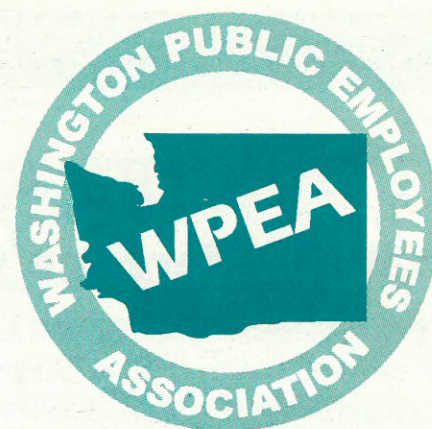


Personnel System Reform Act of 2002



What Does It Mean To You?

"It changes everything!" is how WPEA President Linda Shaw (DNR) explains the impacts of Substitute House Bill 1268, the Personnel System Reform Act of 2002 aka "full scope" collective bargaining.

And, it will change just about every facet of the state's personnel system. Employees will be impacted in numerous ways. Their job classifications, all 3,000 of them, will be revised. Civil Service protections adopted by an independent Board will be replaced by policies of the DOP Director. Contracting out prohibitions are rescinded. And, union representation and collective bargaining rights are greatly expanded.

These changes will be phased in over the next three years. Key changes in the authority of state managers are timed to coincide with offsetting new employee union rights. For example, on July 1, 2005, the state's new contracting out and seniority provisions take effect. However, that's also when new union contracts take effect. And, such contracts will include both of these, since they are mandatory subjects of collective bargaining.

The Act brings out both hopes and fears among WPEA's Members. Many have waited years to depoliticize wages and benefits. Collective bargaining will address both, and in binding contracts that the state can't change. Wage inequities under "6767" procedures now, that go unfunded forever, will also be bargainable in every 2-year contract. Bargaining will also bring consideration to health benefits funding, and what to date has been a history of benefit reductions.

Collective bargaining will also have to deal with the state's new found authority to contract out and erode seniority provisions. Employees express fear for their job security as a result. However, the vast majority of all union contracts contain strong layoff protections, with seniority as the standard basis for layoff. And, WPEA current CBAs assure our members won't strike, in recognition that managers won't contract out bargaining unit jobs. We expect similar protections in our future CBAs under the PSRA.

"Some of our folks are quite concerned about how the Personnel System Reform Act out will affect their seniority rights due to the provision regarding contracting out and what kind of protections we are going to have."

—Stan Hammer, Fish & Wildlife, PRO-S

WPEA is hard at work preparing our Members for the challenges to come. New staff Organizers are being hired to recruit Members in open shops. Opportunities are being explored to create new bargaining units to be WPEA represented. Internally, we have created a Collective Bargaining Planning Committee of member leaders and key staff. A Strategic Planning Workshop will also take place July 13-14. And, an Affiliation Task Force will explore whether a partnership with an international union will benefit our Members in meeting these challenges.

In the months ahead, WPEA will also be reaching out to our Members and non-members. We will be delivering workshops on the PSRA at Chapters. A major Leadership Conference will be held on October 19 in 4 or 5 regions of the state. Surveys and focus groups will reach into work sites. We will need everyone's support and participation to succeed.

"I am extremely relieved that the legislation passed. It has taken many years to refine the bill, and I have always thought that WPEA was going in the right direction to initiate change. DOP and PERC are now going to have to rethink the way they've been doing business."

— Jane Dudley, Pierce College

Changes will also be coming to state employees who are not union Members. Those who are unrepresented will have far fewer Civil Service rights than at present. Their rights will also pale in comparison to union represented employees. This is likely to mean most of the state's 100,000 employees will seek representation with some union. And since union security is negotiable in union contracts, employees will likely have to join that union or pay fees for representation costs.

Transitioning Timeline

July 2002

- ✓ Public Employment Relations Commission (PERC) assumes jurisdiction for bargaining units, union elections, and ULPs.
- ✓ DOP begins comprehensive review of state's 3,000+ job classifications.
- ✓ DOP Director decides which job classes are Exempt from Civil Service, instead of Washington Personnel Resources Board.

