

# **UNION SPOTLIGHT**

AFT Washington, AFL-CIO

[wa.aft.org](http://wa.aft.org)

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April, 2018



**AFT Washington and WEA members show up in Olympia for a hearing on our local bargaining bill which has been signed into law by the Governor.**

*Photo by Rich Wood WEA*

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# In Memoriam



*Mary Hale*

## Retiree Chapter President Mary Hale Dies

On November 1, 2017, AFT Washington Retiree Chapter President Mary Hale died of pneumonia at the age of 76. Following are two brief recollections by her long-time friend and former colleague Nancy Moore, and by Roger Carlstrom, formerly an activist in the chapter and former editor of the chapter's newsletter. Editor's note: This article was delayed because the Spotlight was not published in December.

## Mary At Work

*By Nancy Moore*

Mary Hale, a friend and colleague of mine for many years at Edmonds Community College, was a tireless worker on behalf of faculty and students. She was a staunch Democrat and worked for Democrats in Everett and Snohomish County as well as statewide. Mary was our "go to" person on COPE, and was able to recruit numerous faculty to support various races and to raise money to elect the best candidates. At the college, Mary was also a "go to" person; if something needed to be done, it was important to put Mary in charge.

She held numerous offices in Local 4254, including President.

Many will remember Mary as a champion of part-time faculty. I remember her as a strong, tough, formidable champion of the community college system, a strong supporter of students, of women's rights, union rights, and the Democratic Party. Mary Hale was a formidable opponent and ally. On the flip side, Mary could never balance her checkbook, and didn't much care!

## Mary In Retirement

*By Roger Carlstrom*

In retirement, Mary was active in the retiree chapter and carried on her strong interests in the Democrats and AFT Washington COPE, supporting political campaigns and candidates, and reporting on efforts to secure COLA increases for members of the TRS1 and PERS1 retirement systems in the legislature and the courts. She served as a director of the chapter and as treasurer. In the spring of 2015, she was elected president of the chapter

and was serving in that position at the time of her death.

Upon Mary's death, chapter member Rachael Levine said this: "Mary was one of those who took care of others and kept her word in whatever she promised to give. In the Jewish faith, she would be known as a 'woman of valor' and memories of her become blessings." I couldn't agree more.

## 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 6,500 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.

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*Karen Strickland*

## President's Column

# Are We Ready to Take A Stand Against Sexual Harassment and Assault?

**#MeToo**...what does this hashtag mean to you? Perhaps it evokes feelings about your own personal history of sexual harassment or assault. Perhaps compassion for survivors. Maybe anger, tension, or frustration related to the social norms defining how you're supposed to be a man or woman in our society that leaves little room for individuality or a non-binary approach to gender. For many, #MeToo provokes a sense of powerlessness when harassment happens right in front of you and it feels like there's nothing you can do to stop it.

The months since the crimes of Harvey Weinstein were brought into the light of day have been remarkable for a variety of reasons: the sheer number of well-known perpetrators of sexual harassment or assault who have surfaced; the nature and prevalence of the conversations taking place – in the home, at work, in our community, in the media, in our relationships; a hopefulness in many that maybe this truly is a turning point; and that maybe the #MeToo campaign, which was started in 2007 by activist, survivor, and non-profit leader Tarana Burke, will bear transformative and lasting fruit in the form of laws and policies leading to the eradication of sexual harassment and assault. We are in the midst of an opportunity to look

deeply into the socialization that contributes to the alarming frequency of assault and harassment and to the disempowerment girls and women often feel in relationship to boys and men. We can and must develop as individuals and collectively so that no matter how one identifies their gender, all individuals feel equal and are treated equitably.

We also have an opportunity to understand more fully how our gender, race, class, sexual orientation, and other identities intersect. When #MeToo re-emerged in October, 2017 in a post by actress Alyssa Milano, many of us were unaware that Tarana Burke had coined the term in 2007 in the context of her work with survivors. The long pattern of making invisible the role of women of color throughout history could have been replicated at that point. Instead, Milano acknowledged the phrase's origins and helped ensure credit was given where due. There are so many lessons to be learned in the way this history has played out, one being the importance of recognizing and then acting upon the ways that privilege shows up in all facets of our lives, leading to divergent experiences as our race, our gender, our sexuality, our economic class, and our other identities play out in the course of events.

