



WSLC Standing Committees

DOSH & Industrial Insurance Committee

Joe Kendo, Staff

The DOSH/Industrial Insurance Monitoring Committee is tasked with bringing unions together to review and monitor the activities of Labor and Industries workers' compensation and workplace safety programs. For several years the committee has been lead by WFSE/AFSCME local 1020 member and former WSLC VP Michele Stelovich who recently had to step down due to work obligations. The committee is grateful for Michele's commitment and steady leadership over the years, and a new Chair will be appointed soon.

Since our last report, the committee has spent a great deal of its time discussing staffing changes at Labor and Industries as several senior program leads have moved on, and replacements were hired. The Department has new Assistant Directors leading the Division of Occupational Safety and Health, the Division of Industrial Insurance, and the Division of Fraud Prevention and Labor Standards. Each has also hired new Deputy Assistant Directors as well. One of the most keenly felt departures was that of Vickie Kennedy, the former head of Industrial Insurance who has for 50 years been an icon at Labor and Industries, starting as a clerk typist and retiring as the head of a program that facilitates over \$1 billion in workers compensation benefits annually, and which manages as fund of over \$15 billion in premium payments. Mike Ratko, with over 30 years of experience at the Department, has been selected to fill her shoes and has continued the close relationship with the labor community that Vickie grew during her tenure.

Several pieces of legislation were also reviewed by the committee, including bills to improve workers' ability to enforce health and safety (and other) laws on the job through direct legal action (HB 1076 Hansen), and another which would have allowed L&I to establish and enforce ergonomics standards to avoid musculoskeletal injuries and illnesses before they occur (HB 1837 Bronoske). A further effort to improve the experience injured workers have with independent medical examinations by allowing recording (HB 1763 Bronoske/SB 5627 Stanford) failed to pass its chambers of origin, and is an issue that the committee will continue to monitor.

Other areas of work the committee has been involved in include emergency heat stress rules recently adopted by the Department to better protect workers who labor outside by guaranteeing access to more frequent paid breaks, access to water at a drinkable temperature, and areas of shade to rest. As temperatures increase in the coming years, it is important that our laws and rules keep up with people's needs. This action

by L&I demonstrates a strong commitment to addressing the impacts of our changing climate.

Once a new Chair has been appointed, the committee will go through a process of planning to set goals and determine which issues it would like to take up in the future. Washington State is fortunate enough to have a workers' compensation and workplace safety community with rich participation in all corners of the economy, deeply knowledgeable unions and academics, and laws stronger than most in other states. The WSLC and its affiliates are committed to preserving, and improving, the systems that we have built for over a century to preserve life, health, safety, and economic opportunity on the job.

Economic Development and Transportation Committee

Daniel Peters, Chair

The Economic Development and Transportation Standing Committee meets quarterly to address current, local issues and ongoing topics over the year. The committee members are diverse in work, background, and location. The chair, Daniel Peters, is an engineer with SPEEA/IFPTE Local 2001 and WSLC vice president. He has worked for Boeing for almost 11 years and presently works as a Loads and Dynamics Engineer on the P-8 program in Tukwila. One of his primary passions in economic development is organizing professional industries that have traditionally been non-union, like high-tech, engineering, software, scientific research, clean energy, etc.

From 2020 into 2022, the committee altered people, from staffing to membership. Some of you may remember Bill Messenger, who staffed the committee. Bill is now retired, and the committee wished him the best along with the rest of the Labor movement. Emmanuel Flores currently staffs the committee. Also, the committee welcomed new members, such as Nate Omdal with AFM 76-493, Laura Bolinger with Teamsters 117, Pete Evans with SMART 117, and James Johnson with DSFU.

It can be challenging to make a change and can sometimes take time to create lasting impacts, but we all know we must build and organize now to have the future we want. The committees continue the work on pursuing the possibility of offering membership custom license plates that identify the owners as proud union members. Through the process, the committee would learn that developing the specialized license plates, and the process could help create some potential funding for the Foundation for Working Families. However,

this means that a non-profit 501.c3 would need to put in the request for a license plate. At this time, the Foundation for Working Families board of directors and Larry and April are carrying the work forward. The committee is thrilled for the process to continue and offered to support the foundation with developing the union plates in any way possible.

