

WASHINGTON FEDERATION OF STATE EMPLOYEES  
AFSCME, COUNCIL 28, AFL-CIO

**LANGUAGE ACCESS PROVIDERS BARGAINING STRUCTURE**  
**FOR SECOND CONTRACT NEGOTIATIONS**  
**STATE OF WASHINGTON**

The Washington Federation of State Employees, AFSCME Council 28 Executive Board has established the following structure for bargaining of an agreement with the State of Washington for Language Access Providers.

**BARGAINING TEAM**

Only Interpreters who are members in good standing in the Language Access Provider bargaining unit will be eligible to nominate and/or vote in the election of any bargaining team member and to serve on any bargaining team.

**Responsibilities:** The bargaining team will develop the initial bargaining proposal to be presented to the employer, and then negotiate with the State of Washington. The bargaining team approves final contract language and makes recommendation regarding ratification of the tentative agreement or final employer offer. The bargaining team at the table has the power to alter, modify, change, or concede on all issues to obtain the best possible language, and reach a tentative agreement, or declare that the team has reached an impasse. The bargaining team has the power to refer specific issues to supplemental committees. The responsibilities of the bargaining team members are to be accountable, be committed to the process, be open-minded and realistic, be available and communicate with members, and to identify experts or specialists in specific agency issues, contracting, classifications, and other subject matters.

Voting on the bargaining teams will be one (1) vote for each bargaining team member.

The Council officers may attend bargaining sessions of any bargaining team, as the Council President deems necessary.

The Council President may remove any bargaining team member who, after careful investigation, is determined to have violated the bargaining team's rules of conduct or the AFSCME International Constitution (see Article X, Section 2), or who has acted inappropriately as a bargaining team member. Any bargaining team member removed from a bargaining team may appeal the decision of the Council President to the Council Executive Committee plus one bargaining team member chosen by the appellant's bargaining team.

## ELECTION OF BARGAINING TEAM MEMBERS

Interpreters in the DSHS Language Access Provider bargaining unit will elect bargaining team members based on the following allocation:

Election Group Number	Bargaining Team Positions	Election Group Candidate Eligibility
1	1	All interpreters in Clark and Skamania counties.
2	1	All interpreters in Clallam, Cowlitz, Jefferson, Grays Harbor, Kitsap, Lewis, Mason, Pacific, Thurston, and Wahkiakum counties.
3	1	All interpreters in Pierce county.
4	2	All interpreters in King county.
5	1	All interpreters in Snohomish county.
6	1	All interpreters in Island, San Juan, Skagit, and Whatcom counties.
7	1	All interpreters in Benton, Chelan, Douglas, Franklin, Grant, Kittitas, Klickitat, Okanogan, and Yakima counties.
8	1	All Interpreters in Adams, Asotin, Columbia, Ferry, Garfield, Lincoln, Pend Orielle, Spokane, Stevens, Walla Walla, and Whitman counties.
9	2	All Interpreters in the bargaining unit whose primary working language(s) are not Spanish or Russian.

Candidates may run for only one Election Group.

### Election Groups 1-8:

Candidates for bargaining team positions in Election Groups 1-8 will be nominated and elected by the Interpreters residing in counties specified for each Election Group. The Interpreter’s primary residence address shall be used to determine to which Election Group an Interpreter belongs. Only in cases where the Interpreter does not have a primary address shall post office mailing boxes be used for the basis of determining Election Group membership. If an eligible Interpreter lives outside of the State of Washington, they shall be considered part of the Election Group with the county geographically nearest to their primary residence address.

### Election Group 9:

Candidates for bargaining team positions in Election Group 9 will be nominated and elected by all Interpreters in the bargaining unit. To be eligible to be nominated and run for either of these two bargaining team positions, the candidate’s primary working language(s) cannot be Spanish or Russian.

Ties will be decided by run-off. The Council President may appoint bargaining team members to fill vacant seats. The Council President may appoint additional members to the team as required.

Should a member of the bargaining team need to be replaced, the position will be filled. The replacement team member will be the next runner-up from the original election. If there is no runner-up, the Council President will appoint the replacement.

The Council 28 Executive Board has the specific power to call a strike, following a strike authorization vote, and to order a return to work from a strike.

The Collective Bargaining Committee (CBC) will review and approve all election processes for all bargaining teams.

*Submitted by the Local 1671, Interpreters United Executive Board on January 28, 2012.*

*Approved by the WFSE Collective Bargaining Committee on February 17, 2012.*