



## CALENDAR

Mon., Sept. 6

- Labor Day Celebration:  
see last page for details.

Wed., Sept. 22

- Membership Meeting,  
6:15 p.m., Hall 6.
- Political Action Committee,  
5:30 p.m., Hall 6.
- New Member Orientation,  
5:30 p.m., Rm. 236.

Sat., Oct. 9

- Shop Steward Training  
political action day in  
coordination with our central  
labor councils: participate in  
political campaign work such  
as doorbelling or phone  
calling. Orientation and lunch  
provided. *See page 4.*

## Don't Brush Away Our Rights!

### *Local 8 Members at Washington Dental Service Fight to Protect Their Contract*

Washington Dental Service (WDS) was founded by organized labor 50 years ago and at least 75% of its business comes from unions. Why then is this very healthy non-profit company trying to gut a long-standing union contract covering over 100 Local 8 members?

WDS administration claims it needs to "modernize" its business to stay competitive. Along with many other takeaways, management wants full authority to make any changes to health, welfare and pension benefits. Bargaining Team Members **Vicky Chandler**, **Ray Lewis**, **Loretta Peel**, **Dorothy Walters**, Business Manager **Suzanne Mode** and Union Representative **Mary Maloy** are hopeful that a mediator will compel WDS to be forthcoming about its future business plans that impact our benefits.

In the meantime, the labor community throughout the State is rallying in support for winning a fair contract by sending postcards and emails to the WDS Board of Directors and CEO, **Jim Dwyer**. Express your outrage at WDS's anti-worker tactics by sending an email to [jdwyer@deltadentalwa.com](mailto:jdwyer@deltadentalwa.com). Watch the Local 8 website for upcoming events to support the workers at WDS!



*Over 50 Home Care Workers at the Lower Columbia Community Action Council (LCCAC) and their supporters staged a successful informational picket in Longview to show their employer they wouldn't accept a substandard contract.*

*Local 8 Home Care Workers from Aberdeen and the Olympic Peninsula joined the picket line to show solidarity with their fellow caregivers. Workers at LCCAC are among the lowest paid caregivers in Washington and have been fighting for a first contract for over a year. The parties have finally reached a tentative agreement. Workers will be voting on September 14th.*

## *Executive Board*

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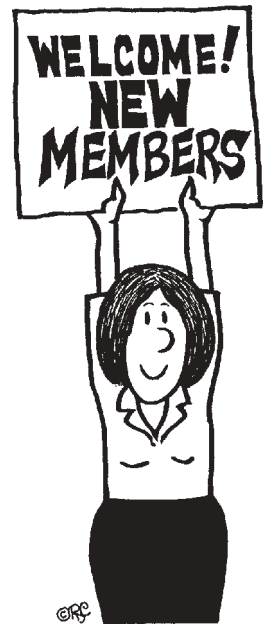
*Billing Clerk*

# CAMP workers have a contract!

It has been two and a half years since Central Area Motivation Programs (CAMP) organized for a Union and on August 11, 2004, CAMP workers ratified their first contract. Many thanks to the Bargaining Team, and especially **Carol Haythorne**, who stuck out the two year struggle for a fair contract.

All that hard work has paid off in an incredibly strong contract that includes an average wage increase of 7% upon ratification, seniority language, just cause protection, union security, binding arbitration, and maintenance of health benefits.

OPEIU hopes that CAMP's first contract will become the benchmark for a first contract at other social service agencies. Way to go CAMP workers! Welcome to Local 8.



*CAMP workers celebrate after their first contract vote.*

## Home Care Workers Prepare for Legislative Session

Two work committees from the Home Care Coalition (representing home care agencies around the State) have been meeting all summer to: (1) prepare a legislative agenda that Local 8 members and the agencies we work with can present to our legislators during the upcoming session and (2) be prepared with health insurance choices for our members if the Legislature tries to force everyone back on the Basic Health Plan (BHP). We are still exploring some options for health insurance coverage for our members which will hopefully provide better benefits and prevent the State from pushing us into the BHP.

We will have a unified front with our employers when we visit Olympia next session. We will be asking for some vendor rate increases to help our employers stay in business, along with increases for workers compensation. Plan on joining us this session.

