



UNION SPOTLIGHT

AFT Washington, AFL-CIO

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June, 2017



Handmade quilt given as appreciation to the Lummi Nation Hereditary Chief Bill James

Photo by Sylvia Watson (Continued on page 3)

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2017 AFTWA/SCBIL Education Scholarships Application Extended to July 17

The application deadline for the 2017-2018 AFT Washington/Schwerin Campbell Barnard Iglitzin & Lavitt Scholarships has been extended! We expect to award two or three \$1,500 education scholarships this year to AFT Washington locals' members in good standing and/or their family members or dependents. Qualified applicants must plan on attending an institution of higher education during the 2017-2018 academic year to earn a degree or

credential at any level from associate to graduate. **The extended scholarship application deadline is Monday, July 17, 2017.** Eligibility requirements, application guidelines, and the scholarship application form can be downloaded from our website at <http://wa.aft.org/education-scholarship>.

For more information, or to receive application materials via mail or e-mail, contact Christine Landon at 206-432-8075 or clandon@aftwa.org.

The Evergreen State College Confronts Institutional Racism

By Richard Burton, Internal Organizer

In recent weeks, national attention has been focused on The Evergreen State College (TESC). Long-standing frustrations held by various student populations, combined with a campus tradition – known as Day of Absence/Day of Presence – that's been a part of TESC since the '70s, have been badly misconstrued by many media sources. Despite this, the United Faculty of Evergreen (UFE) Local 6392 has stepped forward to try to address a key concern held by many on the campus, that of combating institutionalized inequities on the bases of gender, race, gender identity, immigration status, physical ability, or sexuality.

One of the more significant actions undertaken by the local toward this end thus far has been a Memorandum of Understanding (MOU) agreement with TESC Administration. This was passed on May 26, and pertains to professional development. This MOU gained unanimous support from the Stewards Council of the faculty union. One of the central provisions of the MOU says,

“... we recognize that Evergreen faculty members must have access to, and take advantage of, professional development opportunities to address subjects including but not limited to institutional racism, and the needs of students of color, LGBTQIA students, undocumented students, victims of sexual assault, and students with disabilities.”

The UFE plans to implement this MOU this summer with a Summer Union School to introduce common readings, discussion, resources, and strategies to support members' understanding of such topics as institutional racism, educational equity, and culturally relevant curriculum and pedagogy. The faculty union's first text – intended for further reflection and discussion – will be historian Ibram Kendi's *Stamped From the Beginning—The Definitive History of Racist Ideas in America*.

For more information about this MOU and about the UFE in general, please see <http://www.ufeevergreen.org/>

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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 6,500 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



Karen Strickland

President's Column

Our Convention Covered the Spectrum of Connections With One Another

At the end of another school year, I'm immersed in reflections on this tumultuous first six months of 2017. We have faced new and ongoing threats, empowerment through solidarity, and a reinforced commitment to our values and fulfillment of our mission.

Just weeks ago, we enjoyed an invigorating convention filled with cultural learning, inspiring successes, and a road map for ongoing work. Our keynote speaker was **Kent Wong**, a member of AFT Local 1990 in Los Angeles and director of the UCLA Labor Center. His work with undocumented students from around the country creates an opportunity for these young people to chart a path to a future as leaders, social justice activists, and empowered contributors to our communities despite the sometimes hostile and unsafe backdrop of our society.

The hope inspired by youth was reinforced when the Lummi Nation Blackhawk Singers shared their cultural dance and song, which serves as a powerful way of connecting with the wisdom of their ancestors and culture and the strength gained through their relationships with one another. Hereditary Chief **Bill James** welcomed us with an invocation. I spoke with him before the program started, and I was struck by the deep pride and appreciation he felt for the youth of his

community. We expressed our thanks to the Lummi Tribe by presenting them with a union/community-themed quilt made by members **Wadiyah Nelson** and **Annette Stofer**, assisted by staff member **Dan Troccoli**. This learning experience was an important one as we at AFT Washington strive to deepen our understanding of our diverse society and the intersectionality in which we live.

The importance of the messages of these events is made all the more poignant by recent events: the hatred expressed on Portland's MAX and the murder of two people who stood up against it, and the murder of a young Quinault man amidst an onslaught of racial slurs. These events make clear why passage of several resolutions is so important. The delegates passed a resolution calling for us as a union and as individuals to challenge structural racism in our union, our schools/colleges, and our communities. We also passed a resolution calling for support for students, colleagues, and communities by protecting the civil rights of all, whether that be through protection of privacy, provision of financial, academic, and social supports, or protection from crime.

