



WASHINGTON STATE
COUNCIL OF COUNTY AND CITY EMPLOYEES
AFSCME AFL-CIO

Affiliated with:
American Federation of State, County & Municipal Employees
Washington State Labor Council

CHRIS DUGOVICH President/Executive Director

MEMORANDUM

DATE: July 7, 2011
FROM: WSCCCE, COUNCIL 2, AFSCME
RE: NEGOTIATIONS IMPASSE

On July 5, 2011 you received an email from Richard Park which stated *"Consistent with our prior contract, TRL has continued to believe that TRL employees should be able to decide if they join a Union or pay a fee to the Union. We believe in retaining the right to choose."* Nothing can be further from the truth. Let's review history.

For many years the TRLSA had a contract with the Library. In every contract vote ever held, only the dues paying members were allowed to vote per the Association constitution and bylaws. The Library never once objected, nor should they, to your internal, democratically created bylaws.

Yet, after the Association overwhelmingly voted to affiliate with the Washington State Council of County and City Employees, Council 2, the Library immediately objected to your *"right to choose"* and filed an appeal to block your democratic election and demanded, for the first time, that the non-dues payers be allowed to vote. This was another erroneous claim that they were protecting the employees *"right to choose"* and their actions appeared to be nothing more than an attempt to thwart your desire to join the Union and protect the non-dues payers. After long and costly legal procedures the Union of course prevailed.

The Library then generated one legal roadblock after another, ignoring your *"right to choose"* to affiliate with Council 2 and created an unprecedented string of legal procedures in a continuing attempt to thwart your desire to join the Union. After more long and costly legal procedures the Union again prevailed and ended up creating 2 bargaining units!

Now after years of legal roadblocks the Library is once again ignoring the will of the vast majority of their employees and their “*right to choose*” representation by Council 2 by again attempting to “protect” the non-dues payers from the big bad union. They are simply and conveniently ignoring several facts in another attempt to “divide and conquer” while claiming to protect you.

FACT: The Association has overwhelmingly voted in three separate elections to be represented by the Union.

FACT: Just like your constitution and bylaws the Union Security provision (the requirement to pay dues) is an internal matter and has no impact, whatsoever, on the Library and should be decided by the employees.

FACT: Once the Union Contract agreement is reached the Association members again have a secret ballot vote to ratify it, which includes the Union Security provision. Due to the past legal decisions in favor of the Union the Library now knows that only the dues paying members can vote on the contract and the Library again appears compelled to protect the non-dues payers from the big bad union, hence, “divide and conquer”.

Rest assured that the Library’s insistence to have the only “open shop” (voluntary dues) Union Contract in Council 2 has nothing to do with standing up for your rights. It has everything to do with preventing you from having a strong and united Union. We have always been committed to building a constructive working relationship with TRL despite the many obstacles that your Association has had to overcome in order to achieve that objective. We must however continue to work towards achieving a contract containing the same provisions found in all other Library Contracts throughout Council 2.