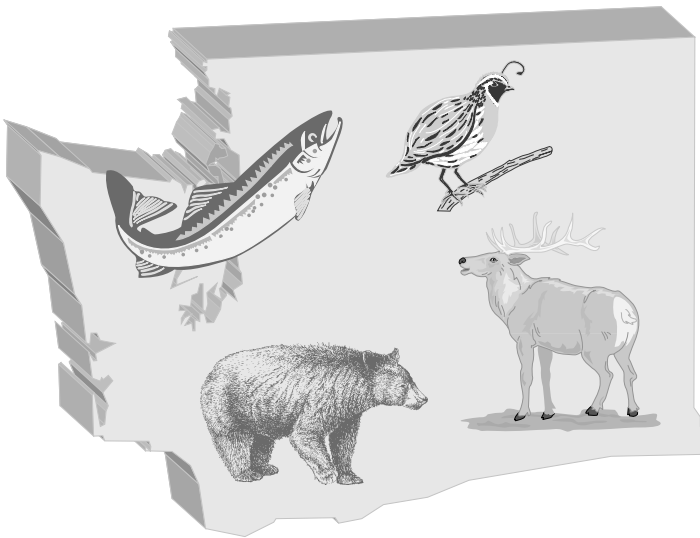
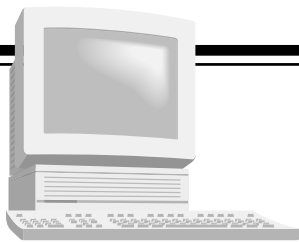


WAPB Newsletter



Washington Association of Professional Biologists

Fall 2002



WEBSITE:

wapb.olympiaonline.com

Check Us Out!

EMAIL:

wapb@olympiaonline.org

PRESIDENT'S MESSAGE

- by Anita McMillan, President

First of all I would like to say "Thank you" to everyone that has taken the time to read this newsletter. I want our members to be aware of the issues that we are facing, and to provide us with input, suggestions, and help. If you do have any suggestions, you may phone or E-mail any board member, or go to the WAPB web site (<http://wapb.olympiaonline.com>) and provide comments under the "Contact Us" section of the web site.

The continued looming issue is the Bargaining Bill (SHB 1268). Presently we are managing our labor issues as we have in the past using our Contract with WDFW (you can find that on our web page). That process will change in 2004 when the Bargaining Bill begins to be implemented. Before that change, WAPB has to decide what is our vision? Associations (unions and other bargaining units) with 500+ members will be allowed to be separate Bargaining Units. All groups with <500 members will have to Collective Bargain some basic issues such as wages and benefits. We contemplated trying to develop an Association with at least 500 members (we have about 240). WAPB Board met with WPEA/PROS in the spring of 2002 to review options that would include affiliating with PROS. WPEA informed us that they would not consider having the PROS chapter affiliate with WAPB. Meanwhile some of our members started asking unrepresented WDFW staff (Marine, Shellfish, etc) if they would be interested in being part of WAPB. Ultimately we discovered that WAPB members are not interested in soliciting for new members. Subsequently we brought this issue up at our Annual Meeting for discussion. Rhonda has informed us that her firm is very involved in the development of the process the Public Employment Relations Commission (PERC) will use in implementation of the Bargaining Bill. The issue of being an organization of at least 500 members has become less of an issue over time because many of the <500 organizations have absorbed into larger unions. We will definitely be the largest group remaining that has < 500 members, and may end up being the only group, thus resulting in being a separate Bargaining Unit, as we are presently. If you want to discuss these issues more I would encourage you to attend our December 3, 2002 meeting in Olympia.

I may be biased in wanting our organization to remain at its present size. I am currently very busy with WAPB issues, as are the rest of the board members. Additional members would result in more work for our organization. I already have shared Rhonda's recommendation that we may want to add two more Vice Presidents (one Vice President for each Program) on the WAPB Board. The challenge

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WILDLIFE BIOLOGIST EXONARATED BY THE WILDLIFE SOCIETY

By Bill Rooney, Managing Editor of *The Wildlife Society*
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Professional Group Exonerates Biologists in Catfight Over Lynx Study

The national furor over charges that several wildlife biologists purposely falsified data in a survey of Canada lynx sent a lot of fur flying, but it may be settling, judging by the just-released findings of a special Board of Inquiry appointed by the President of The Wildlife Society (TWS), the international organization for wildlife professionals. Two of the biologists, employed by federal or state natural resource agencies, are members of the Society.

