



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

TO: Bellingham City Employees

FROM: Chris Dugovich, President/Executive Director

DATE: May 22, 2020

RE: Decertification Election

First, I would like to thank all of our supporters who fought the good fight to maintain a democratic union. Thank you

It is important to note that even though the Union lost, the “guild” failed to receive a majority of the votes from eligible voters in Local 114. The “guild” is a minority representative. That will be a problem.

The Union has received a number of questions in regards to whether they can maintain membership. Yes you can, and you will still be eligible for dependent scholarship, the \$10,000 in life insurance, free online college and other member only benefits. Additionally, Council 2 will be available to assist you with any work place issues that we can help with. Council 2 is no-longer the exclusive representative but we can still make sure you are fairly represented.

Keep in mind, exactly one year from the date of the certification of this election you could return to Council 2 (May 21st, 2021).

In the meantime, it is up to you to make sure the “guild” operates in a fair manner. We see that they have arbitrarily appointed officers, set a dues rate, and appointed an employee of the “guild”. Have Jael and Mr. Tharp set their own level of pay?

Remember, dues are voluntary! In most instances, if not all, newly organized groups dues are not collected until a new contract is ratified.

There now is no-oversight from Council 2, AFSCME or any other body short of Federal and State laws.

Any questions, feel free to call 1-800-775-6418 or email us at c2everett@council2.com

cc: Miguel Morga, Director of Staff Services
Ed Stemler, General Counsel
Joe Downes, Staff Representative