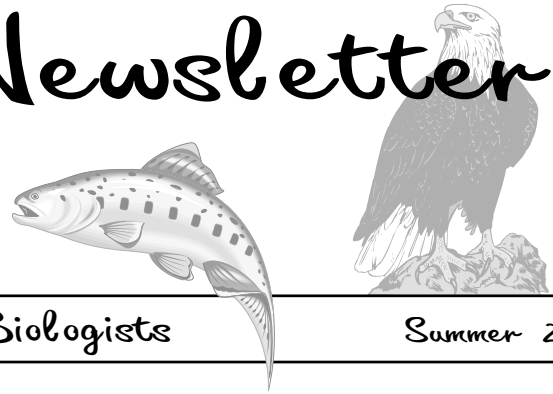
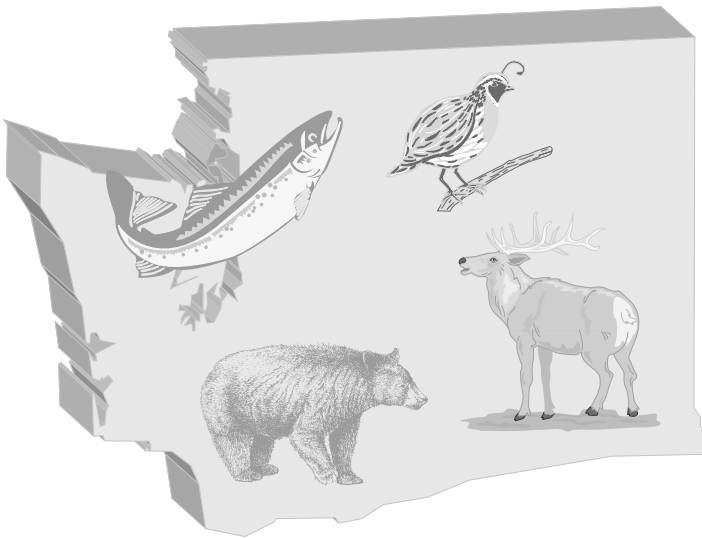
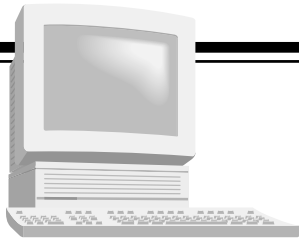


WAPB Newsletter



Washington Association of Professional Biologists

Summer 2002



WEBSITE:

wapb.olympiaonline.com

Check Us Out!

EMAIL:

wapb@olympiaonline.com

PRESIDENT'S MESSAGE

- by Anita McMillan

Being President of WAPB has been a very interesting roller coaster ride. Here are a few things that have been and will be addressed during my term:

- Getting WDFW to recognize our basic right to bargain impacts
- Budget problems resulting in requesting a minor dues increase
- Class Study initiation
- Collective Bargaining Bill
- Lynx Data Associated Discipline Actions
- Minimum Qualifications, for Fish & Wildlife Bios, being revised by Personnel Board where Bio 2, 3 & 4s are not required to have a four year degree if they have Bio 1 experience
- WDFW RIFs due to major budget cuts
- Bargaining the impacts of WDFW Policies that were finalized without apparent consideration of WAPB input on the drafts
- Lobbying details and direction associated with our budget crunch
- Vice President leaving for a job in another state

The reason I bring this up is because with all that is on the WAPB plate this year we need more involvement by the members. I know the WAPB Board and those few individuals that we call on repeatedly will not have the ability to complete the necessary tasks. I frequently consider the reason why I support the Association - it is truly a unique Bargaining Unit, driven by the goals of benefiting the fish and wildlife resource. Please do more than consider being involved, let us know which task you could help out the Association with.

Here is where we need your help:

Newsletter Editor and Assistant - we need someone to take on the role of the Newsletter Editor. We could also use an assistant that could assist the new editor.

Bargaining Bill Committee - we need to find employee groups (unrepresented in WDFW), and small bargaining units (within and outside WDFW) that would consider affiliating with WAPB to resolve some of the Bargaining Bill impacts.

continued on page 3

In This Issue

President's Message	1
Collective Bargaining for Wa. State Employees	2
VP Election & Bylaw Results ...	2
Re-Class Study Committee	3
Treasurer Report	3
Annual Mtg Announcement	3
WAPB Elections 2002	4
Mission Statement	4

COLLECTIVE BARGAINING FOR WASHINGTON STATE EMPLOYEES. SHB 1268

-by Rhonda Fenrich, Attorney

The Washington legislature has passed SHB 1268, which radically changes the landscape of collective bargaining for state employees. Some of the changes will have long-term positive impacts on collective bargaining in this state. However, those potential positive outcomes may be significantly outweighed by the potential negative consequences of the Act.