The National Interagency Canada Lynx Survey (NICLS) was initiated in 1999 to determine the geographic range of the lynx and thereby enhance the furtive cat's future management and protection. Its principal tools are the use of hair collection and DNA testing. Investigations by the U.S. General Accounting Office and U.S. Department of Agriculture confirmed that the biologists had submitted for DNA testing "unauthorized" hair samples but found that no illegal actions had been taken. Some reports alleged that the biologists' motive was to promote an environmentalist agenda on public lands. The biologists maintain they submitted the "control" samples to probe the accuracy of the DNA testing laboratory, although they knew the survey protocol did not have a provision for such action. Hearings on the affair were held in the U.S. Congress and the Washington State legislature.

The uproar called into question the rigorous ethical standards that members of The Wildlife Society are expected to uphold. As a result, TWS President Diana L. Hallett, an official of the Missouri Department of Conservation, in late May established a Board of Inquiry and charged it with determining whether the two TWS members, Tom McCall and Raymond Scharpf, violated the Code of Ethics of TWS. In part, the Code requires each member to subscribe to the highest standards of integrity and conduct, and to support high standards of education, employment, and performance.

In a letter dated 10 July, Hallett informed Society members that the Board of Inquiry had reached its decisions: Both McCall and Scharpf exhibited poor judgment in submitting "control" samples to the DNA lab when they knew that the survey's protocol did not provide for such an action. However, the Board added that the two biologists' reasoning—to ensure that data resulting from the National Interagency Canada Lynx Survey were accurate and reliable—was consistent with the TWS Code.

The Board also found that neither McCall nor Scharpf acted in a manner suggesting they were trying to conceal the control-sample submission or influence the survey's outcome. Further, the control samples were labeled so as to prevent the lab from concluding that the samples represented actual field data. Poor timing and inadequate communications, the Board concluded, were contributing factors.

Given these conclusions, both biologists have been exonerated of charges of violating The Wildlife Society's Code of Ethics.

CONSOLIDATED BARGAINING UPDATE

By Rhonda Fenrich, Attorney

The State is still in the process of rule-making regarding consolidated collective bargaining provided for in SHB 1268. At this point, WAPB represents the largest group of employees who will be consolidated for contract bargaining. The Association has made the decision to remain independent and not join another union based on the fact that WAPB will have a stronger voice in the consolidated group.

This article will attempt to address some of the information and misinformation which has been spread regarding the bargaining process:

- 1. WAPB will get the "leftovers" in bargaining:** This is pure speculation by other unions attempting to build their membership base. At this point, the Governor's office has not established a procedure for bargaining, nor a time line for bargaining. Additionally, remember that the other unions represent a large number of diverse employee groups. Those unions will be required to bargain for those groups of employees at one time and will be required to determine whose issues are more important within their own union.
- 2. WFSEA and WPEA will have more bargaining power:** Nothing in the rules adopted by the State will position those unions in a better bargaining position than any other group. Again, this is speculation.
- 3. WAPB should try to get 500 members:** This would be ideal, but in order to do so, WAPB would need to consider representing more than biologists. If WAPB were successful in getting the unrepresented biologists (*i.e.* marine biologists) to join, you would still need to expand your membership to others, such as technicians or scientists. This would require a fundamental shift in your philosophy regarding membership, but is a possibility.

At this point, your Executive Board has decided to stay the course. We have two more years to work on bargaining and see how things will work out under this new system. If you have any suggestions, please forward them to your Executive Board.

SHB 1268 IMPACTS ON UNREPRESENTED STATE EMPLOYEES

By Rhonda Fenrich, Attorney

At this point, the impact of SHB 1268 on the unrepresented state employees is speculative since the state agencies impacted by this legislation are still engaging in rulemaking in order to implement this change. The law specifies that all state employee unions who represent less than 500 members will engage in "consolidation" bargaining regarding wages, insurance benefit levels, grievance procedures and other "global" bargaining issues. Specific mandatory conditions of employment will be bargained on an agency level.