Often (perhaps usually) we take for granted that victims of inequity will do the heavy lifting required to achieve change. In the case of sexual harassment and assault, that translates to expecting that girls and women will learn how to defend themselves, introduce and advocate

for legislation and policies to address the issue, or report incidents in spite of very real damaging consequences of doing so. Alongside the #MeToo movement is the #HowIWillChange trend. This is an opportunity for men to commit to the steps they can take to end the behavior that victimizes others. Examples range from raising one's sons to honor and respect women, to challenging sexist jokes or banter, to examining oneself to catch and change behavior or attitudes that contribute. This type of ownership of the problem and its solutions is essential to achieving the change we need, and I applaud men who are actively participating in the effort. I encourage all to join in.

Finally, we must recognize the extent to which the Labor Movement is not immune from sexual assault and harassment. Power is at the core of sexism in all its forms. Organized labor began by challenging the power dynamic between the boss and the workers. We cannot ignore the power disparity between genders. It is up to each one of us to be vigilant and recognize when this disparity shows up. But recognizing it isn't enough. We must take the next step by taking action to end gender-based discrimination, harassment, and assault. Are you up for this?

This subject is deep and many voices need to be heard to help us all understand how we can participate in stopping this dreadful phenomenon. To create a space for this, we will run a series of articles in the *Spotlight* this year, beginning with some reflections

*(Continued on pg. 11)*

## April is Sexual Assault Awareness Month.

At an October 5, 2017, Department of Education hearing on Title IX, AFT President Randi Weingarten testified that, “One in five undergraduate women is sexually assaulted, but fewer than 10 percent of all sexual assaults are reported because survivors are afraid of coming forward.”

As you are probably aware, U.S. Education Secretary Betsy DeVos had announced last fall that she planned to roll back Title IX regulations.

According to AFT Washington President Karen Strickland, “We continue to live in a country where 20 percent of women and six percent of men will be sexually assaulted while in college,” she said. “The rollback is unconscionable and counterproductive. Maintaining the regulations is essential.”

Title IX of the Education Amendments of 1972 is a federal civil rights law that prohibits sex discrimination in any

federally funded education program or activity for all students, staff, and faculty regardless of gender identity. This applies to all schools receiving federal funding, including public K-12 schools and the majority of colleges

This means they are required to provide a safe, nondiscriminatory work and learning environment. For example, schools may not retaliate against someone filing a Title IX complaint and must keep the complainants safe from retaliatory harassment.

With the #MeToo movement, more people are speaking out about sexual violence and are raising public awareness about the issue. As a community, we can show support for survivors by shutting down behaviors such as rape jokes, victim blaming, or locker-room talk.

A resource guide is available from the U.S. Department of Education, Office for Civil Rights, at <http://www.ed.gov/ocr>.

## Know Your Rights

### Your college must:

1. Act to ensure your campus is not a hostile environment.
2. Promptly investigate and respond to your complaint
3. Provide you the accommodations, including counseling, you need to learn.
4. Provide you the opportunity to be accompanied by an advisor of your choice to a disciplinary hearing and notice of the outcome. For union members, a labor representative can accompany you.
5. Provide violence prevention training to students.

Source: [www.knowyourix.org](http://www.knowyourix.org)

## Resources for addressing sexual assault on campus:

### Center for Changing Our Campus Culture

<http://changingourcampus.org/>

Resources for colleges and universities on sexual assault, domestic violence, dating violence, and stalking.

### End Rape on Campus

[endrapeoncampus.org](http://endrapeoncampus.org)

Guidance on using Title IX to file a complaint, access to support groups, FAQs, and activism.

### Know Your IX

[knowyourix.org](http://knowyourix.org)

Concise information and statistics about sexual assault on campus, compelling graphics, campus policy guides, activist profiles, and details on how to file a complaint.

### SurvJustice

[survjustice.org](http://survjustice.org)

Trainings and policy guidance for the enforcement of victims' rights; free and reduced-fee services for administrative, civil, and criminal processes; activist empowerment; institutional support; and survivor assistance.

### Not Alone

[www.notalone.gov](http://www.notalone.gov)

Resources from the White House Task Force to Protect Students from Sexual Assault, including reports, a policy guide, prevention resources, instructions for filing complaints, a school-by-school enforcement map, and a public service announcement featuring the president, the vice

president, and other public figures.

