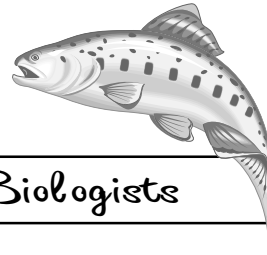
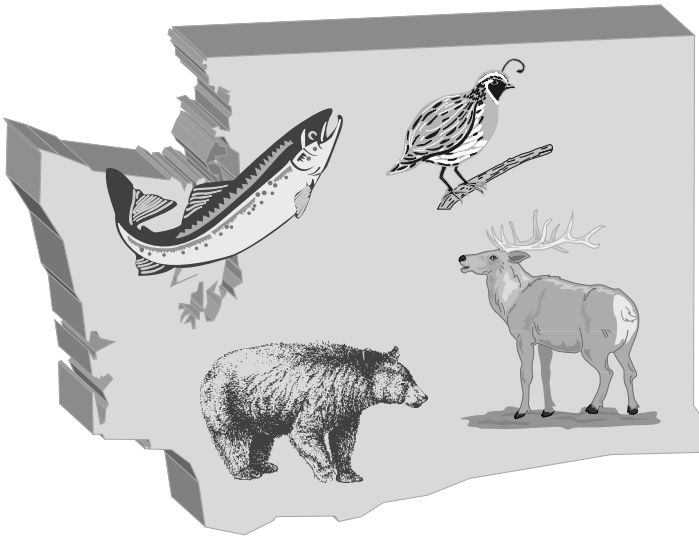


WAPB Newsletter



Washington Association of Professional Biologists

Winter 2004

2004 Annual Meeting Dates

Okay everyone,
mark these dates
on your calendar:

Westside:
August 12th

Olympia Community Center

Eastside:
August 13th

Hal's Home Center, Ellensburg

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President's Corner *By Steve Bell*

WAPB was born in the fall of 1992.

But it's genealogy dates back to the time of the American Revolution. The year was 1794. The place; New York. Printers went on strike for shorter hours and higher pay. Before the end of the 18th century, carpenters, cabinet makers and shoemakers would strike for similar improved working conditions and wages.

Starting in the 1820s, business interests and pro-business politicians decree the ruinous effects that union efforts would have on the economy when they succeeded in reducing the working day from 12 to 10 hours. Somehow, the country miraculously survived and even prospered.

The Nation Labor Union, formed in 1866, persuaded Congress to pass an eight hour day for Federal workers. Despite a great wailing and gnashing of teeth from industrial interests the country not only survives the change but manages to prosper all the more.

The radical union, Knights of Labor, formed in 1869 and run by a bunch of wide-eyed idealists opens it's membership to all workers of all races male or female. Other radical concepts include demands for mass public schooling with compulsory attendance to help abolish child labor. What was wildly radical then is mainstream now.

In 1911 a horrendous fire destroys the Triangle Shirtwaist Co. in New York. Over 150 employees, mostly young women, are killed. Some are burned alive, some die from smoke inhalation others leap to their deaths in front of helpless spectators. Escape from the factory was impossible because the exits were locked to prevent the employees from stealing the textiles. The tragedy gives rise to industrial safety and fire prevention measures; the forefather of modern Labor and Industry standards.

The Clayton Act of 1914 results in the declaration that "the labor of a human being is not a commodity or article of commerce". The Clayton Act legalized strikes, boycotts, peaceful picketing, and limited the use of injunctions in labor disputes.

Fast forwarding through history to February, 2004 we find many of ancestor's hard won battles being chiseled away with extreme malice under the guise of the greater economic good. Working a 10 or more hour work day in exchange for 'comp-time' is increasingly accepted as the norm. Certain gains for women and minorities have been curtailed. Ergonomic rules for our health and safety rolled back as being 'too expensive'. And one of the greatest insults to the hero's of the American labor movement; strikes for

Continued on Page 2

President's Corner, continued

public employees – outlawed. This is just the tip of the iceberg we're floating on, and I fear it's melting fast.

And yet I have hope. I look around and I find dedicated members that step up to the plate and take on whatever task is asked of them; and they inspire me. I meet with workgroups desiring to join WAPB and their enthusiasm energizes me. Where there is change there is opportunity (i.e. Civil Service Reform). Whether you belong to WAPB as a willing supporter, or begrudgingly as a condition of employment, know this: you are the beneficiary of over two centuries of American labor heritage. WAPB may be a 'small union' in numbers, but we are more than big enough to involve all who wish to participate in forging our collective future. If you want to shape the world that future generations will inherit, your participation in WAPB is always welcomed.

On Memory Howard Fuss

Howard Jack Fuss ~ April 8, 1954 – January 14, 2004

Growing up in Bellevue, Washington, Howard was entranced in the world of fishes at an early age. In 1972 his enthusiasm and passion for the outdoors and the fisheries resource led to his education at the University of Washington, where he received a B.S. and M.S. of Fisheries.