This is challenging work, as evidenced by all that is happening at Evergreen State College, but we must engage in the struggle so that all of us live with dignity, safety, opportunity and more. As you'll read in the latest in our series on racism by **Valerie Hunt**, allyship is a step but perhaps it's time to take it to the next level and become accomplices in the fight for social and

racial justice! As an activist and as the program director and faculty member of the B.A.S. degree in the Behavioral Science program at Seattle Central College, Valerie makes this idea real in her quest for justice and equity.

Jeff Johnson, President of the Washington State Labor Council (WSLC) spoke, emphasizing the necessity of acting now to lessen the danger of climate change. His leadership in the Alliance for Jobs and Clean Energy and the Blue/Green Alliance shows his commitment to Labors' role in stopping the downward spiral of climate change. Essential to this effort is recognizing the disparate harm in communities of color and poor communities where toxic industry and other pollution sources are frequently located, requiring investment in clean-up efforts and good-quality, sustainable careers for residents of the most harmed communities. The relevance of this work is made more salient by Trump's decision to pull the U.S. from the Paris Climate Agreement.

The delegates at convention took bold and righteous positions through our resolutions, and we have our work cut out for us. As a union, social and economic justice is at the center of what we do; we continue to deepen our understanding of the role of racism and other forms of institutionalized discrimination in blocking justice. Many of you have joined these efforts as an ally or as an accomplice. I urge all to look at the role you can play at your local, in our state federation, and in your community. **Standing Together, We Move Forward.**

Moving from an Ally to an Accomplice

By Dr. Valerie Hunt, AFT Seattle Local 1789



Dr. Valerie Hunt

The world is full of allies and woefully in need of accomplices. Allyship is easy because the rules and level of engagement are contingent on the ally's ability to exit at any time.

How down are you with your resources, your words, and your headspace? Addressing racism as an accomplice means interrogating the resources your unearned privilege affords you by institutional racism and as a result of your space in the racial hierarchy.

Your words. Allies often lean toward controlling the narrative about racism, oppression. Yet an accomplice "gets in where s/he fits in," meaning they let go of creating a narrative where they, like Adam Smith's invisible hand, shape the arc of engagement. The accomplice is a quiet listener. An accomplice's words are not to shape the narrative, they are to suffer with the narrative keepers — they are to go to the jagged, sharp edges of the narrative and help build a bridge between the people in the movement and the people you/we/they want to bring into the movement.

What does this look like?

- You are committed to learning from your co-accomplices even as you are training and/or teaching in the co-accomplice community you are serving.
- We are in this together and what is positive for the community will be positive for you.

- You show up and wait to be told when to show out.

You are going to feel underappreciated. You're not. In becoming an accomplice, you begin to realize that people of darker color in movements to dismantle systemic and institutional racism have been showing up to do dirty, unsung work for decades and that time spent looking for appreciation is time taken away from doing the hard work.

So here is where paying attention to your headspace comes into play. This is your journey from feeling sympathy to having compassion for another. In Greek, sympathy means "fellow feeling." This is a position of power over and not power with. Compassion in the Greek is to "suffer with," which is a mindful position of power with.

To suffer with makes you vulnerable. Most allies consciously mitigate the level and depth of suffering they witness caused by institutionalized racism. When you embark upon the journey of suffering with, you will see and experience the world differently.

Becoming an accomplice requires you to become clear eyed about what you are doing and why. You will give up the superficial answers and responses to why you march, why you wear buttons, and why you donate money. Instead you will start asking questions of yourself and others about such things as "How much money do I need if I have to bail myself or my co-accomplice out of jail?" or "Am I ready to give up the comfort of having all of my money in a bank that I can easily get to but I know that bank's actions are in direct conflict with my beliefs about climate change?" or "What are the limits to what I will do to put myself in figurative and literal harm's way for my co-accomplice?"

You will always be seeking deeper knowledge. Your focus will move from "I did not know that!" to "Now that I know that, what can I do?" Your grounding words will become "Know means know" and "Once you know, you can't unknow." You will be searching for the hidden histories in order to understand the true arc of history.

