

## **General Government**

### **Zach Forrest – Transportation**

My name is Zach Forrest. I have over 18 years of state service. I have worked for DOC as a corrections officer and currently work for WSDOT on the OR IRT team.

I would be honored to represent us at the bargaining table against management and if given the opportunity I will fight hard for us all.

Sincerely,  
Zach Forrest

### **Georgina Willner – Transportation**

I have 20 years with WSDOT, mostly working Maintenance Operations, mainly in TEF/Fleet Operations. I have been part of the WFSE Transportation Policy executive for more than 8 years and on the Council 28 Executive Board for 4 terms. I participate on statewide UMCCs. I encourage you to put in your bargaining proposals in at [www.wfse.org/contract-proposal](http://www.wfse.org/contract-proposal). You may contact me regarding your issues and proposals. If you have questions, the Member Connection Center (833-622-9373 or [mcc@wfse.org](mailto:mcc@wfse.org)) is there to help.

Thank you,  
Georgina

### **Justin Tverberg – Transportation**

My name is Justin Tverberg, local 1299, and I've been employed by DOT for 17 years and currently work as an equipment technician 3 out of Okanogan. I'm running for re-election to our bargaining team because I believe we need a strong voice from Eastern Washington on the team. I'm currently a member of Council 28 Executive Board, Local 1299 Executive Board, an active Shop Steward, and a MAT Leader.

In seeing what we accomplished during the wage reopener last session, I'm excited about the gains that we can get during this bargaining session. Please reach out to me at [jtverberg71@icloud.com](mailto:jtverberg71@icloud.com) with any questions, and I look forward to earning your vote.

## ***Unified State Agencies Policy Group***

### **Steven Hernandez – USA (Dept. of Enterprise Services)**

I have worked a variety of retail, doh, and other jobs. I believe the time is now for the worker and union to exercise their power for the good of many. It is my goal to help all of Washington state by lifting up union members and lifting up those not yet in a union. Our time is now.

Thank you for your consideration.

### **Joe Mihelich – USA (Dept. of Health)**

I have been active member and shop steward 15 and 13 years respectively. This contract will be very important. I would like to serve and represent, my fellow union members to make this a rewarding contract since bargaining began in our state. Please elect me a bargaining team member. I have worked at DOH for 15 years.

Thank you,  
Joe Mihelich

### **Derwin Stanton – USA (Dept. of Health)**

I was born and raised on the Yakama Indian Reservation, Toppenish, Washington. My Mom was enrolled and that makes me a direct descendant of an enrolled tribal member. I always claim my heritage, because I lived and grew up with my heritage. I grew up poor, living with my parents and five brothers and sisters. When I was 16 I landed a job at a gas station, then my dad kicked me out and I still graduated high school.

I started working on computers, teaching myself as I went along. I had my own computer repair shop from 1994 to 1999. In 1999 I moved to Olympia, secured a position at The Evergreen State College in the help desk. During this time, I became a shop steward. I worked at The Evergreen State College for a little over three years. In 2002 I stopped working to go back and finish my college degree. I initially wanted to be a nurse so my studies included, chemistry, biology, anatomy and physiology, microbiology, genetics, pathophysiology and the first quarter of nursing classes. I was on the Dean's list twice and the President's list once. I decided I didn't want to be a nurse and computers grabbed my attention. I graduated in 2005 with my bachelor degree in liberal arts, the first in my family to do so.

From January 2007 until April 2007 I worked for FEMA while they were in town for the wind storms and flooding. I hold 21 FEMA Certifications. From July of 2007 to January of 2007 I worked in the engineer's help desk at Intel in DuPont where I built servers and work stations for the engineers for their use or for testing. Knowing my position was temporary and Intel had to lay off temp staff after so many months I looked for something permanent. In January of 2008 I secured my position in Department of Health's help desk. I made a reputation for advocating for my customers, my fast response time, my tech skills and my customer service. In 2013 I applied for a systems administrator position and was offered the position. In 2019 my position was demoted to customer support – entry level (still on appeal). In January I will be starting my 14<sup>th</sup> year with the Department of Health.

