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IN THIS ISSUE

- A Member's Perspective, Marleana Aspden
- Union Management Communications Committee, Bill Copland
- Mandatory Arming, Bill Copland
- Clerical Corner, Tiffany Filan
- *and more*

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Why join? "I have a voice. My peers have a voice, and I can be a voice for the union," said Marleana.



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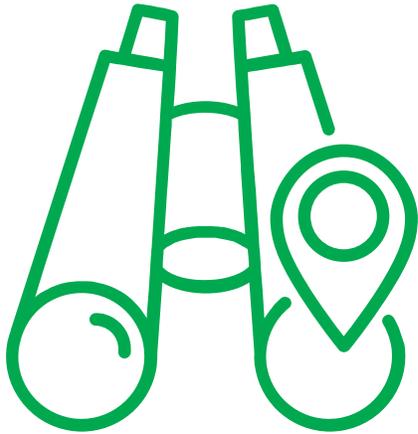
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A MEMBER'S PERSPECTIVE

By Marelanea Aspden

Prior to getting involved with the union I caught myself becoming increasingly frustrated with the thought and frustration that my union wasn't fighting for me. I would engage in negative conversations about "they fought for ... and didn't even bring up the concern of" It wasn't until I became involved that I noticed that there is a much larger picture at hand. I understood there was a larger picture, but how much larger I had no idea.

I no longer question whether or not our union fights for us, I have seen clearly, they are, have and will. Currently I am a shop steward, I am on the Regional Union Management Communication Committee, I am at the statewide table, and I am Vice President at the DOC Policy Committee.

In addition to this I have also been given the opportunity to participate in active demand to bargain.

What this means for me is I have a voice. My peers have a voice, and I can be a voice for the union. With becoming more informed about what is going on I can advocate to my fellow members the things that are being fought for. I can better understand the reasons why ... the goals... and what was fought for. It's about the larger picture!

To get from destination A to destination B there might be 2-3 other stops that have to be made before getting to the final destination, or in our case a few extra battles or things that have to be bargained for before we get to that final goal. I decided that I no longer wanted to sit and vent about the lack of things happening but instead I wanted to be part of the solution. By being involved we give ourselves and our fellow members a voice. We are experts in our field more than any other because we are the ones doing the work.

If we want people to know what we do and how we do it who better to give that a voice than me, the one doing the work. This is why I chose to be involved. I want to be a better member for my peers, for my workplace and for my union. I want to help educate the uneducated about my work or at a minimum give a louder voice to what I actually do on my day-to-day basis for those who aren't completely aware.

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UNION MANAGEMENT COMMUNICATIONS COMMITTEE

By Bill Copland

The Employer and the Union have regular meetings with the goal of a constructive and cooperative relationship. To promote and foster such a relationship the parties have established joint union-management communication committees (UMCC), for the sharing of information and concerns and discussing possible resolution(s) in a collaborative manner. These meetings are such an important part of resolving concerns that they are guaranteed by the collective bargaining agreement in article 37. Looking at that article, you can see that there is a much more robust UMCC structure in DOC than any other state agency.

There are 2 levels of UMCC; regions each have a Regional UMCC, where local issues are resolved and Statewide where concerns that span the state are resolved. Each of these teams meets quarterly to share and resolve concerns and establish best practices.

The members who attend these meetings are elected from each region, and the statewide members are elected in a statewide election.

Only union members are able to run for UMCC positions or vote for the members of the UMCC.

There are a number of workgroups that have non members appointed to raise union concerns. (Clarity surrounding the point you are bringing forward with this prior sentence) There are union appointed members on the ICoach rollout, use of force policy review, GRE implementation, and other important areas of concern. These members are selected by the statewide UMCC, and appointed by President Mike Yestranski.

At the most recent UMCC, there was a discussion about the supply chain crisis regarding the delay in replacing expired ballistic vests, and a strategy was developed to work with the DOC approved vendors to provide other models and variations to ensure that our staff were protected. There was a concern brought up about the lack of radios and alco sensors for GRE staff, and through collaboration there was a decision to review the need and provide the equipment to ensure the work of those staff was safe and effective.

If you have concerns in your area, or statewide concerns, reach out to your UMCC representatives or call the Member Connection Center at 833-622-9373.

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UNION MANAGEMENT COMMUNICATIONS COMMITTEE CONT.

What's being discussed at the UMCC table?

There are a multitude of topics being discussed and while we won't go into depth on all of them here is an overall snapshot

- Technology Issues, Safety Concerns, Work Crew Coverage, iCoach, County Jails, CISM Peer support & Emergency Health Training, Mandatory Arming, Sex Offender Training, GRE Oral Swabs/UA cups, Use of Force Concerns, Training Concerns, Transportation Search & Restraints, Camera Systems

Both Regional and Statewide tables have crossover with representatives or "Delegates" to ensure the fluidity of communication back and forth.