July 2003

- ✓ DOP/WPRB completes review of job classifications.
- ✓ Unions/Managers meet to identify payroll system bargaining impacts and issues for coalition bargaining.

January 1, 2004

- ✓ Unions gear up for first round of full-scope collective bargaining to begin no later than July 1.

March 15, 2004

- ✓ WPRB adopts new job classification Rules.

July 1, 2004

- ✓ WPRB relinquishes Rule making authority for unrepresented employees to Department of Personnel Director – bargaining begins for union represented employees.

October 1, 2004

- ✓ Union members ratify or reject first contracts, and then CBA submitted to OFM.

January–April 2005

- ✓ Legislative ratification of CBAs takes place.

July 1, 2005

- ✓ First CBAs go into effect.
- ✓ State's new job classifications are implemented.
- ✓ New contracting out provisions take effect: subject to union negotiations/CBAs, alternatives offered by affected employees, and competitive bidding requirements.

What the PSRA Does...

Collective Bargaining

- Expands bargaining to "full scope": wages, benefits, and working conditions.
- Each union will negotiate a Master Contract with the State of Washington covering all its bargaining units (though each college may opt to negotiate on its own)
- Agency/College level issues may be bargained at that level, as delegated in the Master Contract.
- WPEA's 30 existing bargaining units and representation of 5,000 state employees are continued and recognized for bargaining.
- Union shops will become bargainable in Master Contracts
- Discipline handled in grievance arbitration.

Civil Service Changes

- Review underway of state's 3,000+ job classifications.
- DOP Director gets Civil Service rule making authority from Personnel Board.
- DOP Director establishes Rules for unrepresented employees (union CBAs trump most of Director Rules)
- Labor Relations administration and enforcement transferred from DOP to Public Employment Relations Commission (PERC)
- Discipline appeals for unrepresented employees to be heard by Personnel Resources Board – PAB abolished.

Contracting out

- Mandatory subject of bargaining with union: protections and impacts to employees.
- Agency or college must determine that a contract will result in savings or efficiencies.
- Competitive bidding is required by contractors and employees have right to offer alternatives.
- Employees may also offer bids and DOP/GA must train employees to do so.
- The legislature's JLARC will conduct a performance audit of any contracting with a report by January 1, 2007.

PERSONNEL SYSTEM

WPEA Represented vs. Unrepresented

What a Difference the Union Makes!

WPEA represented employees will have a tremendous advantage over unrepresented employees in the new employment world established by SHB 1268, the Personnel System Reform Act of 2002 (PSRA).

WPEA represented employees will have a union that state managers must bargain with as a matter of law. Bargaining is mandatory over wages, benefits, seniority provisions, job security, employee rights, and working conditions. Bargaining will result in a legally binding contract. This will prohibit managers from unilaterally changing employment conditions for covered employees during its term.

Unrepresented employees will have no union to bargain for them, and managers are prohibited from negotiating with employees who have no union. There can be no CBA or contract protections or

benefits. In July 2005, unrepresented employees will be subject to personnel system Rules established by the DOP Director, not the Civil Service Board. Wages and benefits will be unilaterally set by the Legislature and state managers. Job security and layoffs will be influenced by the state's new authority to contract out and to diminish seniority rights in its personnel rules.

Union represented employees will have obvious advantages. As more issues become negotiable for bargaining, managers also attain more power. WPEA Members will have the power of thousands of Members supporting them. Unrepresented employees will be subject to the expanded power of their managers and with less Civil Service protections.

