



# UNION SPOTLIGHT

AFT Washington, AFL-CIO

wa.aft.org

Like us on Facebook and Twitter @aftwa

August 2016



Photo Credits: David Ayala Zamora and Sylvia Watson

## Meeting with Candidates

### Inside

- 2016-17 Education Scholarship Winners..... Page 2
- Calendar..... Page 2
- President's Column..... Page 3

What's at Stake in this Year's Election? ..... Page 4

2016 General Election Endorsements ..... Page 4-5

Fight Like Hell for the Living ..... Page 6

AFT and WSLC Convention Amendments... Page 6

Labor Archives of Washington ..... Page 7

# 2016-17 Education Scholarship Winners

By Christine Landon, Data Manager & Communications Assistant

Three deserving winners have each received \$1,000 AFT Washington/Schwerin Campbell Barnard Iglitzin & Lavitt scholarships in support of their higher education goals this coming year. We congratulate:

**Marisela Baca**, a previous winner in 2014-15, is the daughter of AFT Yakima Local 1485 retired local president (and current AFT Washington lobbyist) **Dr. Bernal Baca**. She plans to attend Renton Technical College to complete her AA degree in preparation for baccalaureate nursing studies;

**Lee Bruemmer**, a new winner this year, is the son of **John Bruemmer**,

member of AFT Everett Local 1873. Lee has been accepted at San Diego State University, where he plans to study business administration; and

**Kathryn Severson**, also a previous winner in 2015-16, is the daughter of Cascadia Community College Federation of Teachers Local 6191 member **Heather Severson**. Kathryn is studying at Everett and Edmonds Community Colleges, completing prerequisites for entering the paramedicine program at Central Washington University.

Our thanks to all of the members and locals who donated to support this year's scholarships, and particularly to our generous friends and allies at Schwerin Campbell Barnard Iglitzin & Lavitt, LLC.

## AFT Washington Executive Board

President  
**Karen Strickland**

Vice President At-Large Pos. 1  
**Vacant**

Vice President At-Large Pos. 2  
**Barbara Randall-Saleh**

Vice President At-Large Pos. 3  
**Richard Moore**

Vice President for Community and Technical Colleges Council  
**Simone Terrell**

Vice President for School-Related Personnel Council  
**Janet Watson**

Vice President for 4-Year Council  
**Elizabeth Williamson**

Vice President for Contingent Faculty  
**Michael Boggess**

VP for Legislative Affairs  
**Vacant**

Vice President for Higher Ed Classified Personnel  
**Vacant**

Vice President for Paraprofessional Classified Personnel  
**Janet Morgan**

Vice President for Legal Defense  
**Margaret West**

Vice President for Human Rights  
**Tracy Lai**

Vice President for COPE  
**Todd Hahn**

Secretary  
**Lila Harper**

Treasurer  
**Kenneth Pimpleton**

Retiree Chapter President  
**Ross K. Rieder**

Parliamentarian  
**K. Ann McCartney**

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 6,500 members in early childhood education, K-12, and higher education in Washington State and is affiliated with the American Federation of Teachers, which represents 1.6 million members nationwide.

Editor, Sylvia Watson  
swatson@aftwa.org

Photos by Sylvia Watson unless otherwise noted.  
206-242-4777 ext. 8084  
Toll free: 1-866-99-AFTWA

## CALENDAR

**September 24 (no meeting on October 1)**

**Classified Council and CTC Council Meetings**

@ Best Western Executive Inn, Seattle

**September 24-25**

**Executive Board Retreat**

@ Best Western Executive Inn, Seattle

**September 26, 11:45 AM – 1:30 PM**

**Protecting, Strengthening, and Expanding Social Security and Medicare for All Generations**

@ Kent Senior Center, 600 E. Smith St., Kent

RSVP to **Susan Levy** at [outreachvp@psara.org](mailto:outreachvp@psara.org) or

**206-448-9646**

**October 22-23**

**Powerful Locals Leadership Retreat**

Location TBD

**December 9-11**

**The 2016 Emerging Leaders Conference**

South Seattle College Georgetown Campus, Bldg. C

6737 Corson Ave. So. Seattle

\$150 Registration includes all meals, snacks, workshops, & more)