The Positive:

The Act consolidates several state boards which handle labor and personnel matters. By this Act the Personnel Appeals Board is abolished, and most of its current functions will be assumed by the Personnel Resources Board. The Personnel Resources Board (PRB) will be geared toward personnel matters such as employee classification reviews, salary reviews and disciplinary appeals. The Act extends the jurisdiction of the Public Employment Relations Commission (PERC) to state employees. Currently, the PERC handles labor matters for the counties and cities. PERC will process unfair labor complaints, bargaining unit classifications, and other labor specific issues for all state public employees.

Another, potentially positive, aspect of the Act is that it provides for collective bargaining over all conditions of employment, including wages and most benefits. The Act also provides for a more defined bargaining and unfair labor practice process.

The Negative:

The Act requires coalition bargaining for all bargaining units, which represent less than 500 employees. This requirement is waived for higher education and state police employees. This coalition will bargain with a designated representative of the Governor for wages, standardized working conditions (shifts, RIFs, grievance procedures, personal leave time) and benefits.

Coalition bargaining strikes at the heart of independent labor organizations, as it requires these unions to bargain not only with the Governor, but also with the other unions to determine wage and benefit priorities. The Act does not specify how these master contract negotiations will occur. After bargaining the master contract, which must occur each biennium, each bargaining unit may bargain specific working condition issues unique to their agency and their bargaining unit. These issue specific negotiations will occur between the Agency and the individual bargaining units.

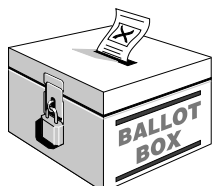
If the parties bargain to an impasse, and the contract is over a year retroactive, the employer may unilaterally implement its contract proposal. The master contract, once bargained, will be presented to the legislature for an all-or-nothing approval.

The Act declares the following to be permissive/prohibited subjects of bargaining: management rights; health care benefit plan levels; retirement benefits; and PRB policies. All other issues will be declared mandatory or permissive pursuant to PERC precedent. The Act also removes most of the current restrictions on the contracting out of state services.

All current contracts are considered valid until June 30, 2005, when the new contract must comply with the statute. A plan for the master contract bargaining must be implemented by September 2003.

Other Issues:

The Building Industry Association of Washington has filed a referendum in an attempt to remove the collective bargaining aspects of the legislation, which will potentially go before the voters in November 2002. This hastily prepared referendum will have negative consequences as it proposes to delete the collective bargaining aspects of the law in total. The potential impact of this referendum will be to negate all collective bargaining in Washington. Full-scale collective bargaining is in the best interests of public employees. This Act provides some of that benefit while targeting small Associations in an attempt to weaken bargaining rights. Stay tuned . . .



VICE-PRESIDENT ELECTION AND BYLAW RESULTS

Congratulations to Dave Kloempken, Region 6 Area Habitat Biologist, he is now the new Vice President to replace Min Huang. Earlier this year Min left the agency for a new job in Connecticut. The WAPB membership also approved the updated version of the WAPB Bylaws. The final Bylaws will be placed on the web site.

RE-CLASS STUDY COMMITTEE

-by Anita McMillan

We have officially requested that WDFW conduct a Class Study on the Fish & Wildlife Bio 1-4 Series. At this time, WAPB and WPEA/PROS are collating input from membership regarding criteria that will aid us in justifying the need for a Class Study. This criteria will be provided to WDFW by the end of June 2002. This should give the process a kick-start by focusing the WDFW effort on the criteria that are specific to our members. The criteria package that we provide WDFW is important for providing the ammunition that we need to assure that the Class Study process will even be approved by WDFW and Department of Personnel.

The class study is warranted when it becomes apparent that positions cannot easily be allocated by applying the existing criteria. Keep this in mind during this process. A class study is not the process to target for increasing salaries, adjusting minimum qualifications or to deal with the need for more staff. Certainly a class study may result in a change in salaries for the job series, and it may clarify the specifics on minimum qualifications, but these are not criteria that we can use to justify the process.

