

From: Kiboneka, Grace (DSHS/ALTSA) [KibonGS@dshs.wa.gov]
Sent: Monday, September 12, 2016 2:09 PM
To: Roberts, Debbie (DSHS/DDA)
CC: Rector, Bea-Alise (DSHS/ALTSA/HCS); Clintsman, Donald (DSHS/DDA); Morgan, Kathy (DSHS/ALTSA/HCS); Engels, Susan (DSHS/ALTSA/HCS); Moss, Bill (DSHS/ALTSA); Perez, Evelyn (DSHS/DDA)
Subject: RE: SEIU 775 concern about bargaining unit interference during IP orientation presentations

ADS King county has been implicated twice resulting in a grievance. LMT AAA similar issue, Spokane and (possibly Omak-could verify info)

Grace S. Kiboneka

Planning & Development Manager
DSHS-Aging & Long-Term Support Administration
Tel: 360-725-2598
E-mail: Kibongs@dshs.wa.gov

"Transforming Lives"

From: Roberts, Debbie (DSHS/DDA)
Sent: Monday, September 12, 2016 1:56 PM
To: Kiboneka, Grace (DSHS/ALTSA) <KibonGS@dshs.wa.gov>
Cc: Rector, Bea-Alise (DSHS/ALTSA/HCS) <RectoBM@dshs.wa.gov>; Clintsman, Donald (DSHS/DDA) <ClintDL@dshs.wa.gov>; Morgan, Kathy (DSHS/ALTSA/HCS) <MorgaKD@dshs.wa.gov>; Engels, Susan (DSHS/ALTSA/HCS) <EngelSS@dshs.wa.gov>; Moss, Bill (DSHS/ALTSA) <MossBD@dshs.wa.gov>; Perez, Evelyn (DSHS/DDA) <PerezE@dshs.wa.gov>
Subject: Re: SEIU 775 concern about bargaining unit interference during IP orientation presentations

Hi Grace,

Are there specific areas this is happening in more frequently?

Debbie

Sent from my iPhone

On Sep 12, 2016, at 1:40 PM, Kiboneka, Grace (DSHS/ALTSA) <KibonGS@dshs.wa.gov> wrote:

We are increasingly receiving complaints from the union concerning field staff statements and presence during union presentations at IP contracting as anti-union. Some of the allegation include staff distributing freedom foundation fliers, expressing anti-union sentiments when addressing IPs, attending the union portion of the IP contracting session and interrupting Union representatives with questions or telling IPs they don't have to join the union.

Please remind field staff that, the state and/or its agents can't be perceived as interfering in union activity, such a perception could lead to an Unfair Labor Practice against the state.

The union is responsible for the content of their presentation during the sanctioned union time. As a best practice, staff should not be present during union presentation that way they don't feel compelled to ask questions or provide clarification. If asked for information about IP union orientation by IPs, the response should be: "It provides information about their rights as a union member, it is not mandatory. If there are additional questions, direct the IP to contact the MRC at 1.866.371.3200."

I hope this helps. Let me know if you have questions. Thanks

Grace S. Kibonka

Planning & Development Manager
Office of the Assistant Secretary
DSHS-Aging & Long-Term Support Administration
4450 10th Ave SE
Lacey, WA 98503
Tel: 360-725-2598
E-mail: Kibongs@dshs.wa.gov

"Transforming Lives"

From: Kiboneka, Grace (DSHS/AL TSA) [KibonGS@dshs.wa.gov]
Sent: Wednesday, September 14, 2016 10:32 AM
To: Rector, Bea-Alise (DSHS/AL TSA/HCS); Morgan, Kathy (DSHS/AL TSA/HCS); Roberts, Debbie (DSHS/DDA)
CC: Clintsman, Donald (DSHS/DDA); Engels, Susan (DSHS/AL TSA/HCS); Moss, Bill (DSHS/AL TSA); Perez, Evelyn (DSHS/DDA)
Subject: RE: SEIU 775 concern about bargaining unit interference during IP orientation presentations

Hi Bea,

We have not published a MB on this issue. In the past we had a correspondence from the Assistance Secretary to all staff via e-mail. Subsequently correspondences have been from Directors to RAs and AAAs to communicate with staff and provide coaching as may be needed.

Grace S. Kiboneka

Planning & Development Manager
DSHS-Aging & Long-Term Support Administration
Tel: 360-725-2598
E-mail: Kibongs@dshs.wa.gov

"Transforming Lives"

From: Rector, Bea-Alise (DSHS/AL TSA/HCS)
Sent: Tuesday, September 13, 2016 5:37 PM
To: Kiboneka, Grace (DSHS/AL TSA) <KibonGS@dshs.wa.gov>; Morgan, Kathy (DSHS/AL TSA/HCS) <MorgaKD@dshs.wa.gov>; Roberts, Debbie (DSHS/DDA) <roberdx@dshs.wa.gov>
Cc: Clintsman, Donald (DSHS/DDA) <ClintDL@dshs.wa.gov>; Engels, Susan (DSHS/AL TSA/HCS) <EngelSS@dshs.wa.gov>; Moss, Bill (DSHS/AL TSA) <MossBD@dshs.wa.gov>; Perez, Evelyn (DSHS/DDA) <PerezE@dshs.wa.gov>
Subject: RE: SEIU 775 concern about bargaining unit interference during IP orientation presentations

Haven't we sent an MB out about this in the past? Although I'm sensitive about the number of MBs we issue, it may make sense for us to just re-issue the MB and indicate we are resending because we have received a number of complaints.