I hold a claim to fame of creating the world's first book with glass pages, which resides in the rare book section of the Evergreen State College. I hand bind books and have worked with world renown artists such as Joe Feddersen, a famous print maker and also a glass artist who has some work in the Smithsonian and Preston Singletary a well known Seattle glass artist as well as other artists. I have collaborated on a couple of hand bound art books with Joe and various other artists and poets. I maintain my artist connections and my tribal connections. My wife has worked at the Long House at the Evergreen State College for well over 22 years and is now the Managing Director for approximately the past year.

Thank you,  
Derwin

### **Susan Butz – USA (Dept. of Commerce)**

I'm a grant manager for the Department of Commerce. I've worked for this agency for almost 30 years, and I've been a shop steward for about 6 years. Thanks to my experience as a steward, I've become pretty familiar with the CBA and definitely have some ideas about how it could be improved. In particular, the articles concerning hiring, promotions, trial service, probation and other hiring-related articles are so confusing, they've provided

me, other stewards, and members with many hair-pulling moments trying to figure them out. Plus, trying to ensure that they are applied consistently in different situations. I also believe that the CBA has become outdated, especially since the onset of the COVID 19 pandemic. Portions of it seem to belong in another era altogether. I realize that it is probably not realistic to overhaul the entire document, but certain areas definitely need reconsideration: telework and inclement weather are two examples of articles that really don't address the current reality of working from home.

One of my accomplishments as a steward in conjunction with other stewards, our council reps and labor advocates includes a vastly improved agency Respectful Workplace policy, plus a brand new complaint procedure, and online complaint form. We were also instrumental in improving the agency telework policy and procedures before the pandemic, which greatly assisted in the transition when most staff were directed to work from home. Regarding negotiation experience, I have over 25 years of experience managing many different types of contracts, and am no stranger to negotiating contractual legal issues, as well as contract language writing and interpretation.

We were told to keep the bio short, so I will end it here. Just know that I am a dedicated steward with experience in grievances, CBA interpretation, contract negotiation, and helping to meet the needs of members in our rapidly evolving workplace.

Susan

#### **Shawn Thomas – USA (Dept. of Health)**

My name is Shawn Thomas. I work for the Department of Health as a Systems Admin - Journey. I have been with DOH for seven and a half years and active in the union for about three and a half. I am on my second career; I spent my early adult years as a Soldier and served for 21 years before retiring and moving to Washington in 2011 with my family. I chose to become active in the union after the IT reclassification a few years ago due to imbalanced way that it was conducted. Since becoming active with WFSE, I have become a shop steward. I also serve on the USA Policy committee, and as a member of the Executive Board for Council 28.

In Solidarity,  
Shawn Thomas

#### **Wilbert Pina – USA (Office of Minority & Women Business Enterprises)**

It's been an honor and privilege to have represented you on the Bargaining Team this past term. I'm looking forward to representing you again, to bring forward all your concerns and any changes you wish to see in this upcoming bargaining agreement. As a union representative it's my goal to make sure every union member voice is heard; and that the values of Equity, Diversity and Inclusion are represented in our contract to foster a FAIR and better work environment for us ALL.

Sincerely,  
Wilbert R. Pina

#### **Matthew Hines – USA (Washington State School for the Blind)**

My name is Matthew Hines and I am the President of our local 1225 unit at the Washington State School for the Blind. I have been involved in our union since 2018 and have quickly dove in to ensure better pay, better working conditions and building a stronger local for our staff. Thank you.

#### **Tony Kennish – USA (Dept. of Enterprise Services)**

My name is Tony Kennish, and I'm an Equipment Technician 3 at Fleet Operations (formerly known as the motor pool). I have been a shop steward since shortly after the motor pool became a bargaining unit in 2009. I am currently the chief shop steward of my bargaining unit, the 443 shop steward committee chair, an active member of the 443 grievance committee, and a member of the statewide steward committee. I have also served intermittently on the DES UMCC team over the last 12 years.

I am running for a position on the bargaining team because I want to help bargain for a strong contract that makes gains instead of just holding on to what we have. Nothing is harder for me than having to explain to my members that our gains in the new contract are, "We didn't lose as much as management wanted to take from us." I hope to get your vote and look forward to representing you all while bargaining our next collective bargaining agreement.