Ultimately the Class Study has to be a cooperative effort. The best outcome will be one that makes the allocation of job series a smooth process. We will be working with our members foremost, but also with administration and the other bargaining units whose members will be affected.

If we are successful in getting the Class Study process approved, then WDFW will be analyzing our Classification Questionnaires (CQs) very thoroughly to establish the basis for revision of class specifications. Position audits of many of our members will be part of the process. It is not too soon to look closely at your CQ, and make sure it represents the work that you perform.

While this process may be time consuming for many of us, it is a worthwhile expenditure of time. So please, don't just consider but please offer to be an assistant in this process. Currently we are not in need of any additional Committee Members but we could use your help in other ways. We will need to have good networking with the ADs, and with our own members. If you could help out in any of these ways, please let me know.

The Class Study Committee includes Greg Schirato (Chair), Lauri Vigue, Curtis Kraemer, Jeff Korth, Ruth Milner and Dave Kloempken. I encourage you to contact these folks to provide them your input and ask them questions.

PRESIDENT'S MESSAGE *cont. from pg. 1*

Assistants for the Class Study Committee – we have established a Class Study Committee that would likely appreciate assigning some specific tasks to others (employee polls, summarization of polls, multi state job level and series comparisons, etc.).

Draft Policy Review Committee – we need dedicated persons to be readily available to review policies and seek input from other members regarding policies.

Legislative Bill Tracking & Lobbying Committee – we need to have a few people committed to help out on tracking bills, lobbying, and soliciting member involvement to contact their legislators about issues that need our attention.

Personnel Board Reviews - members to review and report Personnel Resources Board Actions that will impact WAPB members (both positively and negatively; we want to provide testimony in both cases). This involves reviewing the monthly notices of the Personnel Board web page.

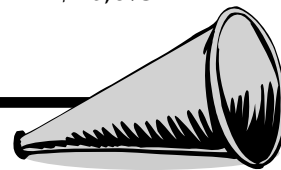
If you are interested in giving your time to any of these opportunities, please contact one of our board members or myself.

WAPB TREASURER REPORT

- by Lauri Vigue

Balances as of June 16, 2002

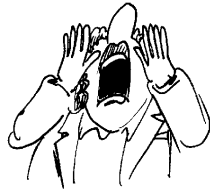
CD	\$ 2112
Savings	\$ 3055
Checking	\$ 15,508
Total	\$ 20,675



WAPB ANNUAL MEETING ANNOUNCEMENT

Please make note on your calendars! The annual meetings are moved up to August this year, mainly because of the cancellation of the east side meeting last year due to poor driving conditions in November. The east side meeting will be held on Wednesday, August 7th in Ellensburg; and the west side meeting will be held in Olympia, on Wednesday, August 14th. The locations and directions will be posted on the web site, and on a post card that will be mailed prior to the meetings. We are hopeful for a good attendance this year. We have many important topics to discuss and we need feedback from membership.

WAPB ELECTIONS 2002



This year we have two openings on the board, treasurer and member at large. Both positions will serve a two-year term, and are reimbursed for their time. If you are interested please contact Robin Woodin, Election Committee Chair, by July 20th.

Job Reps

Lynda Hoffman Region 2	<i>Habitat Program</i>
Jeff Korth Region 2	<i>Fish Program</i>
Ruth Milner Region 4	<i>Wildlife Program</i>
Steve Bell Region 5	<i>Habitat Program</i>
VACANT	

Mission Statement

The Washington Association of Professional Biologists (WAPB) strives to provide the highest level of professionalism and advocates for the State's fish and wildlife and their habitats. The goals of the Association are to promote an environment for all employees to achieve their professional best by: promoting fair and reasonable working conditions; developing effective means for prompt adjustments of differences, misunderstandings and disputes; and working with legislators and organizations to promote policies that protect and manage fish and wildlife resources.

Anita McMillan, President
Dave Kloempken, Vice President
Robin Woodin, Secretary
Lauri Vigue, Treasurer/Membership, NL Editor
Pat Miller, Member at Large
Noelle Nordstrom, Membership Liaison

WAPB

Washington Association of Professional Biologists
P.O. Box 551
Olympia, WA 98507-0551

Website: wapb.olympiaonline.com

Email: wapb@olympiaonline.com

Important Information
on Annual Meeting
this Summer
Details Inside!