What we do know is that the legislature will no longer engage in comparability and class analysis as the primary means of wage adjustments. While these practices will play a role in how the governor's office bargains with its employee groups, wages and other benefit levels will be set through the negotiation process. In the Department of Fish and Wildlife where there are three unions which represent biologists, and a number of unrepresented biologists, a likely scenario may be four different wage and benefit levels for the biologists working for this single agency. There is no provision in the legislation for how the unrepresented employees will "lobby" for their wage and benefit levels, so it is undetermined how their wage adjustments will be determined. If the unrepresented biologists would like wage and benefit bargaining, they will most likely be required to join one of the three unions which represent WDFW employees.

RESCHEDULED

WAPB Annual Meeting

There will be a make-up WAPB Annual Meeting on Tuesday, December 3, 2002 in Olympia at the Olympia Community Center from 9:00 – 4:00. This meeting is primarily for the Fish Program members that were not able to attend either of the annual meetings this year, due to mandatory training, but anyone is welcome. Any members who have already attended a WAPB annual meeting this year will have to attend on their own time. Those who were not able to attend our August Annual Meetings can participate during 1 day (a total of 8 hours) of WDFW time, but may not use WDFW vehicles. The eight hours also does not include drive time. For directions to the Community Center check the union web site (<http://wapb.olympiaonline.com>). We look forward to seeing you there!

The Annual Legal Report and WAPB Annual Meeting minutes for 2002 are available on the WAPB web site at <http://wapb.olympiaonline.com>.

SEMI-ANNUAL TREASURER REPORT 2002



By Lauri Vigue

Beginning Balance 1/1/02	\$7,979
Balance 8/4/02	\$15,198
CD/Savings (including interest)	\$7,187
Income	\$53,270
Debt \$41,820	
<u>Expenses in Detail</u>	
<i>Member Reimbursement</i>	
Anita McMillan	\$3,640
Robin Woodin	\$340
Lauri Vigue	\$1,660
Pat Miller	\$810
Ruth Milner	\$820
Min Huang	\$100
Travel	\$1,131
Charity Reimbursement	\$348
Non-Member Refund	\$124
P.O. Box	\$68
Rhonda Fenrich (Attorney)	\$28,500
Audit/Tax prep.	\$830
Web Site Maintenance	\$320
Office Supplies	\$278
Photocopies	\$487
Postage	\$1,055
Print Service	\$697
Phone	\$560
Annual Meeting Expenses	\$52
Total Expenses	\$41,820

MEMBER AT LARGE NOTES

By Pat Miller

August marked the end of my tenure as a WAPB board member. For the past 6 years I have served as Vice president, President, Newsletter Editor and then Member at Large. I am grateful for the opportunity to serve my fellow biologists on issues that have been important to us all. As I leave the board, I think we have one of the strongest Executive Boards in recent history in place and I know that we can have confidence in their work. But the E-Board needs help and you too can have a chance to serve your fellow co-workers. Please consider volunteering to act in a board position or as a part of the liaison group to further communications in our organization. Thanks again for the opportunity to serve our organization.

PRESIDENT'S MESSAGE, *cont. from Page 1*

with that idea is that it would result in more expenses to our organization that may not be affordable with our current budget. It's a circle argument because more members would provide us with more money to manage the workload. But without more assistance from membership with board responsibilities we will not be able to manage any more workload. At this time WAPB would be willing to consider having any unrepresented staff in the Biologist series become part of WAPB.

Now is the time to step up to the plate to consider being a more active WAPB member. For those future board members now is the time to get familiar with the way business will be run when you are the future President of WAPB.

Hope to see the folks that were not able to attend the earlier annual meetings at our Make-Up WAPB Annual Meeting on December 3, 2002 at the Olympia Community Center.

We are looking for suggestions of when and where to have next year's annual meetings. If you have any suggestions please send them in at the WAPB web site.

If you would like to receive the WAPB Newsletter by e-mail, please send your e-mail address in at the web site or to Karen Kloempken at: kakloempken@centurytel.net.

Job Reps

Lynda Hoffman - *Habitat Program, Region 2*

Jeff Korth - *Fish Program, Region 2*

Ruth Milner - *Wildlife Program, Region 4*

Steve Bell - *Habitat Program, Region 5*

Dave Kloempken - *Habitat Program, Region 6*

Anita McMillan - *Wildlife Program, Region 6*

WAPB

Anita McMillan, President

Dave Kloempken, Vice President

Robin Woodin, Secretary

Lauri Vigue, Treasurer/Membership

Beau Patterson, Member at Large

Noelle Nordstrom, Membership Liaison

Karen Kloempken, Newsletter Editor

WAPB

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