

**VOTE for the Washington State Council of County & City  
Employees, AFSCME, AFL-CIO**

**(Secret Ballot)**



**Don't risk your Career on Unproven Representation**

**A first time “guild” contract can't, according to state law, be retro-active**

**As the incumbent Union the Washington State Council of County & City  
Employees, AFSCME, AFL-CIO can negotiate a retro-active pay increase**

**(your contract expired on 12/31/2019)**

<p><b>Washington State Council of County &amp; City Employees, AFSCME, AFL-CIO</b></p>	<p><b>“guild”</b></p>
<p><b><u>History</u></b></p> <ul style="list-style-type: none"> <li>• Represented Bellingham since 1937.</li> <li>• Passed state collective bargaining Act RCW 41.56 in 1966</li> </ul>	<p><b><u>No-History</u></b></p>
<p>Full-time trained professionals as Staff Representatives who have negotiated dozens &amp; dozens of Public Sector Contracts and represented countless members on individual issues.</p>	<p>Volunteers who work full-time in other jobs – no negotiation experience</p>

<p style="text-align: center;"><b><u>Legal</u></b></p> <p>Full-time attorneys on staff and on retainer to handle necessary issues</p>	<p style="text-align: center;"><b><u>No attorneys</u></b></p> <p>It's common place for "guilds" to raise dues to pay for attorneys</p>
<p style="text-align: center;"><b><u>Olympia Lobbyist</u></b></p> <p>Full-time lobbyist who works to safeguard RCW 41.56, our collective bargaining Act and PERS Pension, etc.</p>	<p style="text-align: center;">No presence in Olympia</p>
<p style="text-align: center;"><b><u>Dues</u></b></p> <p>Set by members every 2 years at a State Convention. Much lower than all state wide unions.</p>	<p style="text-align: center;">Unknown how much or who sets the dues</p>
<p style="text-align: center;"><b><u>Finances</u></b></p> <p>AFSCME Constitution and Financial Standard Code sets parameters for local unions handling money. Also allows for financial audits to ensure compliance. Local officers are bonded to ensure recovery of any dollars that are misappropriated.</p>	<p style="text-align: center;">Some sort of temporary constitution (guild's words) that hasn't been approved and could change easily.</p>
<p style="text-align: center;"><b><u>Training for Shop Stewards, Officers</u></b></p> <p>Training provided by Council 2 and additional trainings arranged with AFSCME. Yearly Secretary/Treasurer training to avoid financial problems.</p>	<p style="text-align: center;">No Training</p>
<p style="text-align: center;">Free \$10,000 Life Insurance</p>	<p style="text-align: center;">No Life Insurance</p>
<p style="text-align: center;">College Scholarships</p> <p>Council 2 has awarded over \$894,000 in scholarships in the past 13 years. Yes, some went to dependents of Local 114 members</p>	<p style="text-align: center;">No Scholarships</p>

<p style="text-align: center;"><b><u>AFSCME International</u></b></p> <p>Provides a host or research capabilities, such as analyzing the cities budget, federal lobbying, etc.</p>	<p style="text-align: center;">No Affiliation</p>
<p style="text-align: center;"><b><u>More clout through Partnerships</u></b></p> <ul style="list-style-type: none"> <li>• Affiliated with the Whatcom County Central Labor Council</li> <li>• Washington State Labor Council and</li> <li>• National AFL-CIO</li> </ul>	<p style="text-align: center;">Not Eligible</p>

**Public Records Request**

In 2015 Council 2 brought in Jon Rosen, a prominent Seattle labor attorney, who went to Whatcom County Superior Court and stopped dead an individual request to have copies of the Bellingham city employees name badge with your picture.

In this Legislative Session, Council 2 has passed through the State House of Representatives and the State Senate HB 1888. This bill would remove the ability of organizations like the anti-union Freedom Foundation from receiving the employee month and year of birth, photographs and payroll deduction information.

The law also provides that employees must be notified along with other criteria.

Council 2 is confident Governor Inslee will sign the Bill into law!

**Lastly, ask yourself, if Council 2 has done such a terrible job, why does the “guild” want to make sure Local 114’s contract stays in effect?**