While some conversations are paused by Demand to Bargains others are ongoing and fully vetted in real time with the stakeholders in place to swiftly effect change for implementation.

Right now, Regional tables are moving forward with efficiency on workload and equitability while others are dealing with recruitment and vacancies they are unable to fill.

Some creative solutions are in process but by us having a seat at the table we bring our expertise on how to improve and make the work actually happen. The Department has a vested interest to improve the bookings within local facilities, and they have heard loud and clear and agreed that electric vehicles are not appropriate for transports.

We are also discussing radios and their accessibility, especially in remote areas. While some vehicles have been deployed without the proper communications, they will be fitted as soon as equipment becomes available. iCoach is an ongoing discussion with updates scheduled for this fall that will assist the work in real time and the workload study did not account for iCoach and the "rona works study" so a final draft is forthcoming in the near future.

Keep your feedback coming to support your UMCC team in our fight for better and safe working conditions.

MANDATORY ARMING

By Bill Copland

The union and the agency have agreed that all Community Corrections Officers hired after July 1st 2023 will be required to meet the requirements to be armed. This agreement has been called “mandatory arming” and has raised a lot of questions. The agreement is prospective, that means it does not affect staff hired before July 1st 2023.

Why would the union agree to this? The current process of selective arming places the psychological evaluation and firearms training after the probationary period. This means that we have staff who complete the probationary process and then fail the psychological evaluation. This is a significant problem, and creates a number of staff safety and representational issues as staff who are mentally unstable or deficient can pose problems in the workplace. By requiring that staff pass the required evaluations and testing, this is moved to the front of the hiring process. The agency knows that the potential staff member is mentally unstable, and can avoid hiring those people. This is the greatest single advantage of the agreement in my assessment.

Does this mean that all staff will be required to carry firearms? No. The agency has the right to determine which positions are required to be armed, and those working conditions (requiring a position to be armed or not) are subject to negotiations as they are a working condition. Again, this is something that is prospective, meaning it only applies to staff hired after the agreement.

Requiring that staff pass the requirements to be armed at the beginning of the process is good for new staff coming on, as it relieves an ongoing concern for both the union and the agency. It is also a good thing for our existing staff as it makes us safer, gives us more confidence in the people being hired, and allows us to continue to exercise our freedom to choose if we want to be armed (in positions that do not already require it).

If you have questions about mandatory arming or any other union issues, feel free to contact the Member Connection Center 833-622-9373. Professional, experienced staff are there every day to answer your question.

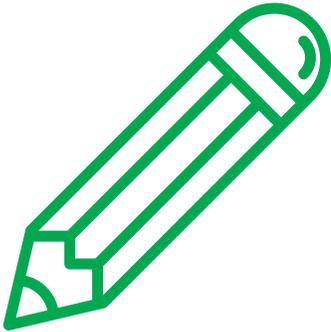
Class and Comp

By Teresa Parsons

During the 2023 legislative session, WFSE, along with other labor organizations, proposed legislation to expand the criteria the Office of Financial Management (OFM) uses to adopt job class revisions and salary adjustments (RCWs 41.06.150, 152, 157 and 160).

Our goal was to give labor the ability to negotiate benchmark descriptions for accurate comparisons of work used in the salary survey, add salary survey data to justify a class-specific pay increase, and negotiate the language in new or revised class specifications.

Although the legislature did not amend any RCWs this session, legislators and OFM heard our members' concerns and are willing to have further discussions. We have laid the groundwork, and with strong member support will continue to advocate for fair and equitable pay.



Collective Bargaining Rights for WMS at DOC – What does it mean and what’s next?

One of the big WFSE legislative wins for 2023 was HB 1122 which allows WMS employees to organize under certain circumstances. Which DOC WMS employees will be eligible to unionize?

The bill grants collective bargaining rights to all WMS employees EXCEPT for the groups listed below:

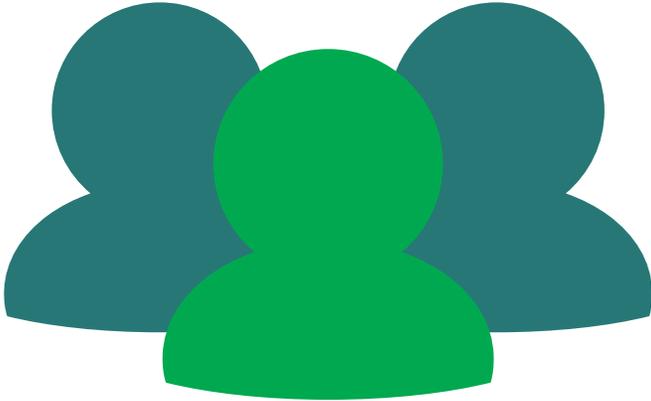
- Employees in positions within salary bands three, four, and medical;
- human resource managers;
- budget managers;
- risk and litigation managers;
- employees in positions whose primary official duties include conducting employee related investigations, including possible unfair practices under the Washington Law Against Discrimination, unlawful conduct, conduct violating an agency's internal policy, or employee misconduct or performance;

- employees in positions that report directly to an assistant secretary, deputy secretary, agency director, or equivalent; and
- employees who are already excluded under the PSRA.”