Sponsored by the Labor Education and Research Center and

Washington Young Emerging Labor Leaders (**YELL**)

Contact Kelly Coogan-Gehr for more information at

**kelly.coogan-gehr@seattlecolleges.edu** or **206-934-6859**



*Karen Strickland*

## President's Column

# Taking a Deeper Dive Toward Addressing Inequities

**A**FT Washington is made up of members who work in education and are also family members, parents, community members, students, and more. As such, we can see how our schools and colleges both perpetuate racial inequity and possess enormous potential to reclaim the promise of racial equity. Our work is to overcome the challenges and realize our aspirations of racial equity.

By challenges, I mean disparate discipline practices, lower graduation rates, lower college enrollment rates, and underrepresentation of teachers of color in K-12 and higher education. Outside the schoolhouse, I mean police violence, community violence, pay and wealth inequity, and uneven rates of unemployment and engagement of people of color in our union.

I aspire to full participation of all people regardless of skin color, gender, country of origin, or age, in our communities and our union. I aspire to a world in which we recognize, value, and create space for the differences among us, understanding that these differences are a source of powerful ideas and solutions, and that we are Stronger Together.

At AFT Washington, we recognize that our union has an essential role in building a more just and fair society.

We know that we have work to do within our organization and within the communities and institutions in which we live and work.

We have long taken an active role in advocating for racial equity in various ways, such as providing financial and/or staff support to organizations such as Equity in Education Coalition, The Racial Equity Team, the Asian Pacific American Labor Alliance, Coalition of Black Trade Unionists, A. Philip Randolph Institute, Pride at Work, and more. We have also participated over the years in the May Day Immigration March, the Pride Parade, and actions in support of legislation and policy promoting equity and social justice.

We have begun elevating this work to a higher priority and examining deeply what we must do to achieve racial equity within our organization, our workplaces, and our communities. The staff has engaged in conversation and training on the subject of racial equity to deepen our understanding and ability to achieve our aspirations. Another step in this process is a series of articles in the Spotlight over the next year, in which we'll focus on race and racism in the interest of gaining clarity on this issue and what we can do to address it. We recognize that inequity occurs on the basis of other characteristics, e.g. gender identity, and that our members belong to more than one group that experiences disparate treatment. Understanding this intersectionality is necessary to our work and won't be lost, even as we zero in on race.

Why is this a priority now? Events in recent years have highlighted the shortcomings of our society when it comes to achieving racial equity. The Occupy Movement made "the 1%" an everyday concept, and an important one. Yet when we dig into the disparity between the 1% and the 99%, we find alarming differences in income and wealth based on race within the 99%. According to a study by the public policy organization Demos (<http://www.demos.org>), the median wealth of White households in 2011 was \$111,146, for Black households it was \$7,113, and for Latino households it was \$8,348 (Asian-Pacific Islanders, Native Americans and other group data wasn't included). Because homes are a dominant source of wealth for middle America, the disparate rates of home ownership (73%, 45% and 47% respectively), are a significant factor.

Another problem called out in recent years is the "school-to-prison pipeline." Discipline policies are unevenly applied, with students of color disproportionately suspended and expelled. Add to that an increased presence of law enforcement in the schools and the result is the criminalization of young people and students of color on a path to prison instead of college, apprenticeship, and other life-enriching opportunities.

And none of us can see the all too frequent and horrifying police shootings of Black and Brown men and boys without recognizing that we all must play a role in ensuring a society

*(Continued on pg. 8)*

# Fight Like Hell for the Living



Photo credit: Christine Landon

By Richard Burton, Internal Organizer

This year's winner of the Washington State Labor Council's Mother Jones Award for a collective group is the United Faculty of Green River College Local 2195, jointly represented by AFT Washington and WEA. The Mother Jones Award is given by the State Labor Council to recognize members and organizations who are struggling for dignity and respect for all workers.

