

MEMORANDUM
Local 3758 NEGOTIATION UPDATE

DATE: July 6, 2011
TO: Base Unit Members of AFSCME Local 3758
FROM: Union Negotiation Team

Your negotiation team was elected to make decisions on your behalf during the bargaining of this contract. You trusted them then and you need to trust them now to work in your best interest. We are not done negotiating the details of this contract package. The Union's hesitancy in providing specific details about our proposals in writing prior to a contract vote is that people tend to try to veto portions of the agreement before the package is complete. We cannot change tentative agreements. When we have a contract for you to vote on, it will be a package, not a group of individual items and cannot be changed.

We are scheduling a meeting for July 29th in Olympia (location to be announced soon) to provide further information and answer questions you may have. We encourage all of you to attend this important meeting for an update on our situation.

Tentative agreements we currently have agreed to include the following:

- Art. 4 – Union Activities
- Art. 5 - Management Rights
- Art. 8 – Non-Discrimination
- Art. 9 – Job Vacancies
- Art. 11 – Employee Discipline and Dismissal
- Art. 12 – Seniority
- Art. 13 – Layoff and Recall
- Art. 14 – Hours of Work
- Art. 29 – Health and Safety

The items that remain open and unresolved include the following:

- Article 2 – Recognition and Bargaining Unit
- Article 3 – Union membership and dues deductions
- Article 7 – Grievance Procedure
- Article 15 – Health and Welfare/Retirement
- Article 24 – Wages
- Article 30 – Term of Agreement

The above unresolved items are not yet agreed to and are part of a package that depends on all elements coming into place before the package can be agreed to. The

main conflict involves the employer's refusal to grant Union Security to this bargaining unit, and the amount of medical insurance they are willing to pay to our membership.

Union Security is the requirement that all members of the bargaining unit are required to become and remain members of the Union and pay dues. The duty of this team is to first build a strong foundation for our new house of labor to stand solidly on. Union Security is the very basic foundation of a strong and effective union. Without a strong foundation, the strength of our organization will not sustain the storms that may lay ahead in this difficult economy. We hope that you will support our efforts in demanding respect, dignity, and Union Security for our members.