The committee is also tracking the development of High-Speed Rail in the state of Washington. These projects have long-lasting impacts on communities, such as jobs, and can bring more access to public transportation. The committee sees the project as essential to track and aid it so it will be good quality green jobs. We hope to meet with WSDOT to learn more about future high-speed rail projects between Seattle, Portland, and Vancouver. Other essential items on the committee's radar are: developing and growing the green economy in WA state with union living wage jobs; the state's FilmWorks initiative and the future of the WA film industry; and, of course, the ongoing struggle to convince Boeing to maintain airplane production in WA and fully recognize the best union aerospace workforce in the world!

We look forward to tackling these critical issues as the pandemic recedes and we can all return to our regular work safely and productively.

Education, Training and Apprenticeship Committee

Janie White, Chair

I have now been serving as the Chair of the Education, Training and Apprenticeship Committee for six months and am pleased to have the opportunity to work with this group of labor leaders. The ETA Committee focuses on the educational and workforce needs of workers and their families in Washington state. The committee's scope covers PreK-12, workforce training programs, higher education (including community and technical colleges, apprenticeship programs, and colleges and universities) and union-based learning, such as labor history.

After a brief transition with staff and chair we are now back to quarterly meetings. Committee members have been sent a poll for meeting times. Rachel McAloon of the WSLC's Workforce Development Department will be staffing the ETA Committee. If you have any requests, please reach out to Rachel directly at rmcaloon@wslc.org.

The committee has continued its engagement with Workforce Development Councils, Community and Technical College Advisory Committees and Boards of Trustees, and the State Workforce Board, to ensure labor's voice is well represented in education policy and oversight.

Labor Immigration Committee

Connie Rodriguez, Chair

The Labor Immigration Committee continues to work on honoring the WSLC's 2019 Resolution on Immigration and the Labor Movement, calling on the WSLC to build programs,

training, and resources to support immigrant workers.

Labor and Immigration Summit — The committee is organizing the first Washington State Labor Council, AFL-CIO labor and immigration summit on Saturday, September 17, 2022, at the Skagit Valley College. The Summit theme is Immigrant and Refugee Workers Rising and the Future of the Labor Movement. This Summit will include speakers and programming focused on the intersections of labor and immigrant rights for all working people. We will work to:

- Strengthen solidarity among immigrant and refugee workers across unions and industries.
- Invest in leadership development of Immigrant/Refugee workers through skills, education, and motivational workshops.
- Provide education about the needs and realities of immigrant union members and how the union can best support its members and future members.
- Generate commitments from allies to take action that will strengthen solidarity among all members within our unions and labor movement.

Please join the Summit in solidarity to support the working class struggle of all workers in our communities!

Programming and resourcing unions — Committee members seek opportunities to present helpful information about language access and resources for workers who are immigrants. The committee offers presentations on the WSLC Immigrant and Worker Justice Toolkit that empowers leaders in the labor movement to use their existing structures of leverage as shields for their immigrant workers and platforms for justice. This toolkit is a handy tool for documented and undocumented workers, worker advocates, and union leaders as it offers a wide range of support and resources for immigrant workers. The committee also provides a training-model presentation on improving language access for union members and labor organizations. Language access is crucial to expanding justice and equity within our labor movement. It ensures all workers can participate fully regardless of what language a person speaks - this, in turn, helps increase participation and build leadership within unions.

Moving forward, we will continue to meet the goals outlined in Resolution 14 with more opportunities to advocate for best practices that help protect workers targeted by immigration laws. We will also continue to organize to secure additional resources and training for immigrant workers, unions, and labor organizations. .

Racial Justice Committee and Diversity Committee

John Searcy and Ligaya Domingo, Chairs

The WSLC Racial Justice Committee is an active committee that works directly with Director of Racial & Gender Justice Kasi Perreira to guide the WSLC's racial equity work. We focus on three main areas in our work

towards an anti-racist labor movement that builds power for all working people: infrastructure, capacity building, and culture shift.