As an accomplice, you will be engaged beyond your comfort zone — you will be in a constant state of discomfort. You will be told to check your privilege. That can't feel good to hear. But it is valuable because your "teacher" is speaking truth to power to you and that is an act of love.

You may lose a few friends, family, and allies. As an accomplice, you are showing a side of yourself to your whole network of friends and alliances. Some within your network will not take kindly to how and where you show up and show out. They may cut alliances with you so as not to be associated with your suchness as an accomplice.

You will be relegated to the background. The larger public may not ever know your name or that you were ever a part of the movement. That is hard but accomplice work is not saviorism work.

In becoming an accomplice, you are making a long-term commitment. We are addressing extremely durable, intractable, interlocking systems of oppression. Dismantling one system cannot be done without paying attention to other systems.

If you are interested in contributing to our series on racial equity, please submit an article to the Editor at swatson@aftwa.org or to President Karen Strickland at kstrickland@aftwa.org.

Trump Cuts Federal Budget to the Bone

By Dan Troccoli, AFT Project Staff

The proposed federal budget is themed with CUTS. First there are the cuts to social programs. Overall Trump wants to cut \$3.6 trillion — yes, with a T! — from the budget in the next 10 years. Cuts to programs like the Children’s Health Insurance Program and the Supplemental Nutrition Assistance Program will hit impoverished children hardest. The plan cuts over 13 percent from the Department of Education’s budget, a plan that left some in D.C. shaking their heads.

Republican Senator Roy Blunt (MO), who chairs the subcommittee on the Departments of Labor, Health and Human Services, Education, and Related Agencies, said, “This is a difficult budget request to defend,”¹ and that the proposal likely will not be adopted as is. For Washington State, the education cuts will mean losing \$13 million in tuition assis-

tance, \$18 million in after-school programs, and \$38 million for professional development. Schools will lose another \$4 million in Medicaid cuts alone. From the total Medicaid cuts of \$800 billion, Washington will also lose \$20 billion in aid to over 418,000 people living here.

Then there are the cuts to the income taxes for the wealthy. Trump’s proposal cuts the tax brackets from seven to three, losing \$1.3 trillion in tax revenue, AND cuts the corporate tax rate from 35 percent to just 15 percent. The administration is also proposing a reduction in capital gains taxes of 23.8 percent to 20 percent, the exact amount that currently funds the Affordable Care Act. And let’s not forget the cherry on top of this lavish pie for the super-rich, the elimination of the inheritance tax entirely, a tax paid only by the wealthiest citizens.

Is there any area of the budget that escapes the ax? Well, the military budget received a hefty increase of over two percent. While that may not sound like much, the Pentagon’s budget already surpasses all other nations and accounts for over 50 percent of the federal budget. They will see an increase of nearly \$70 billion.

Meanwhile, our schools remain in need of renovation and expansion and tuition in higher education continues to soar. We will have to ramp up efforts to not only demand fair and adequate funding for public education, but also for a fair, socially responsible budget in the years to come.

¹https://www.washingtonpost.com/news/answer-sheet/wp/2017/06/06/what-we-just-learned-from-betsy-devoss-painful-appearance-before-congress/?utm_term=.be0d579bcfed

Summer Months Equals Unemployment for Some

By Richard Burton, Internal Organizer



For many adjunct faculty, the summer is a time not so much for vacation and travel

as it is for unemployment, fewer or no paychecks, and uncertainty about finding work again in the fall. If you’re in this category, consider applying for unemployment insurance (UI). UI benefits are intended to replace some of your regular income to help you meet expenses while you look for a job. In our state, it is overseen by the Employment Security Department (ESD): <https://esdor-chardstorage.blob.core.windows.net/esdwa/Default/ESDWAGOV/Unemployment/ESD-Handbook-for-Unemployed-Workers.pdf>

To qualify for UI benefits, you must meet four key criteria:

1. You must be out of work through no fault of your own. Usually, though not always, this means you’ve been laid off or, in academic jargon, “non-renewed.”
2. You must be able and available to work. “Able” meaning you are physically, mentally, and legally capable of working; “Available” meaning you have the necessary transportation, child-care arrangements, etc., enabling you to work.
3. You must have worked at least 680 hours in the first four of the last five completed quarters.
 - Right now, this means starting back in January 2016 and taking each of the four calendar quarters of that year into account (Jan.-

March, April-June, July-Sept., Oct.-Dec.).