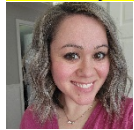
Yours in Solidarity,  
Tony Kennish



## **Community College Coalition**

### ***Everett Community College***

#### **Kimberly Crombie – EVCC**



From an early age, Kimi has been detail-oriented, focused and determined. These qualities lend themselves well for the profession she is in, and she loves it. Kimi has worked in Human Resources at Everett Community College for nearly 10 years. She describes her job as, "a role that grew with me, as I grew with my role." Due to the nature of her job and thanks to her attentive and empathetic self, Kimi is very cognizant of the implications of procedural language, legal jargon and institutional change. Frequently, she is called upon to assist with interpersonal communications, and critical problem-solving. Kimi is a certified Facilitator in Lean for Higher Education, and has contributed to several successful and lasting Lean projects at EvCC. Her work has been described by her supervisors as, "rarely with error," and her Performance Evaluations consistently state that she is reliable, punctual, and exceeds expectations.

Kimi enjoys variety in her work, as well as in her home life. An "extroverted introvert," she thrives on a busy day followed by peace and quiet. Prior to receiving her Bachelor's Degree in Interdisciplinary Arts and Sciences (majoring in Society, Ethics and Human Behavior), she attended the Art Institute of Seattle and studied Residential Design. While design continues to be a passion (and helpful in her work and personal life), she also relies on her communication-focused degree daily. Kimi describes her college education as, "literally learning how to read people." Kimi has an 8-year-old daughter, Ellie Jo, who keeps her very busy with extracurriculars: choir, competitive gymnastics, and western gaming with her horses. In her free time, Kimi enjoys reading, working out and running, traveling, cooking and baking, real estate investments, and organizing her living spaces.

Active in her sub-local union as well as the Local 1020, Kimi was selected, supported and actively participated as a Delegate to the 2021 AFSCME Council 28 49th Biennial Convention.

#### **Kaleb Ode – EVCC**

Program Manager A - Outreach Specialist; Employed with Everett Community College since January 2nd, 2020; Dues Paying Member since January 2nd, 2020

I have been told on more than one occasion that my desire to affect positive changes in higher education will fade. That my energy will wane as I come up against the multitude of speedbumps and roadblocks often found in education and in government. I am keenly aware that these words come from people who have been burnt by these institutions before. I remember living and working for months wondering if I would keep my job. I remember the tentative raise announcement and the shared feelings of relief and disappointment. If selected, I would strive to learn from those currently serving and listen to the voices of my colleagues so that we can assure ourselves the safety and financial security we deserve. Thank you for your consideration.

### ***Seattle Colleges District***

#### **Sandy Long – SCD**

Sandy Long, Program Coordinator for Academics at South Seattle College

Sandy has been part of the WFSE union since 2002. She is a steward in Local 304 and has served on 2 contract negotiations, and 2 MOU's for the coalition.

Sandy enjoys working as a steward with union members on improving their work environment. She held open chat sessions for any staff at South Seattle College for fall quarter 2021, and intends to continue in 2022.

#### **James Ellis – SCD**

My Name is James Ellis, I work in the IT department at the Seattle Colleges District. I am running for the CBA bargaining team because I believe that with a fair contract we can all benefit, both the colleges and the employees. This will be my third round of negotiations, during the last two negotiations we fought hard and among other big wins, we won localization pay in our 2019-2021 contract, and held the line against cuts during the pandemic, and eventually squeezed a lump sum

payment and a raise for the current contract.

Now that the pandemic is starting to lift, there are many who would have everything return to the way it was, but the genie is out of the bottle, and the world is becoming aware of the true value of labor. I greatly look forward to correcting the pay issues, the inequality issues, the access issues, the safety issues, and every other issue that keeps state workers so far behind their private sector counterparts.

A Fair Contract Is Respect! I sit at the table, so you don't have to.

Best,  
James Ellis





## **Language Access Providers**

### ***Group 1***

#### **Norma Verduzco – Group 1**

WA-DSHS Certified Medical and Social Services Spanish interpreter. I have been a freelance interpreter since 1999. I decided to become an interpreter because I saw the need for communication between the doctor I used to work for in Yakima county, and his patients. Helping others has always been my passion. I work out of SW Washington State and the Portland, OR area. I joined Interpreters United/AFSCME in 2012. It has been an honor and pride to hold our Local-1671 District 1 Chair since 2019 and have just been re-elected to another 2-year term. Currently, I participate in our local's Professional Development Committee and Public Service Policy Committee - Council 28/AFSCME. I have also been a steward representative for our members since 2012, a member of our E-Board Committee, and a participant in the DSHS UMCC meetings, along with my peers. I show up to 99.9 percent of our meetings. By showing up, we win half the battle. The other half we conquer collectively as a team.