For our committee, infrastructure encompasses how we build power through dedicated resources and support goals across the organization and affiliates. Together, we've supported the development of a revenue-generating model for the Race & Labor program through workshops and advising with other states, non-affiliates, grants and partner organizations – producing resources that we are reinvesting in rank-and-file union members in WA state.

Our committee has supported capacity building for equity work in our movement, and focused on union member leadership development. We've supported the WSLC and Labor Notes partnership on Race & Labor Certification, providing stipends to rank-and-file union members across WA state for serving as trainers, even exceeding our goal of over 30 trainers from Western and Eastern WA. And we supported pilot programs of local union-specific Race & Labor Certification cohorts with WFSE Council 28, AFT WA and AFM.

Lastly, our committee works in tandem with WSLC affiliates to shift the culture in our movement to welcome all working people. We've run teach-ins and education hours on racial justice for union members. We advised in the creation of the WSLC Racial Equity & Policy toolkit. We amplified Labor of Love, which awards grants to support creative activism of Black, Indigenous and people of color artists and healers. We've worked with the WSLC Communications teams to share the stories of leaders reflecting the diversity of our movement. And we support AFL-CIO Constituency groups by amplifying events, membership drives and key campaigns that connect labor and community.

The focus of the Diversity Committee is working in connection with the Constituency Groups and further diversifying our movement. The Chair of the Diversity Committee has also joined the Racial Justice Committee to advise and identify opportunities for coordination.

Women's Committee

Shaunie Wheeler James, Chair

The Women's Committee has had a strong presence during WSLC Conventions with its highly anticipated educational breakfast, empowering workshops, and of course... the silent auction! This work has been done by forward-thinking women in the movement. Our goal is to continue this work and build upon it!

In the aftermath of Dobbs, the connection between abortion rights and labor rights is paramount—both are under attack by the right-wing, who see us as a threat to power.

Reproductive Justice means the human right to control our gender, our work, and our reproduction. That right can only be achieved when all have the complete economic, social, and political power and resources to make healthy decisions about our bodies, our families, and our communities

in all areas of our lives.

At the core of Reproductive Justice is the belief that all women and those with uteruses have:

- the right to have children;
- the right to not have children and;
- the right to nurture the children we have in a safe and healthy environment.

And working women are huge part of this plan.

WOMEN HOLD UP HALF THE SKY! Women are half the workforce and two-thirds of the caregivers in our families. Women believe we are stronger if we stick together than go it alone. Women have moved into roles in civic and economic life that were out of reach not long ago. But, despite more than a century of struggle and tremendous gains, women still don't have equality. As workers—along with men—women continue to fight for good jobs, a just economy and family values at work. And as union members, too few women are recognized as leaders.

Our mission is simple: To continue the work of the Women Labor Leaders in Action. The goal of the WLLA training is to build a network of up-and-coming women leaders in our state, and to give these women the foundational skills, campaign skills, and support network that we need to become the future champions of our movement.

If you're going to lead, you need a foundation. Labor has made leadership development a top priority. We have women moving up the pipeline into staff roles and committee leadership, but as the data shows, the buck stops there. In order to advance further in their careers, our sisters are leaving for public and private sector positions outside of our unions. These are women who could help us expand and strengthen our movement.

Second: Sisters helping Sisters — For those just starting their journey into solidarity, mentoring is critical. Labor leaders have mentored their successors—mostly informally—since the movement began, but some believe this mentoring has been more readily available to men. Mentoring, however, may be especially valuable for women and people of color because of the specific challenges they face advancing their careers. Mentoring can help unions diversify their leadership and provide a way for current leaders to help new leaders develop and grow.

We have done this through fun and innovative programming. Marking International Women's Day, we held the Barrier Breakers 10-challenge outdoor obstacle course. Each obstacle is designed around the challenges working women face every day. Women often face particular obstacles on the job — like sexist attitudes and comments, harassment, and unequal pay. But working women have long been barrier breakers, overcoming these obstacles and claiming our place in the workforce and in the labor movement.