# M E M B E R S I N A C T I O N

Executive Board member and Group Health Shop Steward Sally Mejia is retiring from both those positions, since she has left Group Health. Thanks for all these years of dedicated service to Local 8 members! You will be missed! (Here's Sally at left.)



OPEIU wins arbitration with Group Health: Andrea LaNore, a 20 year GHC employee and OPEIU member, was fired

almost a year ago. OPEIU took the termination to arbitration and GHC was found to have acted unreasonably and excessively when they terminated Andrea. She was reinstated to work on June 25. Andrea said, "My Union fought for me. I wasn't going to take this injustice lying down and my Union backed me all the way. I am very thankful for Local 8."

## TWO LOCAL 8 MEMBERS WIN SCHOLARSHIPS!

Terry Saunders, Shop Steward at Sea Mar Visions in Bellingham, is one of 106 students (out of 38 different unions) who were awarded Union Plus Scholarships. A 47-year-old single father, Terry is a man dedicated to the needs of others. As a drug and alcohol counselor, he felt there was more he could do, which made him decide to return to college.

"My goal is to become a chemical dependency professional," he explains. "I currently work as a mid-level human service employee but do not feel that I am living up to my full potential. I think by getting the necessary education I could make a bigger difference in the world of addiction." He has achieved a 3.84 GPA at Skagit Valley Community College and been selected for Phi Theta Kappa (which recognizes the academic achievements of two-year college students). His job performance has also been stellar—he was a negotiating team member as well as shop steward, and was elected employee of the month twice in two years.



Congratulations, Terry. Your OPEIU family stands behind you and is proud of all that you have achieved at work and in school!

Jeff Thungc of Seattle Housing Authority was awarded OPEIU's John Kelly Labor Studies Scholarship in recognition of outstanding scholastic achievements. Jeff's winning essay quoted African-American poet Langston Hughes: "Hold fast to dreams, for if dreams die, life is a broken winged bird that cannot fly."

His dream is to one day be a public figure, an important person who causes changes in society. As an Employment Counselor and Advocate assisting the disadvantaged to gain equal access to employment opportunities, it seems to us that he is already an important person causing changes in society! The scholarship will enable him to obtain his Bachelor of Arts in Organizational Management from Northwest College, and he hopes the credential will give him greater leverage and credibility on the task forces and advisory boards on which he serves. Jeff has worked in social services for many years, and has been an OPEIU member at SHA for four years. Congratulations, Jeff, and may your dreams be realized!

*"Those believing they have not voted are mistaken, for their indifference affects all our futures."*  
—M.A. Denck

Oct. 2 is the deadline to register! Sept. 14 is our first primary.

# Can you help Local 8 meet the challenge?

## Become a Labor Neighbor Volunteer.

The Washington State Labor Council has challenged every affiliate union local to turn out 3% of their members to volunteer for Labor Neighbor 2004. For Local 8, that's 120 volunteers or 120 shifts. Four hour shifts start on Saturday at 9:00 and noon, and on Sunday at noon and 2:00 pm.



*What does a Labor Neighbor Volunteer do?* Labor Neighbor Volunteers walk neighborhoods to talk to and distribute literature to fellow union members about Labor's endorsed candidates, including President, Governor and state legislatures. It's easy and it's fun and the best part is knowing you're making a difference!

*When do we do this and for how long?* The Labor Neighbor Program runs between now and election day every weekend. Volunteers are asked to commit to one four hour shift. There are three shifts per weekend, Saturday morning, Saturday afternoon, and Sunday afternoon. You choose which day and time works best for you.

*My health prevents me from walking long distances... are there are other ways I can help?* Yes, there are many ways to volunteer that do not involve walking, from making phone calls to working at the staging areas where volunteers gather on Saturday or Sunday.

### Thanks for Volunteering... every four hours makes a difference!

Name \_\_\_\_\_ Employer \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Work Phone \_\_\_\_\_ Home Phone \_\_\_\_\_

Cell Phone \_\_\_\_\_ Email address \_\_\_\_\_

I live in \_\_\_\_\_ Legislative District and \_\_\_\_\_ Congressional District.  
(If you don't remember, you can leave it blank, or look it up online at: <http://dfind.wa.gov>.)