Dating back at least to the Fall of 2012, faculty at Green River College have been subjected to an increasingly hostile, virulently anti-union, corporatized college administration led by President Eileen Ely (pronounced like "EElee"). As Ely, her hand-picked administrative elites, and the college's Board of Trustees engaged in behavior that went from bad to worse, the faculty fought back. This faculty opposition has taken the

form of several actions:

- "Work to Rule" campaign, countless protest rallies, and demonstrations at the meetings of the college's Board of Trustees,
- open letters to college administration,
- campus-wide public forums,
- securing the passage of a supportive resolution from the Washington State Labor Council (WSLC),
- flash mobs,
- a Grinch "Lump of Coal" campaign,
- a "Let Them Eat Cake" rally, complete with a photo of "Queen" Ely,
- informational picketing,
- letters and meetings with state elected leaders,
- leafletting at a statewide college Trustee retreat,

- testimony before local city councils,
- opinion pieces published in local newspapers,
- Unfair Labor Practice (ULP) filings,
- three Votes of No Confidence in President Ely and one such Vote against the college's Board,
- a one-day walkout, and
- a strike, for the first time in 40 years.

While they succeeded in securing the resignation of President Ely in June, their struggle continues. These faculty – strengthened with the outstanding work of students, supportive WFSE staff, Auburn and Kent community supporters, elected officials, and the broader labor movement – have made it clear that, to paraphrase Mother Jones, they will NOT mourn for Eileen Ely, but they WILL fight like hell for the living and for the future of their community college.

# What's at Stake in this Year's Election?

By April Sims, WSLC Field Mobilization Director



April Sims

I won't tell you this is the most important election of our lives (I'm guessing you've heard that before), but I will tell you that for working

families in Washington State, the stakes couldn't be higher.

2016 is a defining year for workers in our state. We have an opportunity to elect pro-worker legislative candidates and end the ideologically divided legislature that's held us hostage for the past four years.

We've been playing defense, and this election is our chance to put points on the board. By working to

elect union-endorsed candidates who care about funding public services, passing paid sick leave, and tackling our transportation challenges, we can change the direction of our state for working families.

In this year of challenges and opportunities, doing things the way we've always done them just because we've always done them that way isn't going to help us win. The way voters and union members engage in politics is changing, and if we want to be impactful and relevant, we have to change too.

Candidates and campaigns are focused on likely voters who are undecided about the race. In fact, millions of dollars will be spent trying to 'move the middle' or reach

this group of undecided voters. Our Labor Neighbor program is focused on targeting union members who are the least likely to vote, engaging them on an issue they care about, and reaching them with a trusted messenger. This will allow us to have the biggest impact on elections and grow union engagement at the same time.

This year I invite you to help us win. Come out to a Labor Neighbor event, bring your friends, family, and coworkers, and help us change the world. We can't win this without you!

To get involved, please contact the AFT Washington office at [aftwashington@aftwa.org](mailto:aftwashington@aftwa.org) or call **206-242-4777**.



## 2016 General Election Endorsements

The AFT Washington member-involved Committee on Political Education (COPE) and staff conducted an extensive vetting process to endorse these candidates. They were scored on their legislative and labor voting records and responses to our COPE questionnaires. All candidates who are running for office were sent our questionnaire, but not all candidates chose to complete and return one. The candidates below returned their completed questionnaire. Your union recommends the following candidates because they share our values:

### Congressional

U.S. Senator Patty Murray  
CD-7: Pramila Jayapal  
CD-9: Adam Smith  
CD-10: Denny Heck

### Statewide Races

Jay Inslee, Governor  
Bob Ferguson, Attorney General  
Cyrus Habib, Lieutenant Governor  
Tina Podlodowski, Secretary of State  
Mary Yu, State Supreme Court Pos. 1  
Chris Reykdal, Superintendent of Public Instruction