Other Key information from the bill

Bargaining over wages is limited to WMS band (in lieu of a classification system that doesn't exist in WMS). The bill takes effect January 1, 2024. No agreement with WMS employees can take effect prior to July 1, 2025.

If you are a WMS employee that supports the effort to be able to bargain over your pay, please reach out to Ton Johnson. We need to build a group of supportive WMS employees that can help guide and lead this process so we are ready to gain representation in January 2024.



WHAT IS CONVENTION AND POLICY COMMITTEE?

The WFSE/AFSCME Council 28 Biennial Convention is where, together, we build the future of our union and where leaders collectively fight for public service workers throughout Washington State. Elected member delegates from every part of Washington will gather to affect change so they may continue their diligent work to make their workplaces better and keep their communities safe.

Much of the work for the convention is done well before the convention starts. Members will have discussions within their local and organized elected policy committees, and some of these discussions lead to proposed resolutions and constitutional amendments sent to the Council 28 Executive Board.

The Council then distributes copies of these resolutions and constitutional amendments to convention delegates to debate and vote. Delegates debate and vote on resolutions, connect and network with other workers in their fields, share knowledge, and decide the future direction of our Union.

Rules of order are essential to conducting business in an organized and democratic way. Delegates who participate in debate must familiarize themselves with the rules of the convention, which include when and how to address the floor.

Most WFSE Locals have representation at the convention, which when in session, is the largest and most powerful governing body of our union. Local and state constitutions offer guidance regarding how to become a delegate and the allotment of delegates to the convention.

WFSE's 50th Biennial Convention will commence October 6-8, 2023 in SeaTac, WA.



CLERICAL CORNER

By Tiffany Filan UMCC Member, and Walla Walla Community Corrections
Secretary Lead

I recently became a member of Section 1 & 2 Union Management Communication Committee (UMCC). At our last quarterly meeting, I brought up issues surrounding safety and the inability of the population we serve to communicate with us through the windows in our lobbies. We did not have intercoms in our lobbies in Section 1 & 2.

Our union members were able to get management to recognize the problem and agree to install intercoms for all lobbies in our sections. I am looking forward to our next meeting because when we are willing to speak up, we can make a difference for ourselves, our coworkers, and the communities we serve.

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Recognition and Retention Bonus

The Washington Federation of State Employees negotiated a \$1000.00 recognition and retention bonus for all employees at the General Government Table. The “GG” table creates the contract Community Corrections adheres too. The recruitment and retention bonus applies to you. The Office of Financial Management has taken the position that all economic proposals must be negotiated at the DOC Supplemental Table.

This rule was in effect when interest arbitration was through memorandum of understanding. Today, and during negotiations, the rules of interest arbitration are in statute. The position taken by OFM, all economics shall be negotiated at the DOC Supplemental Table, does not exist in statute. RCW supersedes the language of the MOU.

The article awarding the recognition and retention bonus does not contain exclusionary language. Subsequently, you are entitled to the recognition and retention bonus.

WFSE is igniting the political machine and meeting with key leaders in both parties. Press releases are being written in preparation for escalating actions. Grievances are being filed now and if/when you are aggrieved. An unfair labor practice is being filed and the attorneys are evaluating the potential for a lawsuit.



WFSE Word Search

DTB (Demand To Bargain)

CR (Council Representative)

LA (Labor Advocate)

MCC (Members Communication
Center)

ULP (Unfair Labor Practice)

PPP (Probation & Parole Press)

MAT (Members Action Team)

FMLA (Family Medical Leave Act)

LPA (Legislative & Political Action)

USSLP (Uniformed Service Shared
Leave Pool)

NEO (New Employee Outreach/
Orientation)

DAM (DOC Action Meeting)

UMCC (Union Management Communications Committee)

PORAC (also known as PSPP: Public Safety Protection Program) PLA (Paid Leave Act)

AFSCME (American Federation of State, County and Municipal Employees)

PEOPLE (Public Employees Organized to Promote Legislative Equality)

N E O F B G N U B X
L P E O P L E L F H
P P M S X A H P B D
D O A C K U P C R P
F U R A U S S L P P
V M X A K S L Z T P
X C L D C P M A K M
M C P A T M L M D A
A Y P Z Z B C A A T
W A F S C M E C M T

You can find more information at wfse.org

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Name that workplace

We need you! Please help us by sending pictures of your workplace or sally ports so that we can post in future additions for a “Guess Where We Are” (please note that any pictures that display you in uniform will need permission from the Department)

Pictures can be emailed to DOCAAdmin@wfse.org



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