### Rape, Abuse & Incest National Network

[rainn.org](http://rainn.org)

Resources from the nation's largest anti-sexual assault organization, including a national crisis hotline, fact sheets, guidelines on reporting, a speakers bureau, and survivor services.

### National Sexual Violence Resource Center

[www.nsvrc.org](http://www.nsvrc.org)

Statistics, news, fact sheets, publications, campaign guides, action steps, brochures, guidelines, and more.

(Continued on pg. 11)

# Unions Give Working People Freedom, Not Take It Away

And we'll fight to keep our voice—for our students, our schools, and our communities

We are leaders in our Locals and members of AFT Washington's Executive Board. Now more than ever working people, like us and the members we are proud to represent, need the power that comes from having a strong union.

It's no accident that working people are struggling. For decades, billionaires have led a systematic effort to rig our economy and democracy against working people. And now, these same wealthy, anti-union corporate special interests are using the Supreme Court case, *Janus v. AFSCME Council 31*, as their latest attempt to try to take away working people's freedom—and opportunity—to join together in strong unions to speak up for themselves, the people they serve, their families, and their communities.

The Koch brothers, Education Secretary Betsy DeVos, and their allies are trying to take unions out, so they can further consolidate their power.

They know that when educators, nurses, police officers, firefighters, school-support professionals, and other public service workers are free to come together in strong unions, they win things like better working conditions, better wages, healthcare, clean and safe environments, and retirement security, all of which benefit nonunion members as well.

These wealthy corporate interests are trying to starve our public schools, go after our voting rights, and defund and destabilize unions, because they don't believe anyone but those at the top should have opportunity or a voice in our democracy.

But unions are not going down without a fight, because we care, we fight, and we show up:

- We care about and fight for great public schools, for economic opportunity and security, and for healthcare so nobody is one illness away from bankruptcy and everyone can retire with dignity.
- We fight against hatred and bigotry in all forms because jobs, justice, and democracy go hand in hand.
- We show up for our communities and at the ballot box to elect leaders who will champion our values or to run for office ourselves. We show up to support one another, whether we're delivering safe drinking water to children and families in Puerto Rico after Hurricane Maria or helping jump-start economic and educational opportunities in McDowell County, W.Va., the eighth-poorest county in the United States. And we show up and stand up to protect our students, even in the face of the gun violence that is plaguing our schools.

What do these powerful billionaires fight for? They fight to get rid of public education, the right to vote, and freedom to form strong unions—the three institutions that promote opportunity and a shot at securing a better life for our families. They fight for tax breaks on their private jets and family fortunes even if it means cutting funding for public schools and healthcare.

They are counting on winning the

*Janus* case so that they can continue to rig the system to funnel more money to the top few.

What they aren't counting on is the millions of teachers, school staff, college faculty, healthcare providers, first responders, and public employees of all stripes—like us—who are standing up to them.

*Janus* is so much more than a court case. It's about whether or not working people have opportunity and a voice in our economy and our democracy.

—From Executive board members:  
**Tran Phung** (Whatcom Community College Federation of Teachers Local 3591), **Barbara Randall-Saleh** (Tacoma Federation of ParaEducators Local 461), **Chuck Lambert** (United Faculty of Western Local 2084), **Jim Howe** (Lake Washington Institute of Technology Local 3533), **Tracy Lai** (AFT Seattle Community Colleges Local 1789), **Kenneth Pimpleton** (Tacoma Community College Federation of Teachers Local 2196), **Todd Hahn** (AFT Renton Local 6367), **Aimee Brown** (AFT Seattle Professional Staff Local 6550), **Richard Moore** (UW English Language Faculty Local 6486), **Jaeney Hoene** (United Faculty of Green River College Local 2195)

If you are interested in contributing to our series on Title IX or sexual harassment and assault, please submit an article to the Editor at [swatson@aftwa.org](mailto:swatson@aftwa.org) or to President Karen Strickland at [kstrickland@aftwa.org](mailto:kstrickland@aftwa.org).

