



6/27/14

This is the Federation Hotline updated June 27.

**IMPORTANT REMINDER: Don't lose out on wellness discount!**

As we told you in our last message, Monday is the deadline to complete the requirements to qualify for the \$125 wellness benefit in 2015.

According to the Public Employees Benefits Board, while 76 percent of employees have gotten into the system to complete their attestations, only 58 percent of those have attested to completing the three actions to get the wellness benefit/incentive. It's possible those who haven't meant to come back into the system to complete their health assessment for the June 30 deadline but never did. If you're one of those, get back into your account and check.

Here are full details, worth repeating one more time.

Wellness attestation deadline June 30

Have you attested yet to earn the wellness incentive in 2015?

The end of the Wellness attestation period is approaching quickly. There are just a few days left to attest that you earned the \$125 wellness incentive for 2015.

To earn the wellness incentive in 2015, you must complete and attest that you met the three wellness requirements by June 30, 2014. The requirements include:

- Choose a primary care physician
- Complete your PEBB health plan's health assessment
- Begin one of the wellness activities listed on the PEBB website

If you have not attested yet, complete the three requirements and attest now. There are two ways to attest:

- Go to My Account on the PEBB website ([www.hca.wa.gov/pebb](http://www.hca.wa.gov/pebb)). If you have not already registered, you will need to create a user name and password.
  - Log in and complete your attestations on the My Attestations page. When attesting online, make sure you complete the entire process and confirm your attestation.
  - When you complete the process, a confirmation page will display. Print this page for your records. You will not receive a separate confirmation letter.
- If you choose to request a paper form by calling [1-855-635-8380](tel:1-855-635-8380), please do so now. It could

take up to seven days to receive the form. Your completed response must be postmarked or faxed ([360-725-0771](tel:360-725-0771)) by June 30, 2014.

Note: Newly eligible employees have 60 days from the date their benefits begin to complete the three requirements and attest to the Wellness Incentive for 2015.

### **Speaking of health care....**

The Public Employees Benefits Board on Wednesday (June 25) announced a preliminary forecast for premium increases in 2015. The board sees a trend of 5 percent in the total cost of premiums, but it could vary by plan. Final numbers will be in by the board's July 23 meeting when it will vote on premium rates for 2015. You'd still pay 15 percent under your contract, but it might be 15 percent of a higher overall premium cost. Stay tuned.

### **Bargaining updates:**

#### **For all teams:**

##### **• Revenue outlook.**

The latest state revenue forecast is out. Along with the already released salary survey and other economic factors, everyone's interest in contract compensation articles is escalating.

In a briefing to representatives from the General Government and Community College Coalition bargaining teams June 25, the governor's budget office said funding for the McLeary education funding decision will mean billions will be needed in the next budget. The governor's budget writers explained that Gov. Inslee's mandate to state agencies to identify 15 percent in cuts is not to be taken lightly, but is required by law – the governor has to present a “Book I” budget that is balanced with no new revenue. But the governor's team said he'll introduce a “Book II” with proposed new revenue so deep cuts don't have to be made. This will all take place in December after the November elections. Right now, we have to be on guard to make sure, though, that the 15 percent exercise doesn't become a self-fulfilling prophecy where politicians take the easy way out and cut, cut, cut rather than the tough work of closing tax loopholes and raising revenue.

##### **• Salary survey.**

More and easier-to-understand summaries of the state's latest salary survey have come out. And we now know, that according to the Office of Financial Management, 81 percent of state employees are paid below market rate – counterparts the private and public sectors, in-state and out-of-state.

### **General Government**

The General Government Bargaining Team continued its momentum toward a fair contract with

two days of bargaining Tuesday and Wednesday.

- Keep up the AFSCME Green show of support. And your show of support from your workplace is having an effect. All those “selfies” and photos of AFSCME Green from Eastern State Hospital in Medical Lake to the Center for Childhood Deafness and Hearing Loss in Vancouver and all points in between bolstered your bargaining team.

And it was clear that the management side of the table was viewing them, too, based on comments in the give-and-take of bargaining.

You can view the latest AFSCME Green for Bargaining '14 on our flickr and Facebook pages at:>

<https://www.flickr.com/photos/wfse/sets/72157644688107624/>

<http://www.facebook.com/wfsec28>

And remember:

It doesn't matter what team you're on, AFSCME GREEN extends solidarity across all bargaining tables. Please send us your worksite photos!

[Share a “selfie” with us on FB or Twitter. Tag us “wfsec28”](#) ALSO email it to us at [color69dud@photos.flickr.com](mailto:color69dud@photos.flickr.com)

- Between now and the next bargaining session Aug. 6, the General Government team will finalize its proposal covering compensation and other economic issues. It will also compile and analyze results of the General Government Bargaining priorities survey arriving in the mail this week. This is a vital action you can take to make sure your voice counts and your ideas are heard as we head into the second half of this summer's bargaining cycle.

You can take the General Government bargaining survey online at:<https://www.surveymonkey.com/s/survey-gg>

The deadline to have mailed-back surveys to the Federation or to take the online version is July 9.

- The General Government team this week reached tentative agreement on four more contract articles and one memorandum of understanding. Most outstanding articles are on management's side of the table with the Federation team working on counterproposals to several management proposals.

In all, the team spent more than 30 hours with late evening work to work on counterproposals and, with the latest state revenue forecast in, continue key work on the economic proposal to present to management, likely at the next bargaining session.

- Your team continues to take the high road, ready to bargain and look behind the words to get at what problem needs to be solved, both in management and union proposals. Your team is concentrating on constructive problem solving, not nitpicking of language that doesn't get anyone anywhere.

