



STATE HEADQUARTERS OFFICE

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Mac Pevey
Assistant Secretary, Community Corrections Division
Washington State Department of Corrections

Dear Assistant Secretary Pevey:

Despite our collective efforts to manage workload and the implementation of mitigation strategies, we are experiencing another surge in workload. The fact remains: the requirements of the work exceed the resources allocated to be successful in completing the requirements set forth in policy. Exacerbating that is the complexity of jurisdictions, the lack of violator confinement, and frustration related to the employee classification system which simply is unfair.

The implementation of I-Coach, migration of GRE, increase NGRI cases, efforts to improve offender engagement, records/calculations, and additional documentation requirements, just to name a few, amounts to unyielding change and increased workload for the rank and file.

Our union, the Washington Federation of State Employees, and Administration worked collaboratively with the Legislature to achieve funding for a long overdue workload study. This will be the first time since 2004 we will true-up the staffing model with resource allocation. Unfortunately, that relief will not come soon enough.

In fact, if not for the collective voice of this union, there would more work and less efficiency in day-to-day operations. Agency-initiated or unfunded mandates require re-evaluation and should be delayed until funding is provided for personnel to accomplish the work, or eliminated. Change should be deliberate and orchestrated to minimize the impact on those responsible for performing the work. The current rate of change is untenable.

Contractually, the union was effective at negotiating just cause language in the contract. Just cause requires management actions related to discipline and discharge to be just and fair. In light of policy requirements and expectations exceeding resource allocation, any action taken against a represented union staff in the Community Corrections Bargaining Unit for not completing requirements/expectations defined in policy or memorandum shall be deemed by this union to *not* have met just cause. Subsequently, these actions shall be treated as a violation of the contract.

The Washington Federation of State Employees will continue to work collaboratively with the Department of Corrections in reducing workload, eliminating barriers, and achieving a workload model that is reflective of the requirements set forth in statute.

Sincerely,

Ton Johnson
WFSE Labor Advocate

TJ: paz

My name is _____. I am represented by the Washington Federation of State Employees. This open notice is reflective of my current workload. I am requesting this be placed into my supervisory file as a matter of record indicating that management has been advised my workload exceeds what I can accomplish within my designated hours.

Signature: _____ Date: _____

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906 Columbia St. SW, Suite 500
Olympia, WA 98501

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