# Showing Up . . . Being Heard, Resisting, and Surviving

By Anthony Warnke, Green River Community College Federation of Teachers Local 2195

Late on election night 2016, perhaps already into the next morning, I shut off all media and opened a book of poetry. More than ever, I wanted that solitary experience of losing myself in poetic language. With the experience of the election just beginning to burn into my brain, I wanted to be left alone, and I wanted to escape. Poetry seemed like the furthest thing from Donald Trump. In the months following the election but before the inauguration, I went back and forth between trying to escape the news and obsessively processing — with friends, via social media, and in my head — what had happened. Nothing seemed to work — not avoiding the reality, not writhing in it.

So I went to the first Womxn's March expecting to add it to the list of things that might provide some fleeting comfort. As I walked onto the field at Judkins Park in Seattle, however, I soon lost myself, figuratively and literally, in the buzzing sea of humanity. I first took note of the witty and pointed signs about issues of inequality and injustice — many issues I never had to face.

For so many, the march wasn't about feeling better; it was about being heard, resisting, and surviving. I recognized then how much I had made the election about my angst and discomfort. Privileged white males are often guilty of doing projecting and exalting our experiences and our emotions. But the united intersection of gender, sexu-

ality, race, disability, and labor issues told me to get over myself.

Attending the marches — both 1.0 and the re-energizing 2.0 — offered me a reminder of what my identity represents — a legacy of patriarchy, hegemonic whiteness, and class privilege that this president embodies and glorifies. The marches reminded me that I need to put myself at stake — to, at the very least, “be there” among others who face erasure. Escape or despair — while I, admittedly, still fall prey to them — are not action.

As women declare “Me Too,” as people of color risk their lives to declare they matter, the least I can do as an ally is show up.



## #MeToo: I Stand with Hotel Housekeepers

By UNITE HERE Local 8

We stand with hotel housekeepers. As the current moment sheds light on the pervasiveness of sexual harassment and assault throughout countless professions, we join together with solidarity and with shared experience to support the women of Seattle's hospitality industry.

Hotel housekeepers are predominantly immigrant women and women of color who work for low wages at great risk: in Seattle, 53 percent have reported experiencing sexual harassment or assault on the job. Through their leadership, voters passed an initiative in November 2016 to combat, through law, exactly the types of behavior now

garnering national attention and outcry. The Seattle Hotel Employees Health and Safety Ordinance shows that it is possible to craft public policies that support women, embrace our values, and offer workers genuine recourse to respond to harassment and assault.

Unfortunately, these policies are disputed, and employers have attacked Seattle's law in order to maintain their own power and to silence the women who work for them.

It has been a year since Seattle made history with the passage of Initiative 124. We cannot go backwards.

Please sign the petition to the Seattle

Hotel Association to hold them accountable and to support their employees at: <https://actionnetwork.org/petitions/stand-with-hotel-housekeepers?source=uhslder>.

Editor's Note: I appreciate UNITE HERE for writing this article for our newsletter and the work they are doing to keep hotel housekeepers safe. My late mother was a hotel housekeeper in the SeaTac area when she was 30-something back in the 1960s. I remember her saying how difficult the job was for her, particularly the workload. I wonder if she had some of the same experiences than as those who Initiative 124 seeks to protect today.



# Retiree Chapter Update

By Susan Levy, Retiree Chapter President

**A**t a Retiree Chapter 8045R Executive Board meeting, participants wanted retirees to get more involved in the activities of our locals, AFT Washington, and the labor movement. We all should reach out to retirees and ask them to help. And, we expect more participation from our retirees especially in the Legislative and Political Action Programs as well as the Membership Engagement program.

The AFT Washington legislative program is very important for both our active and retired members and the preservation of a strong public education system. These concerns will be even more important in the upcoming 2018 elections. Retirees can be involved with their local, the state federation activities, and the Central Labor Councils.

In addition, we can help our locals organize current and future members to recommit to the union. We need strong and active locals to stave off political and media attacks on unions, public education, pensions, Social Security, Medicare, and Medicaid. We need to win against the Freedom Foundation and other efforts to bust our unions. We are all in this fight together.

Conor Casey, Labor Archivist at the UW, came and talked about the importance of unions saving their history both for historical records and possibly to help future grievances and bargaining. He is willing to help locals cull through their records. Our retirees will be reaching out to some locals to introduce Conor to local leadership.