(Thanks to the General Government Bargaining Team Communications Committee of Kate Rogers, Michael Weisman, Ken Blair and Rick Hertzog for this update on behalf of the team.)

## **Community College Coalition**

The coalition bargaining team for 12 Community Colleges met June 25 in Olympia and June 26 on the Tacoma Community College campus, with the team working hard on contract language and answering management questions.

Compensation will be discussed at the next bargaining session.

The team reached tentative agreement on two articles: Article 37 – Mandatory Subjects; and Article 54 – Terms of Agreement.

The team says:

“While we were on the Tacoma Community College campus Thursday, we were fortunate to be invited to join their Lunch and Learn. We explained the whole process of what goes on in bargaining and why it is important to stay informed. We explained what we were asking for and the whole history of our past financial losses. It was a great opportunity for the staff there to see who we were, to listen to what has been said on both sides, to ask us questions and tell us what their concerns are.

“Unfortunately, we may not have the pleasure to do this on all of our campuses, so that is one of the reasons we will be having support teams being developed on each and every one of our campuses! Hopefully, you'll all step forward and take part in any job actions that are planned as we sit at the table representing you! Feel free to keep asking one of your bargaining team questions, and attend any of the Lunch and Learns held on your campuses!

“ The next time we meet will be July 10th and 11th, and they have said they will talk compensation! So, keep wearing your green on bargaining days we need your support and we need your participation to remind management that we, as classified staff, are more members than who they see sitting at the other sides of the table.

“If you can, find a red coke can and write on it- “It's COLA time!”, and place that on your desk or in your work site.”

(Thanks to Community College Coalition Bargaining Team Communications Officer Laura Little for this update on behalf of the team.)

## **Central Washington University**

The CWU Bargaining Team had negotiations June 10 and 11. We covered ground rules and presented our proposals with the exception of compensation on Day One and worked on counters with management both days coming away with 20 tentative agreements on articles. One significant change comes in Holidays where a day will equal a day. Employees typically had to turn in leave for any hours in excess of eight on a holiday. CWU will grant holiday pay for hours an employee would have been scheduled to work on the holiday.

The team met again with management this month on June 18-20. During the three days session we gathered more TA's on articles where clarification or tweaks were needed. At this point we are working on articles where there are major sticking points.

We have proposed two memorandums of understanding/agreement (MOU/MOA)- one concerning the new non-paid holidays of faith/conscience (two days), which has been enacted from the last legislative session. The second MOU has not been addressed or countered by management at this point.

The next bargaining session will be July 21 when compensation will be introduced at the table.

Skip Jensen has volunteered to participate in the Health Care Coalition Bargaining as the CWU representative at the table.

A WFSE team members for this contract cycle are: Chris Stebbins, Jeff St. John, John Fukuzawa, Laury Berner, Pat Devlin, Skip Jensen and W. Chris Everett

## **Washington State University**

The WSU Bargaining Team negotiating the 2015-2017 contract met June 24 in Spokane and discussed procedural issues, like release time, ground rules and the possibility of using interest-based bargaining.

The WSU administration agreed to use interest-based bargaining, but all proposals will be reduced to writing and tentatively agreed to.

The rest of the day, the union and university shared concepts. The union introduced several concepts on salaries. Both sides were to bring non-economic items to the next bargaining session, which was set for yesterday (Thursday, June 26). More in later updates.

## **Tacoma Community College Non-Management Exempt Staff (Student Support Staff).**

The team met with management on June 17. We came away with tentative agreements on three articles covering Mandatory Subjects, Employee Lounges, and Employee Assistance

Program. We now have 24 articles tentatively agreed to but are still far apart on the remaining 18 articles, which include compensation, seniority, hiring and appointments, and layoff and recall. The team was meeting with management today (June 27). Following that date the next bargaining session will take place July 23.

TCC members have increased visibility and asked for community support to move this contract to conclusion as management slow walks acknowledgment of bargaining rights for Exempt Employees.

### **Endorsements update:**

In candidate interviews by panels from Federation locals in respective legislative districts, we have four more endorsements to announce:

Legislative District (LD) 2: House, Position 1 – Greg Hartman, D  
LD 30: Senate – Shari Song, D  
LD 38: House, Pos. 1 – June Robinson, D  
LD 39: House, Pos. 2 – Charles Jensen, D

The endorsed candidates received the required two-thirds majority of presidents in the respective locals.

### **Shared leave requests:**

**IN NEED OF SHARED LEAVE: Diane Wells**, a DD case resource manager from the DSHS Developmental Disabilities Administration (DDA) and a member of Local 948 in Everett, is in need of shared leave because of a serious medical condition. To help with a donation of eligible unused annual leave, sick leave or all or part of your personal holiday, contact Lisa Bonorden at [\(206\) 366-6716](tel:2063666716) or [boal300@dshs.wa.gov](mailto:boal300@dshs.wa.gov).

**IN NEED OF SHARED LEAVE: Denise Auve**, a laundry worker 1 at Western State Hospital in Lakewood and a member of Local 793, is in need of shared leave to cover her time off work to cover medical treatments for a recent lengthy illness. To help with a donation of eligible unused annual leave, sick leave or all or part of your personal holiday, contact Janet Bowers at [\(360\) 756-2519](tel:3607562519) or your local Human Resources office.

That's it for now.

###

---

**Join our Mobile Action Action - receive action alerts via text messaging.**

TEXT F4WR to 69866 | [SIGN-UP ONLINE](#) | [LEARN MORE](#)

---

[SUBSCRIBE](#) | [FACEBOOK](#) | [TWITTER](#) | [CONTACT](#) | [UNSUBSCRIBE](#)