Howard began his work with the Washington Department of Fish and Wildlife as a biologist in 1980, and eventually was promoted to a Research Scientist. For most of his career, he worked on a variety of issues related to improving hatchery management, especially salmon egg incubation techniques. Many of the techniques and standards he helped develop are still in use in hatcheries today, almost 20 years later. More recently, his work focused on understanding the interactions between wild and hatchery fish. Howard's research addressed some of the most important fisheries questions of our time. He was particularly gratified when resource managers used the information that he collected to improve conditions of the fish he so loved.

In addition to his dedication to fisheries, he was a leader and mentor as an environmental activist, labor activist, and volunteer. He became a member of the PRO-S chapter of the Washington Public Employees Association union in 1984, and had been chapter president from 1996 to the present. He was a strong advocate for fellow workers, championing the contributions of researchers and scientists, and lobbying with the legislature.

Howard loved his life. His interests included fishing, golfing, camping, gardening, and cooking. He loved food. No spice, no vegetable, no filet of fish were beyond his culinary skills to delight his friends and family. His sense of humor was infectious. Howard's sister insists he was one of the funniest people she had ever known. He is survived by the second funniest person, his wife of 21 years, Kathy Gore Fuss; his father Joel Fuss; his sisters, Judith and Nomi; his nephew, Josh; his nieces, Nicole and Coty; his brother-in-law, Drew Scherping; and his devoted dog, "Flint", and feisty cat, "Cali". He was preceded in death by his mother, Lucille Fuss.

Habitat Survey Cards

By Steve Bell

Last fall WAPB filed a class action grievance and demand to bargain in response to WDFW's requirement to include a survey card with each Hydraulic Project Approval (HPA). As a result of subsequent meetings, WDFW agreed the cards would not be used in disciplinary actions, evaluations or merit pay increases. In exchange for these assurances, WAPB and WDFW have mutually agreed to suspend (but not withdraw) the grievance and demand to bargain to give WDFW a one-year trial period ending in August, 2004. At that time we will reconvene to re-evaluate any concerns that might arise during the trial period.

WDFW indicated that customer survey cards may be developed for other programs in the agency. Whatever sideboards WAPB and WDFW accept may have far reaching implications for other WDFW employees that interact with the public. WAPB members are encouraged to keep us apprised of concerns regarding the survey cards as they develop. In the interim, Biologists that are required to provide survey cards should continue to do so per agency guidance so WAPB and WDFW can identify potential issues of concern during this trial period. Special thanks to Pam Erstad, Don Nauer and Bruce Baker for their valuable participation on the Standing Committee addressing this issue.

WAPB Needs You!! Become Involved Now!!

By Steve Bell

WAPB is still short handed on a couple of fronts. We are in need of a Newsletter Editor and Job Representatives in Region 5 and 6. Very soon we will need candidates for Treasurer and Vice-President.

Job Representatives typically work during work hours and on state time when there's a need for their representation in cases of disciplines, grievances, and Demand to Bargain issues. Training is provided by WAPB. Ideal candidates should be diplomatic and have a genuine affection and compassion for their coworkers. A strong belief in justice, fairness and an ability to exercise discretion are imperative. If interested, contact Dave Kloempken or Steve Bell for more information.

The **Newsletter Editor** is probably the least time consuming position but provides a vital link in keeping members informed. The Newsletter Editor should be persistent in seeking out appropriate articles of interest to the membership. An ability to set deadlines and hold others to those deadlines is an important asset. Creativity and innovation are encouraged. If interested contact Lauri Vigue or Steve Bell for details.

The **Vice-President** assists the President as necessary and presides at meetings in the President's absence. He/she chairs the Grievance Committee. This is a high profile and demanding position. The Vice President

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should be diplomatic, and be a strong advocate for members in grievance situations. Potential candidates should contact Steve Bell, Dave Kloempken or Bryan Murphie.

The Treasurer requires organizational skills and ability to keep financial records. This is a key role in keeping WAPB running. He/she tracks the Association's finances, pays the bills, and maintains records of members' dues payments. The Treasurer maintains the official list of members on a monthly basis. He/she presents an accounting of all financial transactions at meetings. Honesty, integrity and a willingness to hold board members accountable for their costs is essential. The Treasurer should be an advocate for the wise use of the Association's finances. Potential candidates should contact Steve Bell, Lauri Vigue or Bryan Murphie.

All positions are eligible for reimbursement of costs such as mileage, parking, etc. Some activities (i.e. disciplines, grievance, standing committee) may be conducted on state time with prior approval of a supervisor. Time spent on official WAPB business outside of state time may be compensated by the Association upon request.

Legislative Update

By Steve Bell

Mahatma Gandhi once said "you must be the change you want to see in the world".