On a national level, AFT believes retirees can help in a variety of ways. They created a Retiree Member Organizing Program that provides training on project-based organizing and covers expenses. Let **Merrilee Miron** know if any of you or your retiree friends are interested. She can be reached at [mmiron@aftwa.org](mailto:mmiron@aftwa.org) or 206-432-8083.

JOIN with us to learn more about these efforts and how YOU can help! We will provide information on the *Janus v AFSCME* Supreme Court case. This case is a threat to our union security/ agency shop provisions! Also, we will learn more about the labor movement's commitment to growth in numbers and solidarity.

**UNITED WE WIN!**

**SAVE THE DATE**

**Sat. May 19th**

**Retiree Chapter Annual Meeting**

**11:00 AM - 2 PM**

**At IBEW 46 Hall in Tukwila**

**19802 62nd Ave S, Ste 105, Kent, Washington, 98032**

Retiree Chapter Annual Meeting with guest speaker from the Attorney General's Office on Consumer Fraud and Scams. Business meeting to follow. Refreshments and lunch provided at no cost.

## Faculty Recognized for Leadership in Higher Education



Tracy Lai

**T**racy Lai, Vice President of Human Rights on our executive board, was recently honored as a leader in higher education by the Asian Pacific Fund, Asian Pacific Directors Coalition, and the UW College of Education. She was nominated by her colleagues and recognized for all she does to support students, advance social justice, and enrich her community.

Tracy is a history instructor at Seattle Central College. She is also the co-president of the Seattle Asian Pacific American Labor Alliance (APALA) and is a member of the national AFT Civil and Human Rights Committee.

# Union Victories!



Photo By Richard Burton

*North regional cohort locals meet to build community and unity.*

**W**hen we stand together as union members, we have the power to win. Whether that's at the bargaining table, the legislative halls in Olympia, or standing with community allies in their fight for fair wages, benefits, and working conditions, we see success as we are active and get involved as union members.

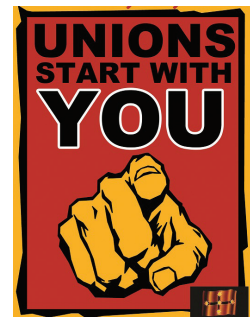
This year, we have accomplished a lot together:

- Passed bipartisan legislation that allows Locals to bargain local funds for part- and full-time faculty wage increases. Now two-year college faculty members affiliated with AFT Washington and Washington Education Association have the same bargaining rights as their K-12 and four-year college peers.
- Brought more money into the Running Start Program and ensured the money now follows the student into the community and technical college system.
- Advocated for a "fix" of SHB 1115, a professional development and

career pathway for paraeducators, that extended the timelines for meeting the requirements, as well as allocated funding.

- Bargained new and improved contracts for AFT Seattle Professional Staff Local 6550, Shoreline College Federation of Teachers Local 1950, AFT Renton Classified Local 6367, Cornish Federation of Teachers Local 4169, and United Classified Workers Union (UCWU) Northshore Chapter Local 4795.
- Many of these contracts resulted in pay increases above and beyond the cost-of-living adjustment, including stipends for work clothing and footwear, professional development, contract language for on-the-job injuries, and improved job security for part-time faculty.
- Held meetings with six legislators in their home districts for members to educate them about their working conditions and state investment in education.

- Held leadership development retreats to plan and develop stronger Locals. Called the "Powerful Locals Program," Locals came together to develop strategic goals and timelines for their top areas of concern, such as communications, engaging members, building accurate membership data bases, etc.
- Increased our followers and our reach on our social media sites: Facebook, Twitter, and Instagram.
- Held a strategy summit for contingent faculty to plan for the 2019 legislative session.
- Supported a COLA increase in the PERS I and TRS I retirement plans, which passed the Legislature.
- Oversaw member engagement efforts to get recommitments and new members in light of the *Janus v. AFSCME* case. For example, Shoreline Community College Federation of Teachers Local 1950 has over 90 member recommitments and 10 new members over the last month.
- Held cohort meetings to build community and unity among our locals by geographic region.
- Increased our COPE contributions by 10 percent, and had 34 new, ongoing members signed up.





# New AFT Member Benefits



**A**FT Secretary-Treasurer Lorretta Johnson recently announced that there are two new programs from AFT + Member Benefits.