### Ballot Initiatives

I-1433, Minimum Wage Increase and Paid Sick Leave



(Continued on pg. 6)

## Election Endorsement

(from pg. 5)

### State Legislature

---

LD 1: Derek Stanford, House Pos. 1

---

LD 2: Amy Pivetta Hoffman, House Pos. 1

---

LD 3: Andy Billig, Senate  
Marcus Riccelli, House Pos. 1

---

LD 5: Jason Ritchie, House Pos. 1  
Darcy Burner, House Pos. 2

---

LD 6: Lynnette Vehrs, House Pos. 1

---

LD 10: Angie Homola, Senate  
Doris Brevoort, House Pos. 2

---

LD 11: Bob Hasegawa, Senate

---

LD 17: Tim Probst, Senate

---

LD 21: Strom Peterson, House Pos. 1  
Lillian Ortiz-Self, House Pos. 2

---

LD 22: Sam Hunt, Senate  
Beth Doglio, House Pos. 2

---

LD 23: Christine Rolfes, Senate  
Sherry Appleton, House Pos. 1  
Drew Hansen, House Pos. 2

---

LD 24: Mike Chapman, House Pos. 1

---

LD 25: Jamie Smith, House Pos. 1

---

LD 26: Larry Seaquist, House Pos. 1

---

LD 27: Laurie Jenkins, House Pos. 1

---

LD 28: Marisa Peloquin, Senate  
Mari Leavitt, House Pos. 1  
Christine Kilduff, House Pos. 2

---

---

LD 29: David Sawyer, House Pos. 1  
Steve Kirby, House Pos. 2

---

LD 31: Lane Walthers, House Pos. 2

---

LD 32: Cindy Ryu, House Pos. 1

---

LD 33: Tina Orwall, House Pos. 1  
Mia Gregerson, House Pos. 2

---

LD 34: Joe Fitzgibbon, House Pos. 2

---

LD 35: Irene Bowling, House Pos. 1  
Craig Patti, House Pos. 2

---

LD 36: Noel Frame, House Pos. 1

---

Gael Tarleton, House Pos. 2

---

LD 37: Sharon Tomiko Santos, House Pos. 1

---

LD 40: Kevin Ranker, Senate  
Kristine Lytton, House Pos. 1

---

LD 41: Lisa Wellman, Senate  
Tana Senn, House Pos. 1

---

LD 44: John Lovick, House Pos. 1

---

LD 45: Roger Goodman, House Pos. 1

---

LD 46: Gerry Pollet, House Pos. 1

---

LD 48: Patty Kuderer, House Pos. 1

---

LD 49: Sharon Wylie, House Pos. 1  
Monica Stonier, House Pos. 2

---

**Note:** More endorsements may be added so please check our website at [wa.aft.org](http://wa.aft.org) for up-to-date endorsements.

# AFT and WSLC Convention Amendments

By Elizabeth Ferrell, Office Manager

At the 2016 AFT national convention, delegates adopted an amendment to increase per capita rates. Effective September 1, 2016, per capita paid by locals will increase from \$18.23 to \$19.03 per member per month. Ninety (90) cents of each per capita payment received will be dedicated to a special AFT response fund to engage members and to assist locals in crisis. Similarly, effective September 1, 2017, per capita will increase to \$19.28 per member per month, of which \$1.10 will be dedicated to this special response fund. The AFT offers a reduced per capita for lower-income members, and delegates also voted to index that

income threshold for inflation to help ease the burden. If your local has questions about the AFT per capita rates, contact the AFT membership department via e-mail at [percapita@aft.org](mailto:percapita@aft.org).

According to an article by Mike Rose, AFT Associate Director of Communications, delegates also backed constitutional amendments that clarify and expand the mission of the AFT standing committee on civil and human rights. Along with African-Americans, this body is specifically tasked to provide materials and strategies to Asian-Americans, Latinos, Native Americans, Arab Americans, and other racial, ethnic, religious, and underrepresented groups.

