

UNION SPOTLIGHT

AFT Washington, AFL-CIO

wa.aft.org

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September, 2018



Tacoma Federation of ParaEducators joined the Tacoma Education Association to ask the school district for better wages and working conditions with the infusion of McCleary money based on fully funding public education.

Photo by Bob Downing

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Ch-ch-ch-changes . . .

Some of you may know – particularly local treasurers – that **Elizabeth Ferrell** retired from AFT Washington on June 30. We are in the process of hiring to fill her position of Financial Manager.

What you may not know is that four other senior staff will be also retiring this Fall. Labor Representatives **Nancy Kennedy** and **Merrilee Miron**, and Communications Coordinator **Sylvia Watson** will be working through Monday, October 15. November 15 is Lobbyist **Bernal Baca's** last official day. The amount of institutional history, knowledge, and quality relationships among these four individuals is huge, and the loss for our organization is significant. As much as they will be

missed (and Molly the Office Dog, too!), we wish them all the best in this new chapter of their lives.

We are in the process now of filling these positions to ensure we are building our power and supporting our locals in light of the *Janus* decision, its impact on our budget, and the ongoing attacks on working people by wealthy interests.

Since our last issue of *Spotlight*, we have added some new staff: **James To** (toe) as Operations Manager and **Ray Carrillo** as an Internal Organizer, who previously worked for AFT as a Project Organizer. Replacing Ray is **Bob Downing** as the AFT Project Organizer.

Struggling Cornish College Agrees to Contract Improvements

By Nancy Kennedy, Labor Relations Specialist

In a very collaborative bargain, the Cornish Federation of Teachers Local 4169 improved their contract in many areas and ratified a three-year agreement through 2021. Even though Cornish College of the Arts continues to suffer financial difficulties, they agreed to salary increases of 3% to 5% or more in the first year. The salary grid was in need of a serious overhaul and it has now been simplified and is more fair. Significant promotional salary increases will be granted when moving between Assistant, Associate, and Full Professor levels.

In recent years, retirement contributions for Cornish faculty have been reduced to

paltry levels. In this bargain, Cornish committed to returning to an 8% contribution beginning with 2% in year one and increasing 1% each year of the contract. Faculty development money was increased with a more transparent process for distribution and sabbaticals, which were historically based on seniority, will transition to a merit-based system by the third year. Workload continues to be a work in progress but advances were made in year one and faculty are optimistic the continued work in this area will result in a good solution. Trying to find workload equity between performance and visual arts is a challenge like none other, but hope reigns.

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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

Building a Cleaner Future

As I look out my window eating breakfast before I go to work, I can see the Cascades, but only through a thick layer of smoke. The news tells me that I shouldn't ride my bike today. When I arrive at the office, I find that one of my co-workers is out sick. The smoke is exacerbating her asthma. The climate reminds me that November's election is of paramount importance. In addition to electing more champions of public education and working people, we have the opportunity to pass Initiative 1631, the Carbon Emissions Fee Measure (<https://yeson1631.org/>). This Clean Jobs and Energy policy generates revenue to clean up communities, invest in clean energy, and prevent economic distress to those currently working in the fossil fuel industry.

Your AFT Washington Executive Board has endorsed I-1631. I urge you to vote for it and to talk to your friends and family about how it will build our economy while increasing career opportunities and cleaning up our environment. I-1631 will raise funds the equivalent of another capital budget each year, revenue needed to deal with the damage done to communities that have suffered the most due to pollution, largely communities of color and low-income communities. It will invest in businesses that develop clean energy and provide good living-wage jobs, increase career opportunities in marginalized communities, and provide a true "just tran-

sition" for fossil fuel industry workers who are displaced, including income, health-care, and retirement. I-1631 is the result of a broad-based, inclusive alliance that centered environmental, racial, economic, and social justice in this solution to the potentially devastating effects of climate change. Because of this, I-1631 reflects the needs and interests of all of our communities, from working people, to people living in the most polluted communities, to coastal communities, to businesses.

