

General Government

Steve Segall – Human Services

My name is Steve Segall. I am a Disability Adjudicator 3 for the Division of Disability Determination Services. It has been my privilege to serve as your representative on the General Government collective bargaining team four times (2008, 2010, 2018, and 2020). Our bargaining team rose to meet our greatest contract challenge during the COVID-19 pandemic and resulting economic crises. We employed creative strategies to use federal dollars to save the state money and hold the line on our health care costs, maintain step increases, and prevent layoffs. We fought for a reopener in the event of significant economic improvement and, after passage of the American Recovery Act, were able to negotiate a 3.25% across the board pay increase starting in July 2022 as well as lump sum payments ranging from \$3,400 to \$850 with lower wage job classes receiving the higher amounts. For more details see <https://www.wfse.org/news/general-government-pay-raise-agreement-ratified>.

I'm a mentor shop steward, WFSE executive board member, and also serve as District 3 vice president and executive board member of the Washington State Labor Council. My experience with our union and working with labor unions throughout Washington bring the perspective to the bargaining team that contract negotiations are an ongoing campaign. I promise to work hard to benefit all our members and achieve the best possible contract gains for 2023-25 and lay the groundwork for future gains. I respectfully ask for your vote and support. Thank you.

Shannon Barry – Human Services

I'm a Claims Officer IV/Attorney at the Division of Child Support. I grew up in a very rural Eastern Washington town where my parents were actively involved in their union (The Washington Education Association). It was there that I saw the difference a union can make in the lives of workers, of those they serve, and the communities they're in. Union meetings were often held in our home, and I remember being so impressed by the members, and their attorneys. It was the exposure to these meetings that lead me to seek a career in the law and in public service, as a proud union member.

As an undergraduate at the University of Washington I was able to intern at the Service Employees International Union, and do research for their upcoming contract negotiations. I then attended Seattle University School of Law, where I completed the employment law focus area with my JD. This included an externship with the Equal Employment Opportunity Commission. While there, I got to work on the Fry's Electronics lawsuit that resulted in one of the largest per-claimant payouts ever. After law school I found my way to DCS, where I work as an attorney, and serve as a local shop steward, and on our Statewide UMCC.

I was raised for public service, and union membership. I see myself as an advocate in everything I do, and will always fight for employee rights. Our members are the backbone of our state, the lifeline to those we serve, and we deserve safe and healthy workplaces, a living wage, and financial security. It is with this mindset, experience, and education that I'd serve as a member of the Bargaining Team.

Ken Blair – Human Services

My name is Ken Blair and I am asking for your support to represent you on the CBA bargaining committee. I have a long history of serving the membership from shop steward, Local 53 president, local and council 28 E-Board, Member only benefits chair, etc. I see our union at a crossroads regarding our contract. I see and experience management's right to overwork us, treat us with disrespect, harass us, unfair hiring practices, provide unsafe work sites, under-pay us and the list goes on and on. We as a committee need to review each and every concern that comes into the committee and see how we can change the CBA to better the lives of our membership. I want the committee to work on changing the process of how management can put in oral reprimands into membership files so they don't get promotional opportunities. I want the committee to review the hiring process to change how management is promoting family and friends using our rules in place now without providing notice so everyone has an equal and fair chance. We need to work on a new system where management and the union are working together instead of at odds with each other. We waste thousands of hours and millions of dollars using a grievance system that takes too long to settle very important issues. Management is using the CBA against the membership at this time and it should be a tool to help the membership. With your help I look forward to working long and hard to help create the next CBA to move our membership into the light of higher pay, keep medical insurance the same, make our workplaces safer and

healthier to work in, provide a fair and equal hiring/promotional opportunity for everyone and creating a plan for management to work with the membership on the tough issues of how to get the work done.