

Washington Federation of State Employees, AFL-CIO
Natural Resource Policy Committee Meeting
June 30, 2018
Meeting Minutes

1. Called to Order: 11:45am

2. Roll Call with extended introduction of Officers and Delegates

- a. See roster for all officers and delegates present, absent, and excused

3. Approval of Minutes from February 2nd Meeting - M/S/C *as written*

4. Structure Committee Discussion

- a. A Committee has been assembled to determine the most efficient practices for the organization of E-Board Policy committees within WFSE. Currently the bylaws dictate that we operate in ratio to membership, with E-Board members elected by committee delegates (resulting in about 70 E-Board Members attending meetings). This method of appointment has been deemed to result in too many people, therefore significantly reducing productivity of the E-Board, and has been proposed as not being functional. The Structure Committee is working to “improve and create a better working board.” The NR Policy Committee was asked for input on what was working well and what needs to be improved/strengthened.

- i. NR Policy Committee Input:

- 1. Want to continue to be able to take proposals, resolutions, and recommendations to the board
 - 2. Keep the ability to openly discuss, hear, and understand issues among all committees in order to work on commonalities and differences
 - 3. Agreed that 70 people on an E-Board is unwieldy. Approved the mission to find a more “stream-lined, efficient system”
 - 4. **Improve Communication:**
 - a. Want the Policy Committees to precede the E-Board meeting (reverse current meeting system). Receive the E-Board agenda in advance, to discuss with Policy committees – and then bring thoughts to E-Board meetings.
 - b. Improve the connection/accessibility of being able to review and respond to resolutions – make results and suggestions more transparent. Make resolves more accessible so that they do not get caught in “waiting”. Improve the feedback loop – holding those to which resolutions are assigned responsible for resolving them and informing members of the committees of the resolutions
 - c. Suggestion to have the ability to hold electronic/web-based meetings

5. Executive Board Member Reports:

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- Duane Dahlke
 - Offered a presentation on “quick Research Summary” - Presentation available from Secretary Katelynn Piazza and President Lynn Doremus.
 - No Resolutions reviewed at the E-Board Meeting
- Lynn Doremus
 - In E-Board we discussed flexibility needed for finance committee to make changes based on the proposed/anticipated budget (with decline in mind).
 - No discussion about raising dues (but that will be decided by National)
 - Legislative & Political Action Survey – Photos of presented material available from Secretary, Katelynn Piazza
 - Approved giving \$30,000 to the Northwest accountability project with tracks the Freedom Foundation’s plans/schedule – and that will be matched by AFSCME.
 - <http://nwaccountabilityproject.com/>
- Denis Felton
 - No updates
- ~~Eddie Holbrook~~
 - E-Board Member 4 Position is currently open. Opening will be posted and up for nomination at the next Policy Committee Meeting
- Diana Olegre
 - Unable to attend policy committee meeting
- Rebekah Padgett
 - No updates

6. Old Business:

a. Website & Electronic Access:

i. MAJOR THOUGHT: What is the Purpose/ Who is the Audience?

1. Purpose: to facilitate communication among the committee and the locals that we represent. Audience: the membership. “to improve communication b/w NR policy committee agencies (staff) and the locals and members which we represent”
 - a. Want to have access restricted/ sign-up for access? Need to be a member. For discussion/ blog – chair of NR Policy committee be the administer?
 - b. Recording meetings & counts of views. Potential to make it interactive?

ii. What will we have posted on the website?

1. Blog
2. Signup for participation & Access: to keep limited

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3. Electronic Meetings

iii. How will we access the website?

1. Linked to WFSE.org page

7. New Business & Resolutions from Locals:

a. Lynne Dodson & April Sims - Campaign Presentation (WA State Labor Council Candidates); Guest Speakers

- i.** “Working to move our labor movement forward. Get people out of being stuck in poverty cycles. – Engage workers. Progressive, Bold Agenda. Mobilization and Engagement program.”
- ii.** Nominations out Aug 1 to local. October: Ballots mailed out. December, Ballots Returned. (Require 10 unions that nominate them in order to show up on the ballot).
- iii.** Contact Information:
 - 1.** Lynne Dodson – ldodson@wslc.org – (206) 281-8901 x 4908
 - 2.** April Sims – asims@wslc.org – (206) 281-8901 x 4909

b. Recruitment and Retention of Stewards

- i.** Succession Planning for Shop Stewards:
 - 1.** Ways to help recruit and find people for the shop stewards:
 - a.** Guarantee some alleviation of the issues that shop stewards are drug into (b/c current shop stewards burn out) – hoping MCC helps to alleviate that
 - b.** Provide perks when available: jackets to acknowledge them, and tablets to keep information on: Incentivize
 - c.** Reassure them that they are supported and will not be targeted (eliminate the fear)
 - d.** Make a concrete schedule for trainings so that people can plan and orient their days
 - e.** Apprenticeship opportunities: make it easy and accessible for them. Make it tangible. Build personal connection. // Option to replace training class? – make classes staggered (2 hours for 4 weeks, instead of a full weekend). – Can be difficult to get space and vendors/caterers?

c. Bargaining Update: Presented by Jeff Wheeler (Local 1466)

- i.** Bargaining on the 9th – BBQ Provided @ Fairgrounds in Thruston County (NOON)
- ii.** Pushed for: Work-Life Balance
 - 1.** Flextime, Telecommute, how Inclement Weather is determined

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2. Haven't lost ground – some of the old language has been kept, but we're not 'going backwards'
3. Cost of Living Raises and Salary Survey discussions:
4. OFM just put out the salary survey
 - a. <https://ofm.wa.gov/state-human-resources/compensation-job-classes/compensation-administration/state-salary-survey>

d. Presence of New Employee Orientation in the Workplace

- i. If there are suggestions for the improvement of the New Employee Orientation in your workplace – we want to hear!

8. People Contributions

9. Communication:

- a. Distribution of agendas, minutes, announcements, and other materials will continue to be accessible from the WFSE website
(<https://wfse.org/resources/leadership-center>)
- b. Suggestion: Text/ Email updates for upcoming meetings

10. Guest Presentation - Initiative 1644:

- a. An act related to affirmative action. Providing better rights and protections for women, POC, and military veterans (outside of service in Vietnam). To learn more you can review the initiative at:
https://www.sos.wa.gov/assets/elections/initiatives/finaltext_1541.pdf

11. Good & Welfare: None Discussed

12. Adjournment: 2:09pm M/S/C

Next meeting for Council 28 Policy Committee Meeting is October 6, 2018