The vast majority of us recognize that climate change is real and damaging our planet and that we can take action to reverse this trend. What we often overlook is the drain on public resources used to deal with the consequences of climate change, rather than invested in public education, career preparation, and other methods of community, family, and individual enrichment. At the federal level, in the last 10 years, \$350 billion was spent dealing with extreme weather and fire events! That is money that could have been spent making college more affordable, increasing services for students with special needs, or providing wrap-around services to students from Pre-K through post-high school education. The costs of climate change go well beyond dealing with weather and fire.

Research and planning for mitigation of these consequences is occurring at the local, state, and federal level. The consensus is that without addressing the damage done by fossil fuels, we will be harmed in agricultural production, water supplies, electricity, labor productivity, health, and other areas.

When estimating costs of climate change over the next 100 years, the Government Accountability Office finds that health costs could increase by \$500 billion and

labor costs by \$150 billion a year. Mortality increases as the temperature rises, and people will need to work fewer hours in a day to avoid health issues.

The UW Climate Impact Group has also identified damage in various realms resulting from climate change, such as increases in infectious diseases and mental health impacts. They acknowledge these effects have been understudied and don't provide estimates of the cost to our communities, but it is certain they will have a cost. Those are funds that, instead of being invested in the enrichment of our communities, will be needed to address problems.

Like others, King County and state leaders have identified health impacts, particularly relevant to the county due to their role in public health. They are evaluating flooding risks and infrastructure degradation as well, both of which will be exacerbated by climate change.

Without increasing our efforts to stem the tide of climate change and without additional revenue to deal with the situation before us, education funding is at risk again of being cut. Inaction will create many more crisis situations, each one requiring more money to resolve than if we are proactive in reducing and preventing crises. Initiative 1631 is the proactive toolkit we need, and we need it now.

This has been a hard article to write – as I write each example of the damage being done, it drives home the seriousness of the situation we're in. It also makes me more committed to doing my part to pass Initiative 1631. The next step I pledge to take is to go canvassing so I can talk face-to-face to my fellow Washingtonians about why I support I-1631! Join me, won't you?

[Re]Invest in Our Colleges: Time for the State to Pay Up

By Sandra Toussaint, Political Organizer

It's no secret. Administration knows it, students know it, our communities know it, we and our union siblings know it. Community and Technical Colleges (CTCs) are not being adequately funded by the state, and haven't been for a long time. They've simply been forgotten, forever on the back burner, like the sun during a Seattle winter.

The state has said for years that they understand. They understand the schools are underfunded; they understand the faculty and staff are severely underpaid. They understand tuition is getting too high. They understand there's an overreliance on adjunct faculty. They understand, but there just simply isn't enough money to go around. Our revenue is still lower than it was before the recession, but that is because our state legislature has not adequately looked at fixing our regressive tax code,

instead relying on sales and property taxes as they always have.

This year we're working to change that.

The [Re]Invest in Our Colleges (ROC) campaign is AFT Washington's driving work this year. The main goal is to infuse our CTCs with more state funding through budget and policy requests and good old-fashioned community action. Some of the possibilities are higher wages for all staff and faculty, which are well below market average, better student/counselor ratios, enhanced professional development for all workers, employee and student voices in how their colleges' budgets are managed, fighting institutional racism through equity, diversity, and inclusion training, and establishing programs to make sure this training sticks at all campuses.

It's a lot of work, and you know what comes next: we need your help to get this done.

To get this done, we need to work with all groups involved on our campuses. Other unions, students, community groups working on campus, and businesses alike. We need to meet with our legislators and candidates. We must show the legislature, the governor, and the state that our CTCs are valued and necessary in our communities and that we want our colleges funded and respected.

Call, text, or e-mail Sandra Toussaint at 206-427-8107 or stoussaint@aftwa.org so we can keep the momentum going!

Let's get to work!

<https://budgetandpolicy.org/schmudget/five-essential-truths-about-our-state-tax-code>

Learning More About Diversity

by John Martinez, Seattle Central College, AFT Seattle Community Colleges Local 1789



John Martinez

I had the opportunity to attend a two-day Diversity Summit at Bellevue College on July 19 and 20. My registration costs were covered by AFT Washington. I attended along with three other AFT members.

