



February 16, 2016 – FINAL  
WFSE Local 443  
General Membership  
Meeting  
WSLC Building  
6:00 – 9:00 pm

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Meeting called to order at 6:16 pm. President Jeff Paulsen presiding.

**Roll Call of Local 443 Executive Board:** All present, except: DeFrance Clarke, Ingrid Hansen and Wendy Conway, excused.

**Obligation of New Members: None**

**M/S/P** To adopt the agenda.

**M/S/P** To approve the January 19, 2016 General Membership minutes.

**PEOPLE:** \$17.00

**Guest Speakers:**

- Brian Frisina, L&I. Thank you for the Scholarship program. I have a single income family of 4 and this scholarship has really helped with the development of my life and job.
- Steven Drew, Pizza Klatch Board Member/Fundraising Chair and Jessica McKimmie, Pizza Klatch Executive Director. Thank you for your support of the Pizza Klatch Gayla. Local 443's signature sponsorship helped us raise \$80,000 from this event. Videos from the event will be available on YouTube soon.

**President's Report:**

- CBTU Convention coming up. If you are interested in attending, let Jeff know and your name will be forwarded to Council 28. Talk to Jeff or email [general@wfselocal443.org](mailto:general@wfselocal443.org)
- Vacancy - Organizing Committee Chair. Election will be at April 2016 Executive Board Meeting.
- Legislative Reception/Conference. We had 8 members attend the reception and 2 attend the conference. There was good information. There was a panel with politicians after the lobbying.
- Lincoln Dinner. We had a full table. It was a good event. Take away, government doesn't work and it is a waste of taxpayer dollars and they (Republicans) can do it better for cheaper. They feel government is there to make businesses more profitable. One speaker indicated there should be one phone number to call for all government agencies/programs.
- Champagne Brunch. We sent 8 members. Denny Heck was the keynote speaker. Informal poll of who supported Bernie and who supported Hillary as well as are you willing to support whomever the nominee is. Big take away, the next president will most likely be appointing 3-4 justices to the Supreme Court (this was stated prior to the announcement that Justice Scalia had passed away).
- Crab Feed. We had 12 members. It was very nice. Governor Inslee, Patty Murray and Denny Heck were speakers. Everyone was very friendly and a lot of networking. The candidates were very open and out meeting people. The interaction with candidates was great. "This is one of the best crab feeds I have been to." Sarah C Wilson.

- Labor Notes Conference is coming up. We budgeted \$6,000 so we can send 4 members. Two members have been selected and Jeff will be taking the 3<sup>rd</sup> spot so there is one additional space available.
- Mobilize Now (Communications/Organizing) Conference. The conference is being held 4/30-5/1/16 at SeaTac Doubletree. We will be sending 6 members. If interested in attending, email general@wfselocal443.org. Due date to request will be announced soon.
- Supreme Court Vacancy and Friedrichs. We do not know what is going to happen at this time. Don't let up. Continue to build our union, flipping fee payers and activating members.
- Guest speaker for next month will be discussing Holacracy (self-organized work groups). Everyone has a role and there are no managers. Michael D'Angelo, Lead Link of the E Gov Group has been working in a holacracy of 20 people for the last year and are looking at it to see if it will work for government. He will be here next month.

### **Special Order of Business:**

- Election of Council 28 Policy Committees
  - Election Committee: John Moelhman; chair; Ken Grubb and Megan Bjornberg.
    - Delegate Nominees: Cathy Teague, ESD; Al Horton, ESD.
    - Alternate: Karen Robbins, ESD.

### **Election Results:**

- There was 76% voter turnout. Cathy Teague is the winner.

**M/S/P** To accept the Election Committee report of Cathy Teague as a delegate to Council 28 ESD Policy Committee.

**M/S/P** To accept Al Horton and Karen Robbins as alternates to Council 28 ESD Policy Committee.

### **Treasurer's Report:**

- WSECU Checking 
- WSECU Savings 
- WSECU Money Market 
- United Business Bank 
- We had a net income last month.
- Audit. Everything has been submitted to the CPA. The CPA is 90% done and we are on track to meet the 3/18/16 due date for the Hudson Report.
- Financial Policy. PowerPoint presentation. Council 28 legal and lead finance officer reviewed the new policy and applauded Local 443 for doing this. See attached.
- Next Finance/Trustee/Scholarship meeting is on 2/29/16.