ISSUES	WPEA REPRESENTED	UNREPRESENTED
Wages	Mandatory subject of bargaining with WPEA, included in our Master Contract.	Set by legislature and personnel system. No Contract protection.
Seniority	Mandatory subject of bargaining with WPEA, included in our Master Contract.	Determined by DOP Director. No Contract protection.
Contracting Out	Mandatory subject of bargaining with WPEA, included in our Master Contract.	Decided by Agency/College managers. No Contract protection.
Health Care Benefits	Mandatory subject of bargaining with WPEA, in union coalition bargaining, included in our Master Contract.	Set by legislature. No Contract protection.
Other Issues: Affirmative Action, Appointments, Discipline/ Appeals, Layoffs, Probationary Periods, Promotional Registers, Sick & Vacation Leave, Tests/ Examinations, Training Transfers, Work Hours	Mandatory subject of bargaining with WPEA, included in our Master Contract.	Determined by DOP Director or agency/college managers. No Contract protection.

WPEA Asks You!

A lot of our members – and non-members in our bargaining units – have concerns and questions about the Personnel System Reform Act of 2002. Understandably, many folks have hopes as well as fears about their future, under the Act. WPEA wants to address those. Please take a few moments to express yourself about the PRSA of 2002 by completing this quick Survey, and we will get back to you personally:

WHAT I HOPE FOR under the Personnel System Reform Act, and how collective bargaining will positively affect my future:

WHAT I FEAR MOST about the Act, how it will be implemented in the next few years, and what WPEA will do to address my fears:

Please return this completed survey to Washington Public Employees Association by e-mail: wpea@wpea.org, Fax: (360) 357-7627, or mail: P.O. Box 7159 Olympia WA 98507-7159 by August 1, 2002.

Committee Plans for Collective Bargaining

How should WPEA approach full scope bargaining for the 5,000 state employees we represent? What should our proposals cover? Who should be on our bargaining team? How will members vote on a contract, and what happens if they vote it down?

All of these are valid questions raised by our Members as they move into collective bargaining under the PSRA. They are among the many issues and concerns WPEA expects to address in the next two years. Bargaining begins no later than July 1, 2004. So, WPEA needs to be prepared.

We are doing that by convening a special Committee of Members and Staff to plan for bargaining. It's called the Collective Bargaining Planning Committee. It meets first on July 10, and will meet quarterly for the next three years. Its members include Roger Montanez (Wenatchee Valley College), Kent Stanford (DNR), Barb Gagner (WSP Fire Marshals), Jane Dudley (Pierce College), Bob Hall (Corrections), as well as WPEA President Linda Shaw. WPEA Executive Director Eugene St. John and Governmental Relations Director Lynn Maier will staff the Committee.

While the PSRA will bring external changes to WPEA, the Committee will focus mainly on the internal changes WPEA needs to make to address those. Some of these include:

- **Selecting members for a statewide Master Contract bargaining team** covering 5,000 represented employees, instead of a team for agency/college level bargaining.
- **Assessing our members' needs** statewide and procedure for prioritizing them will also be addressed.
- **Mobilizing members** in support of bargaining.
- **Determining how WPEA will participate** with other unions in coalition bargaining.
- **Dealing with a new state job classification system** are others to address.

Other aspects will include how any affiliation of WPEA with another union might impact our bargaining. Successor planning for key WPEA Staff and Member-Leaders will be reviewed. And, educating our members to participate while attending to the timelines for changes to come will also challenge the Committee. There are a lot of loose ends and many nuts and bolts issues to address. Nonetheless, Committee members are up to the task ahead.

Questions, Comments, Concerns?

The Committee will report at each of the WPEA Board of Directors meetings. Progress and recommendations to our Board will also be posted on our web site: www.wpea.org. They also welcome questions and concerns from WPEA members and can be contacted by sending an e-mail to wpea@wpea.org.

"It's important that WPEA be prepared for the upcoming changes. The Planning Committee will help get things started as we begin to explore this new world of collective bargaining under the PSRA."

— Barb Gagner
Washington State Patrol

REFORM ACT OF 2002

PERC Takes Helm as Labor Board for State Workers

In the first significant step toward expanded collective bargaining for state employees, jurisdiction over most labor relations issues moved to the Public Employment Relations Commission (PERC) on June 13, 2002. As a result, the Department of Personnel and the Personnel Resources Board no longer have jurisdiction over unfair labor practices, bargaining unit determinations and representation elections.