I can volunteer on (give date) \_\_\_\_\_

Four-hour shift starting at (check one): \_\_\_\_\_ Sat. 9:00 am \_\_\_\_\_ Sat. noon \_\_\_\_\_ Sun. noon \_\_\_\_\_ Sun. 2:00 pm

\_\_\_\_\_ I need to check my personal calendar.... call me so that I can pick a date.

\_\_\_\_\_ My health prevents me from walking neighborhoods, but I still want to help!

*Don't forget to wear your OPEIU Local 8 shirt and sign in as a Local 8 member.*

For more information about the labor neighbor program, please contact  
**Shelby Mooney 206-448-2615 or 800-600-2433 or [shelby@opeiu8.org](mailto:shelby@opeiu8.org).**

**PLEASE FAX THIS FORM TO 206-441-0207**

# M E M B E R S I N A C T I O N

*Continued from page 3*

## MEMBERS ACTIVE IN 2004 ELECTION



*Bridgette Buyea (in the hat), shown here making friends with another delegate in Boston.*

**B**ridgette Buyea, Seattle Housing Authority worker, just returned from the Democratic Convention as a Washington State Delegate. Bridgette, a first-time delegate who was interviewed by Tom Brokaw, said the convention “was an experience of a lifetime. I got to hear where our candidate was going to bring America into the future. It is very important that we know and understand the issues that affect us working families. We are the backbone of America, not corporations. My duty now that I am back is to share the good news why we need to get Kerry elected.”

Bridget is spending her spare time working on voter registration and education in the Filipino Community from now until Election Day.

**Voter Registration:** Over the past three weeks, former Local 8 Business Manager **Maureen Bo** has been doing Voter Registration in the Sea Mar Clinic waiting rooms from Bellingham to Tacoma, registering both patients and workers. Thank you, **Maureen!** It is not too late to do lunch time voter registrations in your workplace.

**The last day to register to vote for the November election is October 2nd. Call or email Shelby today to get your voter registration kit at 206-448-2615 or [shelby@opeiu8.org](mailto:shelby@opeiu8.org). Don't let this election year pass you by without getting involved.**

**W**ashington's primary elections have changed. Now voters must choose a party in the primary (there is no record made of which party you chose). That's the first step. Then you vote for one candidate within that party in each category. Last, you vote in the nonpartisan races and measures. Why is it important to vote in the primary on September 14? The primaries will decide the final candidates for governor, attorney general, insurance commissioner, legislators, judges and other important races that affect working families.

**W**e want to applaud Local 8 members, families and friends who have stepped up to the plate as Labor Neighbor Volunteers: Clara Beckes, Myra Brisky, Karen Deal, Rich Feldman, Teresa Fesler, Chris Glenn, Edith Harrison, Benita Hyder, Steve Ignac, Jeff Johnson, Karen Keiser, Randy Loomans, Diane McDaniel, Aloria Mercer, Suzanne Mode, Shelby Mooney, Carol O'Neill, Amanda Pope, Raechelle Turner, Cindy Schu, Katherine Scott, Robby Stern, Bernice Vance, Ligia Velázquez, Joan Weiss, and Joe Weiss. We hope that you too will step up to help us meet this challenge (*see page 4 for info*).

*“Elections belong to the people. It is their decision. If they decide to turn their back on the fire and burn their behinds, then they will just have to sit on their blisters.”*

*—Abraham Lincoln*

*Register and vote!*

## DASAS Contract Ratified

The long awaited DASAS (King County Dept. of Alcohol and Substance Abuse) contract was unanimously ratified the week of July 26.

The Negotiating Team, consisting of **Suzanne Mode, John Monahan, Pat Mouton,** and **Shannon Halme**, resolved several outstanding issues with the help of a Public Employment Relations Commission mediator.

The contract is currently being reviewed by



King County, and is expected to be on the King County Council agenda in October and ready for Ron Sims' signature by early November.

## Washington State Ferries Arbitrator Appointed

None of the major union contracts with the Washington State Ferries for 2001-2003 have been implemented, including OPEIU Local 8's, which is finally scheduled for arbitration on October 15 and 26. (According to statute, if there are economic changes to any contract, it cannot go into effect until all the union contracts are signed.)