The summit was sponsored by the Office of Equity and Pluralism at Bellevue College. While primarily geared toward their own faculty, staff, and administration, the summit was open to all interested persons in higher education.

The summit was attended by well over 200 people. Many college districts from Washington were represented by individuals and groups.

The topics presented were varied. In general, the topics ranged from "Racial Battle Fatigue," "Disability," "Microaggressions," "Religion and Spirituality," "Gender and Sexual Identity," and "Immigration."

I felt it was valuable to hear about others' experiences trying to navigate through obstacles that they face because of race, gender, or disability. Many people felt the necessity to seek out others who could support and encourage each other in

order to survive and thrive. This summit was one venue providing that opportunity.

Many participants also shared theoretical and historical knowledge in order to discuss these experiences in a larger context. I felt happy to learn about many researchers, authors, and concepts that help explain what we experience.

However, in one way, I felt that this conference lacked a particular dimension. Many of the participants work in an office or institutional setting. The big majority find themselves alone or isolated. Many times these participants felt victimized. Sometimes they feel un-empowered. Many testimonies were tearful.

(Continued on pg. 6)



The Amazing Primaries!

By Sandra Toussaint, Political Organizer

Nearly 41%. In a midterm primary, in a non-presidential election year, we had nearly 41% turnout this primary. That is the highest voter turnout during a midterm primary Washington State has seen since 2010. This is a big deal and will have a bigger impact on turnout in the general election. People are activated, and our candidates are winning!

Of the 75 candidates we endorsed (thank your Committee on Political Education for their hard work!), 73 made it through the primary. That's a 97% success rate! The voters gave us an A+, y'all. What this also means is that our issues and our candidates, represent the people of Washington's issues and goals. We want what's best for our state, and our endorsed candidates are our best shot at getting there.

We aren't through the woods yet though. A good number of our candidates had a strong showing, and are more than likely safe, meaning they will be elected into office with little to no additional help from us. Some of our candidates however, are in a more precarious position. They did well to get through the primary, some were honestly a surprise, and a couple I would even categorize as an upset, but they are not out of the woods yet, and need all the help they can get to get elected and represent us and our interests. Then there are those candidates who are on life support. They either barely made it through, or they were number two in a two-person race! Some of these candidates are hopeless, some of these candidates just need every last

volunteer and campaign contribution they can get their hands on.

We are working now to figure out where we can have the most impact. Not just density, but impact. We need you, and your friends and family, your church, your crocheting club! We have a moment to build the foundation for the Washington we need to face the challenges we see today. Candidates who will work to fix our regressive tax code, find revenue for a needed [re]investment in our colleges, and work to protect our residents from federal agencies overstepping their authority.

This is a moment to stem the flow of all this malarkey and ridiculousness from you-know-where. Let's not waste it.

US House				
Office	Candidate	Race/Candidate Status	Party	Primary Result
CD 1	Suzan DelBene	Incumbent	D	Advanced
CD 2	Rick Larsen	Incumbent	D	Advanced
CD 3	Carolyn Long	Challenger	D	Advanced
CD 5	Lisa Brown	Challenger	D	Advanced
CD 6	Derek Kilmer	Incumbent	D	Advanced
CD 7	Pramila Jayapal	Incumbent	D	Advanced
CD 8	Kim Schrier	Open Seat	D	Advanced
CD 9	Adam Smith	Incumbent	D	Advanced
CD 10	Denny Heck	Incumbent	D	Advanced

Washington Senate			
LD	Candidate	Party	Primary Result
6	Jessa Lewis	D	Advanced
26	Emily Randall	D	Advanced
30	Mark Miloscia	R	Advanced
32	Maralyn Chase	D	Advanced
33	Karen Keiser	D	Advanced
37	Rebecca Saldaña	D	Advanced
39	Claus Joens	D	Advanced
42	Pinky Vargas	D	Advanced
44	Steve Hobbs	D	Advanced
45	Manka Dhingra	D	Advanced
48	Patricia Kuderer	D	Advanced