Read about other AFT convention amendments, resolutions, and news by browsing LeaderNet at <https://leadernet.aft.org/news/aft-officers-pledge-keep-fight>, or AFT's public website at [www.aft.org](http://www.aft.org).

The state AFL-CIO per capita rate increases by \$0.15 September 1, 2016. State AFL-CIO per capita is paid monthly on the AFT (national) per capita invoice in the section marked "State Affiliation Fee AFL-CIO." The current rate is \$0.85 per member per month, and it increases to \$1.00 per member per month in September. Payment of the state AFL-CIO allows local affiliates in our state to enjoy membership in the Washington State Labor Council.

---

## Labor Archives of Washington: Preserving Pacific Northwest Labor History

Conor Casey, Labor Archivist, Director

Founded in 2010, the Labor Archives of Washington (LAW) is a collaboration between the Harry Bridges Center for Labor Studies and the UW Libraries. LAW was founded to collect, preserve, and make accessible records relating to labor unions and working people in the Pacific Northwest. LAW is a community enterprise: for the first four years of its existence, LAW was almost entirely funded by donations from labor unions and individuals, including the International Longshore and Warehouse Union, the Washington State Labor Council, and AFT Washington.

I was hired as Labor Archivist in late 2010 to create intellectual and physical access to around 2,000 cubic feet of labor and labor-related collections. As well, my mission

was to bring in new collections that documented the labor movement in this region and to promote the use of these records. Our collections are free and open to the public, and represent a significant historical resource for scholars of labor, civil rights, economic, political, and social history in this region.

In my work, I also consult with and teach workshops for unions and other organizations on how to establish records management programs, how to preserve their records in-house, and how to donate records of enduring historical value to LAW.

I am here to help you preserve the records of your local or your personal papers that relate to your union activity. Please email or call me if you would like some assistance at [cmcasey@uw.edu](mailto:cmcasey@uw.edu) or 206.685.3976.

Some key links:

- Labor Archives of Washington: <http://www.laborarchives.org>
- Full List of Labor Collections: <http://guides.lib.washington.edu/laborarchives>
- Labor Digital Collections Portal: <http://content.lib.washington.edu/portals/law/>
- Archived Labor Websites: <http://www.archive-it.org/collections/3988>
- Donating & Preserving Records, Resources on Records Management: <http://www.lib.washington.edu/specialcollections/laws/preserving-and-donating-records>



NON-PROFIT ORG  
U.S. POSTAGE  
PAID  
Seattle, WA  
Permit No. 1074

RETURN SERVICE REQUESTED

© 92



## Addressing Inequities

(from pg. 3)

where all people can live their lives free of the fear that they will be the victim of police violence.

Achieving racial equity is no easy task. In fact, it requires a willingness to reflect on our personal beliefs and feelings and to examine our union’s practices, priorities, and programs. It requires that we confront the obstacles – like not recognizing racist treatment at work, or reaching out only to members we know, rather than to those we don’t know. These are what I call the “hindering forces.”

We also have helping forces, such as the power of knowing that racial equity is the right goal, morally and ethically. We’re in good company.

I’ve been working with other labor leaders in Washington to forge the path to equity within the labor movement, and I have witnessed us righteously struggle to find our way. And let’s not forget our own national AFT history. It was 1957 when AFT worked to integrate all locals, expelling those that refused, resulting in the loss of 7000 members.

In the coming months we will plan for building a fully inclusive union, strengthening our work to achieve equity in the workplace for our membership and those we serve. We will solicit input from you to ensure that our strategies are informed by your experience and expertise.

If you would like to contribute an article on the subject of racial equity, please contact **Sylvia Watson**, editor, at [swatson@aftwa.org](mailto:swatson@aftwa.org). I look forward to this work and urge you to take part in a way that is meaningful to you.

**If you’d like to go green and get Union Spotlight electronically, please contact Christine Landon, 206-432-8075 or [clandon@aftwa.org](mailto:clandon@aftwa.org).**