The change in jurisdiction to an independent commission should mean better-reasoned and fairer decisions in labor relations cases, according to advocates for state employees. In the short term, however, the sudden change has stunned the regular labor relations business of state government as employees, unions, management and personnel offices scramble to sort out the confusion of a new law and new players.

Following a marathon hearing on June 14, 2002, PERC adopted emergency rules, including several proposed by WPEA, to help guide the players for the next 120 days. Except for these special rules, PERC general rules on the processing election petitions, ULPs and bargaining unit issues will now apply.

"This marks a historic shift," says Eugene St. John, WPEA Executive Director. "Over the last 40 years the limited rights to collective bargaining for classified state employees have been established and controlled primarily through the civil service rules. Now jurisdiction has moved to PERC, the same agency that handles labor relations disputes for most other public employees, including teachers and local government employees. The Department of Personnel is out of the labor relations business."

Created in 1975 by the Washington State Legislature, PERC is an independent state agency that is responsible for providing impartial, efficient and expert resolution of labor-management disputes. An executive director and staff conduct the day-to-day operations, including mediation, fact-finding, arbitration, unit determinations, election support, and unfair labor practice determinations. The three PERC Commissioners primarily hear and decide appeals on the record from decisions of staff hearing examiners.

The debate over how much of the past state labor practice will remain continued at the recent PERC meeting. Among the issues of concern to WPEA and other state employee unions were:

■ **No provision for recognition of new union representatives by check of authorization cards where employee support for the union is uncontested.** The PERC staff proposed rule would have abolished this long-standing practice for state employees, even though card check procedures are provided for local government employees under current PERC rules. WPEA argued that the law gave PERC authority to authorize the card check agreements and ultimately, PERC agreed.

■ **Allowing the employer to petition for a decertification election.** Although the existing PERC rule providing for employer petitions is similar to that for private sector employees, it runs counter to long-standing rules for state employees that have prohibited employers from raising such issues. WPEA argued that employees should be left to decide if they should file a petition to have a new union or no union. PERC agreed and exempted state employees from the current PERC rule.

"I'm rather anxious about the change the PSRA brings. I'm concerned we'll get into the car sales play where we negotiate with the Governor and then the Legislature kills the deal."

—David Lazar, Revenue

■ **No public notice to other unions about certification elections.** Under current DOP practice, other state employee groups are provided notice when a new election petition is filed. WPEA proposed a rule requiring prompt posting of election notices on the PERC web site. PERC rules make no such provision. PERC staff argued that providing public notice beyond a posting in the work area would be too costly and require too much staff time. In response, WPEA pointed out that state employees continue to work under a single personnel system. Under the unique "coalition bargaining" requirements of the new law, events regarding representation in other units could have profound effects beyond a single bargaining unit. While PERC did not adopt the

WPEA proposal as an emergency rule, they agreed to consider it further when the rules come back before the commission for final adoption.

■ **Limitations on unit modifications to merge bargaining units.** Under the new law, the legislature specifically adopted language encouraging the merger of otherwise appropriate bargaining units. Current PERC rules and rules proposed by PERC staff would ??? when such petitions could be filed, and would otherwise hamper such unit mergers. WPEA proposed language clarifying the process for such mergers, noting that units represented by a single union will already be bargaining as a coalition for a master agreement over wages and many significant working conditions. PERC modified the staff proposal and indicated it would further consider WPEA's proposal when the rules came back for final adoption.

■ **Recognition of contractual automatic extension clauses.** WPEA sought and received clarification of current PERC rules that suggest that such clauses are illegal. PERC indicated that the so-called "evergreen" clauses would be legal under their present rules, provided the clauses do not renew the contract for more than one year at a time, as provided by current civil service rule.