(Continued on pg. 6)

Amazing Primary

(from pg. 5)

Washington House				
LD	Pos.	Candidate	Party	Primary Result
1	1	Derek Stanford	D	Advanced
2	1	Anneliese Feld	D	Advanced
3	1	Marcus Riccelli	D	Advanced
3	2	Timm Ormsby	D	Advanced
4	1	Ted Cummings	D	Advanced
5	1	Bill Ramos	D	Advanced
5	2	Lisa Callan	D	Advanced
6	1	Kay Murano	D	Advanced
6	2	David Wilson	D	Advanced
9	1	Jennifer Goulet	D	Advanced
10	2	Dave Paul	D	Advanced
13	2	Sylvia Hammond	D	Advanced
14	1	Sasha Bentley-Feinberg	D	Advanced
14	2	Elizabeth Hallock	D	Advanced
17	1	Tanisha Harris	D	Advanced
18	2	Kathy Gillespie	D	Advanced
19	1	Erin Frasier	D	Advanced
19	2	Brian Blake	D	Advanced
21	1	Strom Peterson	D	Advanced
21	2	Lillian Ortiz-Self	D	Advanced
22	1	Laurie Dolan	D	Advanced
22	2	Beth Doglio	D	Advanced
24	1	Mike Chapman	D	Advanced
24	2	Steve Tharinger	D	Advanced
25	1	Julie Door	D	Out

LD	Pos.	Candidate	Party	Primary Result
25	2	Brian Duthie	D	Advanced
27	1	Laurie Jenkins	D	Advanced
27	2	Jake Fey	D	Advanced
28	1	Mari Leavitt	D	Advanced
28	2	Christine Kilduff	D	Advanced
29	1	Melanie Morgan	D	Advanced
29	2	Steve Kirby	D	Advanced
30	1	Michael Pellicciotti	D	Advanced
30	2	Kristine Reeves	D	Advanced
32	1	Cindy Ryu	D	Advanced
32	2	Lauren Davis	D	Advanced
33	2	Mia Gregerson	D	Advanced
34	1	Eileen Cody	D	Advanced
34	2	Joe Fitzgibbon	D	Advanced
36	1	Noel Frame	D	Advanced
37	1	Sharon Tomiko Santos	D	Advanced
38	1	June Robinson	D	Advanced
38	2	Mike Sells	D	Advanced
39	2	Eric Halvorson	D	Advanced
41	1	Tana Senn	D	Advanced
41	2	Wendy Weiker	D	Out
43	1	Nicole Macri	D	Advanced
43	2	Frank Chopp	D	Advanced
44	1	John Lovick	D	Advanced
44	2	Jared Mead	D	Advanced
46	1	Gerry Pollet	D	Advanced
47	2	Pat Sullivan	D	Advanced
48	1	Vandana Slatter	D	Advanced
48	2	Amy Walen	D	Advanced

Diversity

(from pg. 4)

I contrast their situations with a work situation that has a union presence. While our unions may not be fully up to speed with workplace issues of diversity and inclusion, at the least, our unions and our collective bargaining agreements eliminate a lot of arbitrariness from the workplace. This is the first step in defending our members from discrimination and hostility from supervisors and managers. But more importantly, it is through our unions that members find their voice and the opportunity to speak out against unfair treatment.

I was happy to share with other summit participants the fact that many of our union leaders are women. These leaders serve as role models for challenging unfair treatment and for making our workplaces better.

Many of the remedies that arise from these summits focus on individual or group actions. I wish we had more opportunity to discuss larger collective actions that utilize the energy and resources of our unions.

I recommend that our members seek out opportunities to attend these summits. You will meet other faculty and staff that will want to discuss actions to bring about real change and to promote diversity and inclusion.

John Martinez is a member of the AFT Washington Human Rights Committee. If you are interested in being a member of this committee, which meets monthly, please contact Tracy Lai, committee chair, at talyce.lai@gmail.com or Ray Carrillo, who staffs the committee, at rcarrillo@aftwa.org.