WAPB has opted to rely on the participation of members this session to provide expert testimony to the legislature instead of hiring a professional lobbyist. There is no one better to represent the changes you want in the work place than you. WAPB provides the legislative hearing information, but it's up to you to provide the expert testimony. If you are not currently receiving our legislative alerts, please visit our website at <http://wapb.olympiaonline.com/> and click on 'contact us' to send an e-mail with your home email address. Sorry, we are not able to send legislative updates to agency e-mail addresses. A few of the bills on our radar include: HB 3037 - Allowing employees to accrue seniority benefits while on family leave; HB 2940 - Increasing leave from employment for children's educational activities; HB 2349 - Allowing small scale resource extraction without written approval; HB 2650 - Recognizing important bird areas; SB-6368 Allows Habitat Bios to issue stop work orders for HPA violations; HB-2348 Limiting geoduck harvest in Hood Canal - to improve DO content.

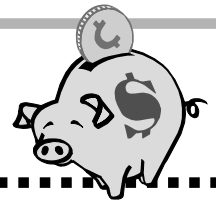
There are still a few seats available for members interested in participating on the Legislative Committee. The credible testimony of one biologist on a subject in his/her field of expertise carries a tremendous amount of weight in the eyes of most legislators. Don't discount your potential to influence their decisions.

To read the entire text or find the status of these or any other bills, go to <http://www.leg.wa.gov/wsladm/bills.cfm>. To contact the members of a House committee go to <http://www.leg.wa.gov/house/opr/stcommpg.htm>, click on the word "members" to the right of the committee you wish to

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WAPB Final Treasurer Report 2003

By Lauri Vigue



Checking Beginning Balance 01/01/03	\$ 22,887
Balance 12/31/03	\$ 47,686
CD Beginning Balance 01/01/03	\$ 2,145
Balance 12/31/03	\$ 10,409
Savings Beginning Balance 01/01/03	\$ 9,118
Balance 12/31/03	\$ 12,144
Total Interest Earned (CD, Checking, Savings)	\$ 357
Income	\$ 103,278
Debt	\$ 67,657
Expenses in Detail	
Member Reimbursement	
Steve Bell	\$ 1,040
Adam Couto	\$ 100
Anita McMillan	\$ 2,690
Pat Miller	\$ 140
Beau Patterson	\$ 300
Lauri Vigue	\$ 1,760
Robin Woodin	\$ 180
Non-Member Reimbursement	
David Brock	\$ 80
Ruth Milner	\$ 360
Total Reimbursement	\$ 6,650
Travel	\$ 1,334
Charity Reimbursement	\$ 451
P.O. Box	\$ 68
Sec. Of State	\$ 30
Washington Mutual(checks fee/stop pmnt)	\$ 37
Rhonda Fenrich (Attorney)	\$ 53,898
Audit/Taxes (CPA)	\$ 840
Office Supplies	\$ 282
Photocopies	\$ 94
Postage	\$ 613
Print Service	\$ 1,346
Phone	\$ 720
Dues Refund	\$ 45
Meeting Expenses	\$ 1,249
Total Expenses	\$ 67,657

contact and you will be taken to a list of representatives in that committee. To contact Senators go to <http://www.leg.wa.gov/senate/scs/default.htm> for committee information.

By law, any participation in the legislative process must be done on your own time without agency support or materials. When contacting legislators you may identify yourself as a member of WAPB, or a private citizen, but it is imperative that you DO NOT express your opinions as a state employee on behalf of WDFW. For more information on your rights and responsibilities please refer to Article 3, Section 8 of the WAPB Collective Bargaining Agreement <http://wapb.olympiaonline.com/contracts.html>

Special thanks to Adam Cuoto for his participation on the Legislative Committee and for being part of the change he wants to see.

Members Corner

OK folks! We are looking for submissions of all kinds. This is your chance to have your poems, short stories, cartoons, etc. published in the WAPB Newsletter. Send your submissions to the WAPB web site at "wapb@olympiaonline.org" We look forward to your submissions.



WAPB Dues Tax Deductible

This is a friendly reminder that your union dues are tax deductible. Please send personal address and E-mail changes to: wapb@olympiaonline.org

Job Reps

Lynda Hoffman - Habitat Program, Region 2
Jeff Korth - Fish Program, Region 2
David Brock - Habitat Program, Region 4
Julie Stofel - Wildlife Program, Region 4
Region 5 VACANT
Dave Kloempken - Habitat Program, Region 6



WEBSITE:
wapb.olympiaonline.com

Check Us Out!

EMAIL: wapb@olympiaonline.org

WAPB Numbers & Emails



Steve Bell, President
(stevebell@gocougs.wsu.edu)
Dave Kloempken, Vice President
(dkloempken@centurytel.net)
Bryan Murphie, Secretary
(bmur7@msn.com)
Lauri Vigue, Treasurer/Membership
(VIGUE_L@msn.com)
Adam Couto, Member at Large
VACANT, Newsletter Editor
Pat Miller, VP Pilot/Wildlife Program
Bruce Baker, VP Pilot/Fish Program

WAPB

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

Website: wapb.olympiaonline.com

Email: wapb@olympiaonline.org