The first time I served as a bargaining team member was for the 2021-23 union contract cycle. We negotiated virtually, instead of in person, at the beginning of the COVID-19 pandemic. During this time, so many things were difficult to predict. The state suggested we not negotiate because of the pandemic. We stood united in refusing the state's suggestion and still managed to negotiate a rate increase for our members and most importantly, a contract re-opener if things improved. We were right in negotiating a re-opener because things did improve. So in 2021, we opened negotiations again and obtained a bigger rate increase!

I would like to serve as your bargaining team representative again because this time, negotiations should be less dependent on the pandemic knee-jerk responses. This time, we should have a profound look at what is going on with remote interpreting, requesting remote interpreting to be forever, reaching better parity with the rates paid by L&I, increasing rates for languages of low demand, and insisting on compensation for time reserved not just time worked. I will be demanding many other benefits that are simply too many to mention here. Now that I have learned what the bargaining process entails, my passion for helping others has only increased! Such lessons learned will be put to good use. My desire to keep helping our union grow and move forward, as one strong, solid, and united team of brotherhood just keeps getting stronger. I'm not ready to put my guards down and I'm sure neither are any of you. Let's remain strong, Interpreters United, we have work to do!

Thank you kindly,  
Norma Verduzco

### ***Group 4***

#### **Helen Eby – Group 4**

I have been an interpreter and translator for over 30 years, and it has been a privilege to serve my Interpreters United colleagues through continuing education presentations in the past. Now that I live in Washington and have joined the Union, I look forward to serving my colleagues more consistently.

As part of the bargaining team, I would find out what my colleagues' are concerned about and represent our joint interests to the best of my ability. For interpreting to be a sustainable profession, it must be financially sustainable and we must be set up for success in our work environment.

Helen Eby  
Certified Spanish translator and interpreter  
Auburn, WA

#### **Sixta Castillo Navarro – Group 4**



I was born in Panama City and finished my career in Medical Technologies at the University of Costa Rica. I also attended others universities; Universidad Autonoma de Costa Rica (Psychology, WSU (Nutrition Expanded Training), North Seattle College (English). I currently Finished a 50 hours training about Work Place Issues (Inclusion, Diversity, Personality Traits) DES and Technology for Video Interpreting through Cascade Rehabilitation Group here in WA.

I have two kids, one grandson, a son in-law and currently dating a New Yorker. I live in Bothell, WA and mainly work in Seattle Children's Hospital and UW Medical Center. I became an interpreter thanks to my advisor at the University of Washington, I couldn't continue my studies due to my divorce and was advised to take the DSHS test for medical interpretation. I was certified on 2011 but also worked for ELAP as a legal interpreter where my salary was given as a donation to clients in need of legal services in king county, I'm currently a donor for the program.

I'm highly active in our Local, I'm members of the Bargaining (appointed by WFSE President), WAC, K-12 and Internal Organizing Committee, I'm part of the Collective Bargaining Committee (WFSE) Representing Language Access Providers, I also created the LNI Guide to get all interpreters registered with IW and get their NPI number. I created the COVID-19 vaccination guide with Milena to help member get their COVID vaccine and advocate like many of you to ask the Governor to include the interpreters in the first group to get the vaccine. During this pandemic times and the lack of jobs, I was able to contact the Governor Office and open the door to investigate the off-shoring of jobs. With the help of WFSE (Dennis Eagle), Milena Calderari, and Leroy Mould, we were able to explained the policies that protect our Union jobs. There is more to do about this issue but we stopped the off-shoring.

As you all see my volunteer job focus in the interest to protect our jobs and profession. I work base on facts, laws, regulations and exploring how the interpretation industry is changing. I think I can contribute if you elect me to be part of the Bargaining Team to keep enhancing and protecting our profession.

