Governor?

**Inslee:** Washington is an innovative state full of innovative and creative people. We have a real opportunity to lead the coming industrial revolutions in life sciences and clean energy technology and to drive global innovation. But we have to invest in our infrastructure, in our businesses and in our schools if we are going to continue to lead. I'm excited by the opportunity to nurture our state's innovative potential.



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