■ **Restrictions on campaign activities during mail ballot elections.** WPEA supported a WFSE proposal that would allow "get out the vote" and other campaign activity during a mail ballot election, as has been the thirty year practice under the civil service rules. Under current PERC rules all campaigning must stop once the ballots are mailed, and a violation could invalidate the election. WPEA noted that the current rules have worked well and fairly for state employees, that get out the vote activities are very important where elections can involve hundreds or even thousands of employees spread throughout the State, and it is impractical to keep employees from discussing and debating election issues over the multi-week balloting period. PERC did not adopt WFSE's emergency rule and WPEA expects the issue will return to PERC.

Under a section of the Personnel System Reform Act (PSRA) which went into effect June 13, 2002, "each and every provision" of the unfair labor practice procedures for local government employees "shall be applicable as it relates to state civil service employees." That PSRA section also provides that PERC now has authority "to adopt rules . . . relating to determination of appropriate bargaining units within any agency" and "make determinations relating to the certification and decertification of exclusive

bargaining representatives."

That section of the PSRA also deleted previous statutory reference to the PRB's authority to enforce the law against unfair labor practices. As a result, in April the PRB canceled all of its previously scheduled unfair labor practice hearings pending for May and

June. Investigation of new ULP charges by DOP was also put on hold. To clear the way for PERC, the PRB abolished obsolete bargaining units and repealed substantial portions of the civil service rules relating to union elections and ULPs at a swan-song meeting in May.

Adding to the confusion is the fact that the PRB continues to retain some collective bargaining role. The PRB still has statutory authority until 2004 to regulate union security elections and determine the contents of agreements between unions and agencies. Grievance and impasse mediation and arbitration will still be processed to the PRB until the phase-in of full collective bargaining is completed.

"I feel the Collective Bargaining Bill, which has been long sought by WPEA and other organizations, can be a mixed blessing. I have been advocating for some time now to achieve a master contract covering all institutions of Higher Ed. However, I fear the college pays and treats us the way they do because they are mandated to do so. Once these laws, rules, mandates and therefore our protections are removed, it will be a whole new world."

—Roger Montanez, Wenatchee Valley College

How Did Your Legislator Vote on SHB 1268?

SENATE...

29 Yeas: Senators Benton, Brown, Carlson, Costa, Eide, Fairley, Franklin, Fraser, Gardner, Hargrove, Haugen, Jacobsen, Kastama, Keiser, Kline, Kohl-Welles, McAuliffe, Poulsen, Prentice, Rasmussen, Regala, Roach, B. Sheldon, Shin, Snyder, Spanel, Swecker, Thibaudeau, Winsley **19 Nays:** Senators Deccio, Finkbeiner, Hale, Hewitt, Hochstatter, Honeyford, Horn, Johnson, Long, McCaslin, McDonald, Morton, Oke, Parlette, Rossi, Sheahan, Stevens, West, Zarelli **1 Excused:** Senator Sheldon, T.

HOUSE...

56 Yeas: Representatives Alexander, Berkey, Cairnes, Campbell, Chase, Cody, Conway, Cooper, Darneille, DeBolt, Dickerson, Doumit, Dunshee, Edwards, Eickmeyer, Fisher, Fromhold, Gombosky, Grant, Haigh, Hatfield, Hunt, Hurst, Jackley, Jarrett, Kagi, Kenney, Kessler, Kirby, Lantz, Linville, Lovick, Lysen, McDermott, McIntire, Miloscia, Morris, Murray, O'Brien, Ogden, Quall, Reardon, Rockefeller, Romero, Ruderman, Santos, Schual-Berke, Simpson, Sommers, Sullivan, Tokuda, Upthegrove, Van Luven, Voloria, Wood, and Mr. Speaker **40 Nays:** Representatives Ahern, Anderson, Armstrong, Ballard, Ballasiotes, Barlean, Benson, Boldt, Buck, Bush, Carrell, Casada, Chandler, Clements, Cox, Crouse, Delvin, Dunn, Erickson, Esser, Hankins, Holmquist, Mastin, McMorris, Mielke, Mitchell, Morell, Mulliken, Nixon, Orcutt, Pearson, Pflug, Roach, Schindler, Schoesler, Sehlén, Skinner, Sump, Talcott, Woods **2 Excused:** Representatives Lisk, Schmidt

Get Involved in WPEA!!!!