UsToo

By Christine Landon (Blackfeet/Pawnee)

A new law that went into effect in June (sponsored in the House by **Rep. Gina McCabe** (R-Goldendale)) calls for the Washington State Patrol to work with Washington tribes to find techniques and resources to improve the identifying, locating, and hopefully, the recovery or return of missing Native women to their families and communities. Homicide is the third-leading cause of death for Native women.

The need for such an initial step is revealed in reservation and urban Native American and First Nations communities throughout the hemisphere. According to Graham Brewer in a May 2018 article in High Country News, Native women “make up less than 2 percent of the population” in Washington state, “but they represent more than 5 percent of its missing persons cases. Nationally, it is non-Native men who commit the majority of assaults against Native women.” Brewer points out the role of the Oliphant decision (originating on the Suquamish reservation) by the U.S. Supreme Court in the 1970s, which affirmed both case and statute law from the 1870s and ‘80s

that tribal governments lack jurisdiction over non-tribal members. This was slightly modified by the Violence Against Women Act in 2013, but sexual assaults on reservations committed by “strangers” still cannot be prosecuted in tribal courts.

In the results of a study of violence against Native women and men released by the National Institute of Justice in 2016 (NIJ Journal No. 277), 84.3 percent of tribally-connected women surveyed reported experiencing violence in their lifetime, including “56.1 percent who have experienced sexual violence, 55.5 percent who have experienced physical violence by an intimate partner, 48.8 percent who have experienced stalking, and 66.4 percent who have experienced psychological aggression by an intimate partner.” Nearly 40 percent of Native women surveyed reported experiencing violence within the previous year. Native men’s experience on the same measures nearly matched that of Native women.

The Centers for Disease Control released a 2017 Morbidity and Mortality Weekly report showing that, in a national study during the years 2003-2014 among

women aged 18-100, non-Hispanic Black women suffered homicide at a rate of 4.4 per 100,000, Native women at 4.3 per 100,000, Hispanic women at 1.8 per 100,000, non-Hispanic White women at 1.5 per 100,000, and Asian/Pacific Islander women at 1.2 per 100,000. These two studies are the first of their kind in the United States.

In Canada, where the Royal Canadian Mounted Police (RCMP) patrols areas containing only 20 percent of the population, data is sparse; the RCMP only began tracking cases of missing women by ethnicity in 2016, according to a CBC News report published in December 2017. The Native Women’s Association of Canada continues to call for an integrated national database that might help reveal the scope of the problem of missing First Nations women.

Since history is our surest guide to the near-term future, Native women will continue to disproportionately disappear and be murdered while data and the political will to act are gathered. We’ll see what comes then.

2018-19 Education Scholarships Awarded

Two aspiring college-bound students will each receive a \$1,500.00 AFT Washington/Schwerin Campbell Barnard Iglitzin & Lavitt scholarship in support of their higher education goals this year. Our congratulations to:

- **Lena Coates-White**, daughter of **Stephen Coates-White** of AFT-Seattle Local 1789 and **Emilie Coates-White** of Tacoma Community College Federation of Teachers Local 2196. Lena will be attending Central Washington University and working towards her bachelor’s degree in elementary education with teacher certification.

- **Damita Gomez**, the daughter of **Lexine Torres** of Bates Technical College Federation of Teachers Local 4184. Damita plans to double major in computer science and mathematics at the University of Washington, working towards getting her bachelor of science degree.

Our deepest thanks to all who applied this year.

Thank you to the members and locals who donated to support this year’s scholarships, and particularly to our friends and allies at Schwerin Campbell

Barnard Iglitzin & Lavitt, LLC. We are raising funds for next year’s scholarship awards and are asking locals to make a one-time or ongoing contribution to the scholarship fund. If you or your local would like to support the scholarship fund, please donate by check at:

AFTWA/SCBIL Education Scholarship
625 Andover Park W., Ste. 111
Tukwila, WA 98188-3332

You can also donate online at: <https://actionnetwork.org/fundraising/aft-washingtonscbil-education-scholarship>.

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AFT Announces Newest Free Benefit to all Active and Retired Members

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In order to enroll, visit aft.clcidprotect.net

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