1. **Free College** through Eastern Gateway Community College in Ohio, a fully accredited, nonprofit public institution that is part of the University System of Ohio. Students can enroll in the online distance-learning program with no costs for tuition, fees or e-texts. Credits earned can be transferred to a four-year college; to date, credits have transferred to 320 educational institutions in 39 states. The program offers seven associate degrees, including business administration, early childhood education, accounting, paralegal, criminal justice, and two certificate programs. This program is open to all AFT members, including retirees, as well as their spouses/domestic partners, children, grandchildren, step-children,

step-grandchildren, and legal dependents. **How does it work?** Under an academic partnership with Eastern Gateway Community College, the Union Plus Free College Benefit offers grants—known as “last dollar scholarships”—that fill the gap between any federal, state, and employer education grants for tuition, fees, and e-books for certain online programs at Eastern Gateway.

While we are pleased to offer our members a much-needed benefit, we are also concerned about the working conditions of the adjunct faculty teaching at Eastern Gateway Community College. Given that, AFT has met with the college president about pay, benefits, etc., for the many adjuncts teaching in this program. As a result of this advocacy, the president has committed to making progress on these issues.

2. **Mortgage Program through Amalgamated Bank**

New York’s first “union bank” to offer a new home financing program. The program offers competitive interest rates and discounts on mortgages and refinancing solutions. The mission of Amalgamated Bank is one we can all ascribe to as union mem-

bers and public servants — “to be the financial institution for progressive people and organizations: those who are working and living to make the world more just, more compassionate and more sustainable.”

## Program highlights:

- Flexible adjustable-rate mortgages and stable fixed-rate mortgages;
- Refinance lending options;
- Competitive rates and timely approvals;
- An easy pre-qualification and online application process;
- \$700 in discounts on origination fees for AFT members; and
- Strike protection eligibility, where Amalgamated Bank will waive up to three late-payment fees if a member’s local is on strike.

Share this link to the Amalgamated Mortgage Program: <https://www.amalgamatedbank.com/aft-home-financing-program>. Or request a flier to copy and distribute to members, contact [AFTplus@aft.org](mailto:AFTplus@aft.org).

## Political Committee Rates Candidates for Endorsements

**T**he Committee On Political Education or COPE has begun sending out and receiving candidate questionnaires for the mid-term elections. Each candidate gets a questionnaire to complete and return. Their answers are vetted through COPE, made up of members

like you, using a rating system based on experience, voting record (if an incumbent), and pro-education or pro-labor stances.

The COPE recommendations are forwarded to the AFT Washington executive board for final approval.

Want to get involved in the endorsement process, or feel strongly about a candidate? Reach out to your AFT Washington Political Organizer **Sandra Toussaint** (206-427-8107; [stoussaint@aftwa.org](mailto:stoussaint@aftwa.org)), and she’ll get you set up!





*Photo by Rich Wood*

*Shown from left to right: Kim Mead, President of WEA, Carla Naccarato-Sinclair, WEA Higher Education Chair, and Karen Strickland, President of AFT Washington*

## Open Bargaining Sessions for Public

In early 2017, Teamsters Local 690 in Spokane filed an Unfair Labor Practice (ULP) after a failed bargaining session with the Lincoln County Commissioners, who refused to bargain unless the parties did so in compliance with the Open Public Meetings Act (RCW 42.30). The ULP is still pending with the state Public Employment Relations Committee (PERC).

The underlying issue is whether a party to negotiations can force the other party to agree to ground rules for bargaining.

PERC has previously ruled that “ground rules” (including who can participate/attend bargaining) is a permissive subject of bargaining. Therefore, it is imperative that public sector bargaining representatives understand that they do not have to acquiesce to the employer’s desire to bargain in an open public meeting.

Because the issue is still pending at PERC, public sector bargaining representatives must be aware that the status quo will remain until the issue

has been fully decided by PERC (and likely, the courts, on appeal).

While the matter is still pending, if a public employer demands that contract negotiations occur in a public meeting, public sector unions do not have to agree with such a demand. If the employer then refuses to bargain, the union should file a ULP.

—Teamsters 690 and  
Washington State Labor Council

## President's Article

(from pg. 3)

from members and a community partner. The series will help to move us toward clarity on what we need to do to address the issue in the workplace, in our union, in our labor movement, and in our personal lives.