A Union To Be Proud Of...

As state employees move forward into the future of Personnel System Reform, WPEA will continue to be a strong advocate.

Our union has been incorporated for almost 50 years – since 1956. We were formed by disgruntled members of the largest state employee union. Our members wanted a voice, but it seemed lost in that big union. And, they wanted to express needs and values that may be different from those of the big union.

WPEA's incorporation also established us as **MEMBER OWNED** and **MEMBER DIRECTED**. That's not the case with most unions. Most are owned by international unions, and to some degree also their autonomy. Both will be big considerations in any recommendations for WPEA's affiliation with an international union.

With this ownership also came a focus on representing employees where they work – at their agency or college. In comparison to other unions, WPEA spends far more representation resources at this level. This focus is from the bottom up, instead of top-down. We also rely heavily on member participation in everything we do. That's why WPEA representation is from the inside out (of the workplace), rather than outside in. By far, most of WPEA's "agents" are our members themselves.

Over the years, these differences have had an impact on the lives of all state employees. WPEA, even though we are not the largest union, has been a leader on key state employee interests:

- ✓ **WPEA was the first state employee union to push for full scope collective bargaining in 1982**, with a "Dignity Day" picket at the Capital. We succeeded 20 years later.
- ✓ **Our union was the only union to sue the State** over forced housing and forced rent for Park Rangers and Fisheries employees.
- ✓ **WPEA led lobbying efforts to fund pay inequities** for Corrections Officers and others that were the forerunners to getting the "6767" process established.
- ✓ **We were the union involved with the common class common pay lawsuit**, settled in 2000 for \$4 million.
- ✓ **WPEA took the lead for PERS 3 and pension reform**, to give employees more choices and value in their pensions.
- ✓ **We opposed the Teacher's Pay Initiative in 2000**, calling for real revenue reform and warning that their COLA pay would be at the expense of state employees. Sure enough, no state employee COLA in 2002 and finally Legislators are talking about revenue supports for education.
- ✓ **WPEA led on the VEBA bill (passed), relocation assistance bill (passed), and the Line of Duty Death Benefit \$150,000**, now available to all public employees.
- ✓ **Our Members engaged the State of Washington in its first-ever successful strike** in 1977.

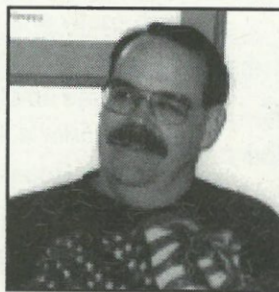
Through our 50 year history, some traits come through about WPEA, and WHY we are a great union for state employees.

First, **WPEA is visionary** – we stake out what is right for our members.

Second, **WPEA is tenacious** – we never give up on what is righteous for our members.

Third, **WPEA is effective** – we have succeeded on some of the biggest issues affecting state employees, as we advance our members' interests daily on a basis second to no other union. And most importantly, **WPEA members matter!** Our members are in charge of this union. Very few unions offer the participation opportunities to Members that WPEA fosters and promotes.

In the months ahead, many unions will be offering themselves as the "best" union for state employees. When that occurs, remember your union, WPEA. We are not perfect, but WPEA is among the best unions available. Tell that to your co-workers. Help us build an even better WPEA!



"WPEA is big enough to be effective, and small enough to take care of each member."

—Lee Hall, WPEA Vice President

Non-Union Members ... Join WPEA Today!