Sixta Castillo  
CMI



## **Administrative Law Judges**

### **Aaron Hockman – Olympia**

Aaron S. Hockman joined the Washington State Office of Administrative Hearing as a line Administrative Law Judge in April 2019. Prior to joining OAH, he was the Chief Trial and Appellate Counsel for the Wyoming Guardian *ad Litem* Program for 7 years, based out of Cheyenne, Wyoming. His legal career began as an Assistant Public Defender in Northeast Wyoming. Aaron is a graduate of the University of Wyoming (the other "UW") with Bachelor of Arts degrees in History and Criminal Justice, and his Juris Doctor. He has continuing education through Colorado State University in viticulture and enology.

Aaron was born in Charlottesville, Virginia, but raised throughout Wyoming. He has lived throughout Wyoming, Colorado, Texas, Oregon, and Washington. He currently resides in Denver, Colorado with his partner, their 4 beagles, and 2 cats.



## **AWAAG**

### **Ari Robbins Greene – Diversity, Equity & Inclusion**

My name is Ari Robbins Greene and I would like to represent AWAAG in the upcoming round of collective bargaining. Before beginning my law career at the AGO, I spent over a decade working as a community organizer, dishwasher, landscaper, house painter, and bartender. When I started at the AGO, I got involved in organizing for our union because I never had that opportunity in my prior employment, and I believe in solidarity. I believe that solidarity, in the form of union membership, is powerful for AAGs and for other units represented by WFSE, such as interpreters and community college workers. I also believe workers are the experts on how to improve our workplaces. Which is why I gladly volunteered to fill a seat at the bargaining table when components of our contract were renegotiated this past year. I saw our team fight fiercely for a fair shake from the Governor's Office. If elected, I will draw from the knowledge I accrued and strive to match the level of advocacy I witnessed from our colleagues.

As someone who entered this agency below the grid, the union has already improved my material conditions beyond my expectations, but I recognize that not everyone shares my situation and perspective. I want an opportunity to build on the success we have already achieved so that more of our members can reflect on the union as a positive force.

### **Michelle Robert – 0-15 Years' Experience**

I began my service with the AGO as a part of the Social and Health Services Division in Olympia where I represented the Health Care Authority which administers Washington's Medicaid program and where I also represented Western State Hospital in involuntary civil commitment litigation. I now represent UW Medicine in the University of Washington Division. It was a privilege to have had the opportunity to contribute to our Union as a member of the economic bargaining team earlier this year. I know there is still much more work to be done and much more progress to achieve. I have been very proud to serve the people of Washington in all of my roles at the AGO, but we deserve just compensation and fair working conditions. We all share a commitment to excellence and to public service, but our commitment should not come at the price of forgoing basic necessities and aspirations. I have watched many wonderful and talented colleagues leave the AGO to meet basic life milestones, such as buying a house and starting a family, and I know our office can do better, much better. I would be honored to represent you as a member of the bargaining team next year and to contribute to our shared goal of a better contract and a better future at the AGO. Thank you for your consideration.

In solidarity, Michelle.



## **University of Washington**

### **Joe Bergner – Trades**

My Name is Joe Bergner (shop 56e) and I would be honored to be your next member of the negotiations committee. A little about me, I have been an Electrician for over 35 years and a union member for most of that time. I have been at UW for six and a half years and in that time I have seen just how bad it has gotten with our wages and benefits compared to the outside trades. We need to close that gap and bring back those positions that have been lost due to management.

The issues I see needing the most improvement are, 1: fighting for higher wages & COLA increases for all members. 2: Looking out for our retirees with COLA increases to help them fight the rising cost of being retired. 3: We need UW to contribute to our retirement with a matching amount that help with us be able to retire with enough money to live comfortable. We deserve better from management and I will fight for what we should be paid for the work we do.

Thank you for considering me,  
Joe Bergner

### **Rachel Pryor – HMC, Medical Assistant**

My name is Rachel Pryor and I have been employed with Harborview since Feb 2018. I am a medical assistant that is eager to learn help and support our WFSE union. We need more people here in the buildings supporting our colleagues and union when things come up. With my knowledge of being a medical assistant since 2010-2011 I hope to add value to the WFSE team.

As everyone knows this COVID pandemic is not over and being on the front lines.... is a hard task to carry. I would like to give what skills I have learned and educate myself on how to stay strong and hold fast in this ever-changing medical field. Choose me as a link in the chain of support staff that is the foundation and backbone of patient care.

Thank you for your time and consideration in this matter.