**M/S/P** To accept the Treasurer's Report.

### **Staff Reports:**

- Scott Smirga. Friedrichs. If the court decides to hear the case and they vote 4-4 then it goes back to the 9<sup>th</sup> Circuit Court and "we do a happy dance". If they hold off on hearing it then we have more time to work on strengthening membership and flipping fee payers.
- Crystal Java. Many fee payers do not know they are fee payers. ESD ran a survey about Friedrichs and the Freedom Foundation. They received hundreds of responses.
- Tony Jones.

## Committee Reports:

- Steward. Stacie Leanos attended the last meeting. Our topic was sick leave. What is considered leave abuse? That is something that supervisors use a lot. If you call in sick after payday or after a scheduled day off then that can be considered leave abuse, basically they are looking for a pattern, this includes using it as soon as they earn it. We are having a Saturday brunch here at 9:30 am on 2/20/16. Topics will include FMLA and Sick leave. If you are asked for a doctor note then take it to HR not the supervisor. You do not need to explain your illness to your supervisor.
- Organizing. Goal is to continue work the committee is already working on, including PSRW. The main PSRW event is on 5/4/16 from 11-1 pm at Capital Campus. Still in planning. There are two more meetings before the event. The next move is to coordinate with Staff. Request of members: be ambassadors in your worksite. Still looking for volunteers for the event, if you are interested in volunteering to email Imelda at [1st.vice.president@wfselocal443.org](mailto:1st.vice.president@wfselocal443.org). Please wear your green shirts.
- Communications. Those interested in attending a meeting remotely, contact Linda at [communication.chair@wfselocal443.org](mailto:communication.chair@wfselocal443.org) and we will set it up for them on an individual basis.
- Scholarship. We have ran out of money on the Elsie Schrader Grant-In-Aid fund. This scholarship is for members only. We only have \$17 left in the budget. We passed a motion at last month's meeting. The request is to increase the budget by \$15,000. High school scholarship due date is May 1. This will be the last year as chair so this position will be available in July. If interested in being the Scholarship Chair, email [general@wfselocal443.org](mailto:general@wfselocal443.org).
- Office Manager. Caution, we have been having some security issues. Do NOT leave this building after dark alone. Do NOT arrive alone after dark either. Please use the office as it were your own. Please pick up after yourself. Lock ALL doors when you leave.
- Grievance. We have some interesting grievances coming up. If interested in being on grievance committee, contact Don Vaughan at [grievance.committee@wfselocal443.org](mailto:grievance.committee@wfselocal443.org). Cannot walk in freely, invitation only.
- Political Action. This is an election year. AFSCME has endorsed Hillary but C28 has endorsed Bernie Sanders. Washington State Democrats caucus is on 3/26/16.

**M/S/P** To increase the Elsie Schrader Grant-in-Aid Scholarship line item by \$15,000.

**M/S** To send a post card to our members to participate in the Democratic Caucus on 3/26/16 and to caucus for Bernie Sanders.

**M/S/P** To amend the above motion to include "if you are a democrat, please attend".

**M/S/P, as amended** To send a post card to our members and if you are democrat, please attend the Democratic Caucus on 3/26/16 and caucus for Bernie Sanders.

**Old Business: None.**

**New Business: None.**

## Good and Welfare:

- Andrew Paltridge, DOT. Pie Fest is on 2/27/16. We ran out of pie last year so if you are willing to donate pie please contact Andrew.

- Adam Draude, DSHS. DSHS Summit is on 2/27/16 from 10-2 pm at the local 443 office. Lunch is provided.

**Door Prize:** Tony Dempsey, DES.

**Discover Pass:** Susie Seip, TESC and Linda Erickson, HCA.

**M/S/P** To adjourn at 8:34 pm.