

# OFFICIAL GRIEVANCE FORM

WASHINGTON FEDERATION OF STATE EMPLOYEES, AFL-CIO

Grievance # 2023July5 Perkins, Copland, Fuchert, Aspden Et Al

Local: (Statewide)

Date filed: July 5, 2023

Name of Grievant(s): Bill Copland, Jim Fuchert,  
Marlanea Aspden, Anthony Perkins, Jon Oglesby, Et Al

Classification (if known): All Bargaining Unit Classifications

Agency or Higher Education Institution: DOC

Supervisor: Statewide

Work location: All DOC Work Locations

Appointing Authority:

Directions: Any employee who desires to file a grievance must consult with a Union Representative (Steward/Chief Steward or WFSE Staff) who will complete this form and sign it, in accordance with the appropriate grievance procedure.

**Applicable Collective Bargaining Agreement (CBA): The General Government 23-25 Collective Bargaining Agreement by and between the State of Washington and the Washington Federation of State Employees**

Article(s) and Section(s) of the CBA violated, misapplied, and/or misinterpreted: Article 2 [Non-Discrimination]; Article 38 [Mandatory Subjects], Article 47 [Workplace Behavior], and Memorandum of Understanding (MOU) F [Implementing Recognition and Retention Lump Sum Payment]

Other violations (UW only):

Check one:  Discipline  Non-discipline

Nature of the grievance and facts upon which the grievance is based: (State briefly but fully pertinent information such as date, place, who caused the action objected to (if known) and relevant inequitable or unfair treatment. Use additional sheets if necessary. Number of attached sheets:

The Union protests the Department of Corrections (DOC) position related to the \$1,000 Recognition and Recruitment Lump Sum. The action referenced constitutes a violation of the CBA, including, but not limited to, violations of Article 2 [Non-Discrimination]; Article 38 [Mandatory Subjects, Article 47 [Workplace Behavior] and MOU F [Implementing Recognition and Retention Lump Sum Payment]. On June 7, 2023, DOC Labor Relations Manager Nancy Waldo sent a divisive and discriminatory email to all DOC staff related to the \$1,000 Recognition and Recruitment Lump Sum stating that all DOC staff, except for WFSE Represented Bargaining Unit Members, would be receiving the recognition pay. The email was discriminatory and does not promote an environment that fosters mutual respect and professionalism. The WFSE asserts DOC's failure to issue the owed compensation to WFSE Represented Bargaining Unit Members is not warranted based on all the facts and circumstances surrounding this case. Attempts to informally resolve this breach were unsuccessful, forcing WFSE to file this grievance.

#### SPECIFIC REMEDY REQUESTED:

The Union requests a full make-whole remedy, including, but not limited rescinding the email sent to all DOC staff, issuing the \$1,000 recognition lump sum to all WFSE Represented DOC Staff, including interest, reimbursing any attorney fees, and any other relief that is just and equitable.

Justin Henry, Council Representative, Jen Thomas, Labor Advocate,  
Ton Johnson Labor Advocate

Name and Signature of Union Representative:

Grievant's Signature (optional under all CBA's)

Name and Title of Employer Representative Receiving Grievance (**Please print**)

Signature of Employer Representative

Date

Distribution: Employer Representative(s) (in accordance with the appropriate grievance procedure); Grievant; Steward; Staff Representative; Local/Council 28 Grievance Committee