

## **This isn't Wisconsin!**

**TO:** Local 3758 Members  
**FROM:** Chris Dugovich, President/Executive Director  
**DATE:** June 29, 2011  
**RE:** Contract Negotiations/Mediations Update

For the last eighteen months through two lengthy hearing processes and an unbelievably difficult set of negotiations with the Timberland Library management, as directed by their Board of Trustees, mediation for your Union Contract broke down on Tuesday June 28th. Exactly like the un-defendable positions that led to the two previous losses by the library in formal hearings before the Public Employment Relations Commission, the Library has time and time again taken anti-Union positions at the bargaining table that are far outside the accepted norm for public employee bargaining in the state of Washington.

During our initial affiliation process, this Union committed to help you build a strong and viable Union that would result in a constructive working relationship with your Employer based on respect. A clear cut majority of you during that process placed your trust in our ability together to accomplish that goal and even though we have had to contend with an Employer who refuses to deal in reality, we've all hung in there and been extremely patient. The time has come in these set of negotiations for all of us who want to be dealt with in a respectful manner to take an active role.

To be clear, during the negotiations your Employer, much like the employers in Wisconsin and other states in the Midwest, does not want you to be able to have a strong voice with the Library at the bargaining table. In all viable Unions, membership is the key to standing together and unless your Local Union has the ability to maintain a level of membership through the Contract with the Employer, they will be able to play the games that will continually divide the group and allow them to reward their favorites.

Participating and requiring membership is called Union Security. The Union Security clause that your bargaining team has attempted to negotiate for you is the same type of clause that exists in Local government employees contracts in Thurston, Grays Harbor, Mason, Pacific and Lewis Counties, which are represented by this Union along with another 280 some units across the State. Union Security clauses also exist for more than forty thousand members of the Washington Federation of State Employees – AFSCME – AFL-CIO, a vast majority of which reside in the Timberland Library jurisdiction. In the cities of Olympia, Lacey, all Firefighters, all Police Guilds, the Boeing machinists, the list goes on and on and is clearly the standard for Union represented groups. Without it, the Library knows that your Union will not be a viable organization.

What's next? While we will continue to negotiate with the Library to work towards a reasonable settlement, we will now start to seek the aid of our friends in Labor, the political world and certainly the community. The Union is now implementing a campaign to identify Timberland Library Trustees who do not support Union Security for AFSCME Local 3758 members. In order to do this successfully, we need to keep our members informed minute by minute. We need your home e-mail addresses and we strongly encourage you to sign up on our Twitter and Facebook pages for daily updates. We will need your active participation! Additionally, from this point forward I will be handling your negotiations. As you now, Trina Young has formally retired, although I have retained her on a very part-time basis to aid our efforts.

Due to our extraordinary patience, the Library has not been held accountable for their positions and we are going to make sure that stops now. This isn't Wisconsin, this is Western Washington where the right to organize and to collectively bargain is still respected. If we stick together we will come through this with a strong viable Union that speaks for you! Just like the other 280 groups we represent across the State.

## **What can you do now?**

We are launching Twitter and Facebook pages under the name **AFSCMELocal3758** so that we can keep you informed of the Union's activities on a daily basis. We are also collecting personal e-mail addresses. Please e-mail us at [c2olympia@council2.com](mailto:c2olympia@council2.com) with your home e-mailed address to join our e-mail list.

If you wish to follow us on Twitter, information on how to sign up for an account will be e-mailed to you in a few days.

Thank you for supporting your Union by keeping informed and by responding to our call to action.

*Solidarity*