- Using that calendar year, consider each of the teaching jobs you did for that year, figure out what percent of a full-time load you worked (e.g., you may have worked 2/3 of a full-time load for each of the three academic quarters of that year).
- Take that percentage (e.g., 2/3 or 66%) and multiply it by 35 hours (the standard full-time workload as determined by ESD). That is your weekly workload.
- Take that weekly workload figure (e.g., 23 hours) and multiply it by the number of weeks you had that workload (e.g., most academic quarters are usually 10 weeks).

(Continued on pg. 6)

Slate of officers elected to 2017-2019 State Executive Board

The following officers were elected at the convention and their term begins July 15, 2017, through July 14, 2019.

President **Karen Strickland**
AFT Seattle Community Colleges Local 1789

Secretary **Jaeney Hoene**
Green River Federation of Teachers Local 2195

Treasurer **Kenneth Pimpleton**
Tacoma Community College Federation Local 2196

VP for COPE **Todd Hahn**
AFT Renton Local 6367

VP for Human Rights **Tracy Lai**
AFT Seattle Community Colleges Local 1789

VP for Legal Defense **Tran Phung**
Whatcom Community College Federation Local 3591

VP for Legislative Affairs **Jim Howe**
Lk. Washington Institute of Technology Local 3533

VP for 4-Year **Chuck Lambert**
UFWS Western Local 2084

VP for CTCs **Simone Terrell**
Renton Federation of Teachers Local 3914

VP for Paraprofessional **Janet Morgan**
Tacoma Federation of ParaEducations Local 461

VP for Higher Ed Classified **Open**

VP for School-related Personnel **Barbara Randall-Saleh**
Tacoma Federation of ParaEducators Local 461

VP for Contingent Faculty Issues **Michael Boggess**
Pierce College Federation of Teachers Local 4821

VP At Large **Aimee Brown**
AFT Seattle Professional Staff Local 6550

VP At Large **Richard Moore**
UW English Language Faculty Local 6486

VP At Large **Lisa Fortson**
AFT Professional Staff at Clover Park Technical College Local 6431

Unemployment

(from pg. 5)

So, you worked that workload for three quarters, i.e., 30 weeks, then the calculation is $30 \times 23 = 690$. In this case, then you would have met this 680-hour criterion.

4. You must lack reasonable assurance of suitable work for the next academic term. If any future work you are offered is contingent on the discretion of the employer in the case of insufficient enrollment, program changes, or other reasons determined by the college, then you lack "reasonable assurance" of such future work.

If you meet these four criteria, then you have a right to unemployment insurance benefits. You should apply! For more information, please visit http://wa.aft.org/files/ui_toolkit_2015-2.pdf.

Four resolutions passed at this year's convention

The delegates at our 2017 biennial convention passed four resolutions:

- Convention Resolution 2017-01: Support for Our Students, Colleagues, and Communities seeks to safeguard students, faculty, and campus workers who may be the targets of government or private action based on their immigration status, religion, racial or ethnic background, sex or gender identity, sexual preference, or political affiliation. It calls for our organization to develop a coordinated, cross-institutional response to these threats as well as ensure no state funds are used to collaborate with federal enforcement. This resolution was submitted by AFT Seattle Community Colleges Local 1789.
- Convention Resolution 2017-02: Calling for a Strategic Plan to Reclaim the Power of the Labor Movement

addresses the Powell Memo and asks the Washington State Labor Council to urge the AFL-CIO to create a cohesive plan to counter the Powell Doctrine; requests the AFT endorse this resolution and advocate for its passage; and that the leadership of these organizations help plan and develop the AFL-CIO plan to achieve the goals. This resolution was made by the AFT Washington Retiree Chapter Local 8054R.

- Convention Resolution 2017-03: Challenging Structural Racism. This resolution calls for an examination of our own practices, hold trainings, continue working with the WSLC to develop the Race in the Labor Movement and make the training available; and engage locals and other stakeholders to challenge such racism, including in collective

bargaining agreements. Resolution was put forward by the AFT Washington Retiree Chapter Local 8054R.

- Convention Resolution 2017-04: Full Support of the Labor Community for the Community and Technical College System was put forth by the Green River College Federation of Teachers Local 2195 to ask AFT Washington to urge the State Board for Community and Technical Colleges to develop a robust budget request in the 2018 and 2019 legislative sessions and ask the WSLC to include and prioritize a robust investment in the CTC system as part of its Shared Prosperity Agenda in these legislative sessions.