WASHINGTON PUBLIC EMPLOYEES ASSOCIATION MEMBERSHIP APPLICATION

Name _____	Agency/Institution _____
Home Address _____	City _____ Zip _____
Home Phone _____	Work Phone _____
Job Classification _____	Work Location _____

I hereby apply for membership in and authorize as my exclusive collective bargaining agent, the Washington Public Employees Association (WPEA). I authorize my Employer to deduct monthly dues of 1.25 percent of gross base salary (excluding overtime, shift pay or standby pay) to be remitted to the Association. Such amount to be not more than \$48.00 per month (or as dues may from time to time be established in the WPEA Bylaws). Such monthly deductions shall continue until: (a) termination of my employment, or if I am in temporary or seasonal employment status, such deductions shall be authorized and activated upon each return to temporary or seasonal employment status and shall continue during such employment periods; or (b) 30 days written notice of cancellation from me to the WPEA and my appointing authority. I further notify my employer to cease any dues deductions to any other union or association that I had previously authorized. Contributions or gifts to WPEA are not tax deductible as charitable contributions for federal income tax purposes.

Signature X _____	Social Security # _____
	(optional)
Date Signed _____, 20 _____	E-mail Address _____

If you would like to join WPEA, complete this form and return to
WPEA, P.O. Box 7159, Olympia, WA 98507-7159

Who Can WPEA Represent?

WPEA's mission is to represent public employees. That's what we have been doing since 1956. The PSRA of 2002 allows WPEA to offer our union to state employees, to become their representative. Approximately 60,000 of the state's 100,000 employees are currently represented by a union.

WPEA Currently Represents Over 5,000 Public Employees From:

Agriculture, Clark College, Columbia Basin College, Corrections, Ecology, Edmonds Community College, Fish & Wildlife, Fort Vancouver Regional Library, Grays Harbor Community College, Highline Community College, Licensing, Liquor Control Board, Lower Columbia College, Military Department, Natural Resources, Olympic College, Parks and Recreation Commission, Pierce College, Retirement Systems, Revenue, Skagit Valley College, Social & Health Services, Tacoma Community College, Transportation, Washington State Patrol, Washington State University, Western Washington University, Walla Walla Community College, Wenatchee Valley College, Yakima Valley College

Some of the employees WPEA represents:

Accountant, Ag Chemical Inspector, Carpenter, Corrections Officer, Counselor, Custodian, Early Childhood Program Specialist, Electronic Communications Technician, Engineer, Environmentalist, Equipment Operator, Fire Marshal, Fish Biologist, Food Safety Officer, Forester, Forest Crew Supervisor, Gardener, Investigator, Library Technician, Liquor Enforcement Officer, Liquor Store Manager, Media Maintenance Tech, Office Assistant, Offset Printer, Park Ranger, Revenue Auditor, Secretary, Security Officer, System Analyst/ Programmer, Tax Services Rep, Warehouse Worker ... and more

In the months ahead, we will be focusing on opportunities to represent new groups of employees, such as:

- **Supervisors:** under the PSRA, supervisors cannot be in the same bargaining unit as their subordinates. But, they can be represented by the same union. WPEA will be exploring supervisory units where we currently represent employees, as well as in other state agencies.
- **Accretions:** WPEA will be exploring groups to add to our existing bargaining units, within the same agency or college. Agencies like the State Patrol, Fish/Wildlife, Liquor Control Board, Licensing, Military, or colleges may have unrepresented employees who want WPEA representation.
- **New Agencies:** WPEA will also seek to represent state employees not currently in any bargaining unit. Those include the Department of Ecology where we have an active Chapter. Others include DSHS, Transportation, and the 4-year universities.

Organizers from several unions have already hit state government. WPEA expects to hire our own organizers in the months ahead, to recruit and build our power for bargaining. However, our best organizers are WPEA Members themselves. We will be asking Members to help in the months ahead. How about you?

I Will Help WPEA Organize in my area:

Name: _____
Agency/College: _____
Home phone: _____
E-mail: _____

Please complete return to WPEA by e-mail to
wpea@wpea.org or FAX to (360) 357-7627