As appalling as the revelations about victimization have been, we must seize the occasion to ensure that this moment reaches its fullest potential and results in a world free of sexual harassment, assault, and discrimination. We must be the change we need to see. I urge you to find the way in which you can contribute to this change.

## Resources for sexual assault

(from pg .4)

### Students Active for Ending Rape [safercampus.org](http://safercampus.org)

Empowering students to hold schools accountable through teach-ins, trainings, and other resources.

### Culture of Respect [cultureofrespect.org](http://cultureofrespect.org)

Resources for victims of campus sexual assaults, their friends and their parents, including statistics; synopses of legal rights; activism and mobilization ideas; and social media material, including a collection of compelling videos.

—AFT On Campus, Spring 2015

Whether you are at work, home or in your community,  
the labor movement wants you to

# KNOW YOUR RIGHTS

and be prepared when interacting with law enforcement,  
including immigration agents.

- 1 Stay calm, plead the 5th. "I plead the 5th and choose to remain silent."
- 2 Do **NOT** sign anything! You have the right to consult with an attorney before answering any questions or signing any documents.
- 3 You do **NOT** need to show ID or immigration documents to the officers. If requested, reply by saying "I wish to speak to an attorney." If you have a valid green card or work permit, carry it with you.
- 4 No law enforcement agent has the right to enter your home without a proper warrant signed by a judge. Do **NOT** open the door without having them first show you a signed warrant.

**AFL-CIO**

## KNOW YOUR RIGHTS!

If you are stopped by law enforcement:

- Hand this card to the officer and remain silent.
- The card explains that you are exercising your right to refuse to answer any questions until you have talked with a lawyer.

**For more information and resources to know and defend your rights, please visit [aflcio.org/immigrationresources](http://aflcio.org/immigrationresources).**

NOTE: This information is not meant to  
serve as legal advice.

DETACH HERE

I am exercising my right to remain silent and my right to refuse to answer your questions. If I am detained, I request to contact an attorney immediately. I also am exercising my right to refuse to sign anything until I consult an attorney.  
Thank you.



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## CALENDAR

### Saturday, April 14

#### Treasurer/Membership Chair Training

Two modules: Membership Chair Data Training  
from 9AM to 12 Noon

Treasurer Training from 12:30 – 3:30 PM

**Register by April 12th at**

[https://leadernet.aft.org/webform/  
spring-2018-local-treasurers-training](https://leadernet.aft.org/webform/spring-2018-local-treasurers-training)

### Friday, April 20

#### National Day of Action Against Gun Violence in Schools

**Color Day** – Wear **Orange** to End Gun Violence in Schools  
and Communities

8 AM, 416 Sid Snyder Ave. SW, Olympia

### Friday, April 27 – Sunday, April 29

#### 34th Annual National Resource Center Conference for Paraeducators @ DoubleTree Hotel Seattle Airport

### Saturday, April 28

#### Communities of Color Coalition's 7th North Puget Sound Conference

"Equitable Justice for All"

Edmonds Community College, 20000 68th Ave. W., Lynnwood

### Friday, May 4 – Saturday, May 5

#### WSLC Race and Labor Summit

Seattle (Location TBD) Contact: Richard Cox at [rcox@wslc.org](mailto:rcox@wslc.org)

### Friday, May 18 – Saturday, May 19

#### AFT Washington Solidarity Local Events

Various geographic locations

For more information, contact: Local President or AFT  
Washington, [aftwashington@aftwa.org](mailto:aftwashington@aftwa.org)

### Saturday, May 19

#### AFT Washington Retiree Chapter Annual Meeting

11 AM – 2 PM

Guest Speaker from the Attorney General's Office on  
Consumer Fraud and Scams

IBEW 46 Hall, 19802 62nd Ave. So. #105, Kent

### Saturday, May 19

#### WSLC 2018 COPE Convention

Machinists District 751 Hall

9125 15th Place So., Seattle

### Friday, July 13 – Monday, July 16

#### AFT 2018 Convention

David L. Lawrence Convention Center, Pittsburgh, PA

### Tuesday, July 17 – Thursday, July 19

#### WSLC Constitutional Convention

Coast Wenatchee Hotel and Convention Center