To read the full content of these resolutions, visit our website at wa.aft.org/convention-1.

Members Recognized for Outstanding Union Work



Photo by Christine Landon

Recognizing peers for their contribution to their union, and labor in general, is one of the highlights of our convention. Congratulations to the following members or community members who received awards this year in the following categories:

César Chávez Human Rights Award:

- **Sarah McFarlane**, a teacher in the Shoreline School District and WEA member, organized the highly successful Northwest Conference for Teaching Social Justice attended by hundreds of progressive educators.
- **Cindy Domingo**, a community activist who is involved in many labor and women's issues such as a delegate to the Beijing Women's Conference, U.S. Women and Cuba Collaboration, World Social Forum, LELO, the Resist Coalition, and an associate member of APALA.
- **Stan Shikuma**, a WSNA member, board member for the Seattle chapter of the Japanese American Citizens League, founding organizer of Hiroshima to Hope, and Seattle coordinator for the biennial Tule Lake Pilgrimage to the site of the WWII internment camp, which explores intergenerational aspects of Japanese

American internment as well as the historic violations of internees' human rights.

Powerful Locals Champion Award:

This award recognizes the work of locals who participated in our Powerful Locals Program and have made significant progress on their goals.

- AFT Renton Local 6367
- Whatcom Community College Federation of Teachers Local 3591

Leadership Awards

For Collective Bargaining:

- Amy Edmisson, AFT Renton Local 6367
- Tina Larson, AFT Renton Local 6367
- Beth Norman, Pierce College Federation of Teachers Local 4821

For Organizing:

- Aimee Brown, AFT Seattle Professional Staff Local 6550
- Colette Colburn, Whatcom Community College Federation of Teachers Local 3591
- Beth DeCou, AFT Renton Local 6367
- Jamie Fitzgerald, Green River Community College Federation of Teachers Local 2195

- Marc Hobbs, Pierce College Federation of Teachers Local 4821
- Tom McCarthy, Pierce College Federation of Teachers Local 4821
- Ajay Narayanan, Green River Community College Federation of Teachers Local 2195

Treasurers' Award

- Brad Fader, Shoreline Community College Federation of Teachers Local 1950
- Todd Hahn, AFT Renton Local 6367
- Helen Lovejoy, Peninsula College Federation of Teachers Local 3439

Troublemaker Award (this is a good thing!)

- John Avery, Green River Community College Federation of Teachers Local 2195
- Steve Kinholt, Green River Community College Federation of Teachers Local 2195
- Mark Thomason, Green River Community College Federation of Teachers Local 2195
- Janet Watson, AFT Renton Local 6367

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Per Capita Increases Approved at Convention

By Elizabeth Ferrell-Gray, Office Manager/Bookkeeper

Delegates at the AFT Washington 2017 Convention approved a per-capita increase to categories C and D effective September 1, 2017. The new rates reflect increases to the cost of living since 2012, the year of our last per-capita increase. The annual salary ranges for the two categories were also increased to more accurately reflect salary ranges among our members. The table below compares the

new rates and salary ranges to pre-Convention rates and ranges.

The increase was proposed in response to anti-labor assaults, including court cases, involving public sector employees. In addition, we know that we are much stronger when we Stand Together with our community allies to ensure our workplaces and communities allow all to thrive. Additional revenue is needed to effectively build these alliances.

Annual Salary Ranges		Old Rates	New Rates	Increase
Category A	Less than \$10,000 annually	\$ 4.73	\$ 4.73	\$0.00
Category B	More than \$10,000 but less than \$20,000 annually	\$10.40	\$10.40	\$0.00
Category C	More than \$20,000 but less than \$45,000 annually	\$21.74	\$23.24	\$1.50
Category D	More than \$45,000 annually	\$28.36	\$30.32	\$1.96

CALENDAR

July 18-20, 2017
WSLC Convention
 @ Hilton
 Vancouver
 Washington

**September 30 -
 October 1, 2017**
**AFT Washington
 Executive Board
 Retreat**
 Location to be
 determined

**If you'd like
 to go green
 and get
 Union Spotlight
 electronically,
 please contact
 Christine Landon,
 206-432-8075 or
 clandon@aftwa.org.**