"Transforming Lives"

Bea Rector / Director / Home and Community Services Division
Aging and Long Term Support Administration
Washington State Department of Social and Health Services
(O) 360-725-2272 / bea.rector@dshs.wa.gov

Transforming Lives

From: Kiboneka, Grace (DSHS/AL TSA)
Sent: Tuesday, September 13, 2016 9:52 AM
To: Morgan, Kathy (DSHS/AL TSA/HCS) <MorgaKD@dshs.wa.gov>; Roberts, Debbie (DSHS/DDA) <roberdx@dshs.wa.gov>

Cc: Rector, Bea-Alise (DSHS/AL TSA/HCS) <RectoBM@dshs.wa.gov>; Clintsman, Donald (DSHS/DDA) <ClintDL@dshs.wa.gov>; Engels, Susan (DSHS/AL TSA/HCS) <EngelSS@dshs.wa.gov>; Moss, Bill (DSHS/AL TSA) <MossBD@dshs.wa.gov>; Perez, Evelyn (DSHS/DDA) <PerezE@dshs.wa.gov>
Subject: RE: SEIU 775 concern about bargaining unit interference during IP orientation presentations

I agree. We do request for specific information as these become known to us and work directly with the offices involved. It appears though with the inception of union orientation at field offices there is been an increased occurrence and frequency of these complaints in a short period of time, two of which resulted in grievances. At this point, it's better to take ownership of the issue and communicate widely.

Grace S. Kiboneka

Planning & Development Manager
DSHS-Aging & Long-Term Support Administration
Tel: 360-725-2598
E-mail: Kibongs@dshs.wa.gov

"Transforming Lives"

From: Morgan, Kathy (DSHS/AL TSA/HCS)
Sent: Tuesday, September 13, 2016 7:09 AM
To: Roberts, Debbie (DSHS/DDA) <roberdx@dshs.wa.gov>; Kiboneka, Grace (DSHS/AL TSA) <KibonGS@dshs.wa.gov>
Cc: Rector, Bea-Alise (DSHS/AL TSA/HCS) <RectoBM@dshs.wa.gov>; Clintsman, Donald (DSHS/DDA) <ClintDL@dshs.wa.gov>; Engels, Susan (DSHS/AL TSA/HCS) <EngelSS@dshs.wa.gov>; Moss, Bill (DSHS/AL TSA) <MossBD@dshs.wa.gov>; Perez, Evelyn (DSHS/DDA) <PerezE@dshs.wa.gov>
Subject: RE: SEIU 775 concern about bargaining unit interference during IP orientation presentations

Grace,

When the union does not give us specific offices, staff names, etc., it is difficult to address these concerns and it is difficult to really believe that this is actually occurring. Would you please ask that in the future that they provide us more detail so we can address these concerns with the appropriate areas/staff.

Thank you.

Kathy Morgan / Chief of Field Operations / Home and Community Services
Aging and Long-Term Support Administration
Washington State Department of Social and Health Services
360-725-2321 / Kathy.Morgan@dshs.wa.gov

Transforming Lives

CONFIDENTIALITY NOTICE: The information contained in this e-mail and subsequent attachments may be privileged, confidential and protected from disclosure. This transmission is intended for the sole use of the individual and entity to whom it is addressed. If you are not the intended recipient, any dissemination, distribution, or copying is strictly prohibited. If you think that you have received this message in error, please e-mail the sender at the above e-mail address.

From: Roberts, Debbie (DSHS/DDA)
Sent: Monday, September 12, 2016 1:56 PM
To: Kiboneka, Grace (DSHS/ALTSA) <KibonGS@dshs.wa.gov>
Cc: Rector, Bea-Alise (DSHS/ALTSA/HCS) <RectoBM@dshs.wa.gov>; Clintsman, Donald (DSHS/DDA) <ClintDL@dshs.wa.gov>; Morgan, Kathy (DSHS/ALTSA/HCS) <MorgaKD@dshs.wa.gov>; Engels, Susan (DSHS/ALTSA/HCS) <EngelSS@dshs.wa.gov>; Moss, Bill (DSHS/ALTSA) <MossBD@dshs.wa.gov>; Perez, Evelyn (DSHS/DDA) <PerezE@dshs.wa.gov>
Subject: Re: SEIU 775 concern about bargaining unit interference during IP orientation presentations

Hi Grace,

Are there specific areas this is happening in more frequently?

Debbie

Sent from my iPhone

On Sep 12, 2016, at 1:40 PM, Kiboneka, Grace (DSHS/ALTSA) <KibonGS@dshs.wa.gov> wrote:

We are increasingly receiving complaints from the union concerning field staff statements and presence during union presentations at IP contracting as anti-union. Some of the allegation include staff distributing freedom foundation fliers, expressing anti-union sentiments when addressing IPs, attending the union portion of the IP contracting session and interrupting Union representatives with questions or telling IPs they don't have to join the union.

Please remind field staff that, the state and/or its agents can't be perceived as interfering in union activity, such a perception could lead to an Unfair Labor Practice against the state.

The union is responsible for the content of their presentation during the sanctioned union time. As a best practice, staff should not be present during union presentation that way they don't feel compelled to ask questions or provide clarification. If asked for information about IP union orientation by IPs, the response should be: "It provides information about their rights as a union member, it is not mandatory. If there are additional questions, direct the IP to contact the MRC at 1.866.371.3200."

I hope this helps. Let me know if you have questions. Thanks

Grace S. Kiboneka

Planning & Development Manager
Office of the Assistant Secretary
DSHS-Aging & Long-Term Support Administration
4450 10th Ave SE
Lacey, WA 98503
Tel: 360-725-2598
E-mail: Kibongs@dshs.wa.gov

"Transforming Lives"