

**JULY 2016**



**Local 443  
Officers and Executive  
Board Members**

**Jeff Paulsen (WaTech)**  
President

**Imelda R. Ang (L&I)**  
1<sup>st</sup> Vice-President

**Ginger Bernethy (ESD)**  
2<sup>nd</sup> Vice-President

**Nikki Butler (L&I)**  
Secretary

**Carmyn Shute (L&I)**  
Treasurer

**DeFrance Clarke (L&I)**  
Sergeant-at-Arms

**Megan Bjornberg (L&I)**  
Organizing Chair

**Sarah C. Wilson (ESD)**  
Member at Large 1

**Yolonda Brooks (L&I)**  
Member at Large 2

**Don Vaughan (L&I)**  
Member at Large 3

**Bing Bristol (DES)**  
Agency Rep

**Ingrid Hansen (DOH)**  
Agency Rep

**Steve Fraidenburg (DNR)**  
Agency Rep

**Wendy Conway (OIC)**  
Agency Rep

**Linda Erickson (HCA)**  
Agency Rep

**Lana Brewster (TESC)**  
Agency Rep

**Adam Draude (DSHS)**  
Agency Rep

Contact 443 at:  
360-236-0443  
[www.wfselocal443.org](http://www.wfselocal443.org)

**GENERAL MEMBERSHIP MEETING- DATE CHANGE: Tuesday, July 12 , 2016, 6 pm.**

**AGENDA:**

The 443 membership will vote on the following:

- Nomination/election of Delegates/Alternates for Council 28 Policy Committees (Oct 2015-Sept 2017 Term)

Members interested in alternative ways to attend or participate in the General Membership meetings should contact Linda Erickson at [communication.chair@wfselocal443.org](mailto:communication.chair@wfselocal443.org)

**443 EXECUTIVE BOARD MEETING:** Tuesday, July 5, 2016, 6 p.m.

Any eligible member who is interested in representing their agency on E-Board should contact Jeff Paulsen at: [general@wfselocal443.org](mailto:general@wfselocal443.org)

**SPECIAL MEETING FOR DELEGATES AND ALTERNATES:** There will be a special meeting at the local office on July 13, 2016 at 6:00 pm for all Delegates and Alternates attending the 42<sup>nd</sup> AFSCME International Convention and the WSLC Convention.

**GENERAL MEMBERSHIP MEETING AND CALENDAR OF EVENTS FOR JULY:** Please pay close attention to the meetings scheduled for July as some of them have been cancelled or moved due to the 42<sup>nd</sup> AFSCME International Convention and the WSLC Convention. You can view the full July calendar here: [www.wfselocal443.org/calendar.php](http://www.wfselocal443.org/calendar.php)

**COME SUPPORT YOUR CONTRACT BARGAINING TEAM!** According to the contract bargaining survey, compensation was your #1 priority so please make plans to come to the Thurston County Fairgrounds at 3054 Carpenter RD SE Lacey 98503 on July 6, 2016 from 12:00 pm to 1:00 pm to show support for the Contract Bargaining Team. The Team will be proposing their compensation package to management and they need your support! The team will provide you with a BBQ lunch.

**ATTENTION UNION ACTIVISTS:** The Organizing Committee has some exciting, history making events in the works! Please attend the July Organizing meeting on July 14, 2016 at 6:00 pm for details and for a chance to make a difference.

**ARTICLE 5 – PERFORMANCE EVALUATIONS – DID YOU KNOW?** Did you know that, although the content of a performance evaluation is not subject to the grievance procedure in Article 29, Article 5.2.D states the evaluation process can be grieved? For example, Article 5.1.C states that, in an effort to “recognize employee accomplishments and address performance issues in a timely manner, discussions between the employee and the supervisor will occur throughout the evaluation period. Performance problems will be brought to the attention of the employee to give the employee the opportunity to receive any needed additional training and/or to correct the problem before it is mentioned in an evaluation. Such discussions will be documented in the supervisor’s file”. If a supervisor has not taken the steps to allow correction, the issue should not be brought up in the evaluation. This failure to follow the process could be grieved.

**VOLUNTEERS NEEDED FOR HARBOR DAYS – LABOR DAY WEEKEND:** Local 443 needs volunteers to help at the WFSE booth during Harbor Days. Please contact Megan Bjornberg at [organizing.chair@wfselocal443.org](mailto:organizing.chair@wfselocal443.org) if interested in helping.

**STAY INFORMED OF ALL UPDATES AND THE LATEST ALERTS:** Text the message L443 to 237263 so you can receive important updates, alerts and calls for action.

**MEETINGS**

**JULY 2016**

7/5 E-Board

7/7 Grievance Committee

7/12 General Membership

7/13 Political Action @ Casa Mia

7/13 Special Meeting for Delegates and Alternates

7/14 Organizing

7/26 Scholarship, Finance, and Trustee

7/27 Communications

**AUGUST 2016**

8/2 E-Board

8/4 Grievance

8/9 Steward

8/10 Political Action @ Casa Mia

8/11 Organizing

8/16 General Membership

8/17 ESD Shop Steward

*All meetings are held at 6 pm at the Local Office unless otherwise posted.*



**JULY GENERAL MEMBERSHIP MEETING NOTICE CHANGE – Tuesday, July 12, 2016, 6 pm**

**General Membership Meeting - Tuesday, August 16, 2016, 6 p.m.**

*Light refreshments and child care are provided at General Membership Meetings*

*Sign language interpreter available upon request*

**Actions you should take:**

Friend us on Facebook! We have consolidated our two Local 443 Facebook pages. Please like our New and Improved Facebook page at: <https://m.facebook.com/WFSE-Local-443-223515157806576/>

Follow us on Twitter: @WFSELocal443

Visit our website: [www.wfselocal443.org](http://www.wfselocal443.org)

Be informed of the latest alerts and updates: **Text L443 to 237263**

---