On another matter, the Union has been pursuing unfair labor practice charges concerning the abuse of temporary and agency employees performing our bargaining unit work. It is the Union's position that temporary agency hires are unacceptable in lieu of permanent full time positions. If you are aware of such a situation, current or past, please contact your Union Representative **Shannon Halme**.

## Seattle Housing Authority Membership Victory

It took a full year, but on August 2, SHA's contract was ratified by an overwhelming majority vote of the membership.

From the first day of negotiations, SHA took the position that there was no money for raises due to Housing and Urban Development budget cuts by the Bush Administration. When the Union proved to SHA that there was money to fund raises, then the employer said it was "a matter of priorities how that money would be distributed."

So Local 8 members at SHA and their supporters took their Campaign for an Equitable Contract to the public. A ribbon campaign, petition drive and two very visible and vocal Solidarity Lines around SHA's central office convinced SHA that yes, its employees should be a priority.

The new contract provides an overall 5.5% increase over the first two years, distributed through salary increases and two lump sum payments. There will be an economic reopener in the third year of the contract.

Many thanks to the negotiating team: **Tony Jamerson, Jaime Martinez, Ruby Becton, Mary Armstrong, Bill Francis** and **Shannon Salinas**.



*At right: Looks like all that marching in the hot sun paid off!*

*"Democracy is not something you believe in or a place to hang your hat, but it's something you do. You participate. If you stop doing it, democracy crumbles."*  
—**Abbie Hoffman**

*Register and vote!*



*Join us at the King County Labor Council*

# Labor Day Celebration

Monday, Sept. 6, 11:00 a.m. to 4:00 p.m.  
at lower Woodland Park in Seattle, Shelters 1-3  
( N. 50th St. & Woodland Park Ave. N., Seattle).

*Live music • Games • Clowns • Face  
Painting • Free Ice Cream • Free Soda  
Free Coffee • and Raffle Prizes!!!*

*All Local 8 members and their  
families are invited. Look for  
the Local 8 banner!*

*You're Invited!*



OPEIU Local 8, 2800 First Ave., Rm. 304, Seattle, WA 98121-1114

**Address Service Requested**

Office & Professional Employees  
International Union Local 8's  
Meetings are held at the Seattle  
Labor Temple at 2800 First Ave.  
(between Clay & Broad Sts.)

Free parking under the Ellington  
Condos for Membership Meeting  
only. On the monitor by the  
garage door, punch in: \*011213#.

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# Who's on OUR SIDE?

## UNION ISSUES



**JOHN KERRY**



**GEORGE W. BUSH**

### 40-HOUR WORKWEEK

**Will fight to protect the 40-hour workweek.** Opposed taking away workers' right to overtime pay to replace it with compensatory time. (S. 4, R.C. 93, 6/4/97)

**Wants to weaken the 40-hour workweek.** Supports taking away workers' right to overtime pay to replace it with compensatory time. (*Chicago Tribune*, 10/6/00; *Federal Register*, 3/31/03)

### OVERTIME PAY

**Supports workers' right to overtime pay.** Co-sponsored legislation to prevent Bush administration rules that could take away overtime pay from more than 8 million workers, including veterans. (S.Amdt. 1580, 2003)

**Opposes workers' right to overtime pay.** His administration proposed new rules that could take away overtime pay from more than 8 million workers, including veterans. (*Federal Register*, Vol. 68, No. 61, 3/31/03; [www.epinet.org](http://www.epinet.org))

### HEALTH CARE

**Will expand access to health care and lower costs.** Will extend coverage to 96 percent of all Americans through incentives for employers to offer coverage, expansion of child health insurance programs and a new insurance plan open to employers modeled after the congressional health plan. (*The Washington Post*, 5/6/04)

**Will not expand health care or lower costs.** Since President Bush took office, 4 million Americans have lost health insurance. He's done nothing to address rising costs and declining access to health care. Now he's campaigning on a plan that will shift more health care costs to workers. (Bureau of Labor Statistics; *The Washington Post*, 5/6/04)

Learn the Issues,  
Check the Records.

**VOTE**



How you vote is a personal decision. However, after carefully examining how these candidates stand on working family issues, Local 8 believes John Kerry is the best presidential candidate for workers and their families.

For more information, contact Local 8 or visit [www.aflcio.org](http://www.aflcio.org).