

June 26, 2024

Tina Lymath
Public Records Officer
Washington State Office of Financial Management
P.O. Box 43113
Olympia, WA 98504-3113

Michaela Doelman
Director, State Human Resources Division
Washington State Office of Financial Management
P.O. Box 43113
Olympia, WA 98504-3113

Via email to: publicdisclosure@ofm.wa.gov and michaela.doelman@ofm.wa.gov

Re: Employee lists subject to OFM PRR 002 to be used by WFSE for commercial purposes

Ms. Lymath and Ms. Doelman,

The Office of Financial Management is currently processing a request for public records relating to individual state employees submitted by Ms. Shannon Madden of the Washington Federation of State Employees, American Federation of State, County and Municipal Employees Council 28 (WFSE) on January 3, 2024 (PRR 002).¹ However, because WFSE intends to use the list for commercial, revenue-generating purposes — including soliciting paid memberships — OFM should deny WFSE’s request.

The request seeks a current list of “all unrepresented classified (WGS) and WMS government employees,” excluding the Department of Corrections and the Washington State Patrol. In addition to their names, WFSE requested an additional 29 items of personal, contact, and employment information about such employees.

At present, OFM is in the process of “notifying persons named in the record... that release of a record has been requested” so that they have the opportunity to seek injunctive relief from state courts pursuant to RCW 42.56.540. Barring an injunction, OFM intends to disclose the requested list(s) to WFSE on July 25, 2024.

However, RCW 42.56.070(8) provides that the Public Records Act (PRA),

“...shall not be construed as giving authority to any agency, the office of the secretary of the senate, or the office of the chief clerk of the house of representatives to give, sell or

¹ See Exhibits pgs. 2-3.

provide access to lists of individuals requested for commercial purposes, and agencies, the office of the secretary of the senate, and the office of the chief clerk of the house of representatives shall not do so unless specifically authorized or directed by law...”

(Emphasis added).

Accordingly, pursuant to standard procedure, OFM required WFSE to complete a commercial purpose declaration prior to processing its request.

In the completed commercial purpose declaration returned to OFM, Ms. Madden indicated, under penalty of perjury, that the “purpose” of WFSE’s request was “union research.” She further attested that WFSE did not “intend to generate revenue or financial benefit directly from the list” and did not “intend to solicit money or financial support from any of the individuals identified in the List.”²

To the contrary, evidence strongly indicates that WFSE has recently used similar requests, and will use the list requested of OFM, to aid its ongoing efforts to unionize and solicit paid membership from Washington Management Service (WMS) employees. As this constitutes a revenue generating endeavor with financial benefits for WFSE, OFM cannot disclose the list of WMS employees to WFSE without violating the PRA’s commercial purpose exemption.

WFSE’s campaign to unionize WMS employees

WFSE launched its WMS organizing campaign following passage of HB 1122 in 2023, which extended collective bargaining rights to WMS employees. The legislation took effect on January 1, 2024.³

WFSE’s campaign is being conducted under the branding of the so-called “Washington Management Service Employees Association” (WMSEA), which is simply a marketing project of WFSE, not an independent legal entity. While a WMSEA website exists, complete with its own logo and rhetoric *suggesting* it exists apart from WFSE,⁴ no corporate entity with that name is registered with the Washington State Secretary of State.⁵ Further, selecting “Click here to join” on the “Join WMSEA” page of WMSEA’s website links to a digital form on WFSE’s website.⁶

The form is a “dual authorization” card, meaning it doubles as a “showing of interest” under WAC 391-25-110 for the purposes of petitioning the Public Employment Relations Commission (PERC) for certification as the exclusive bargaining representative⁷ of WMS employees and as a union membership form/payroll authorization for the deduction of union dues. The terms of the form provide, “In signing this card, I authorize the Washington Federation of State Employees AFSCME Council 28 as my exclusive bargaining representative for the purpose of collective

² See Exhibits pg. 2.

³ <https://app.leg.wa.gov/billsummary?BillNumber=1122&Initiative=false&Year=2023>

⁴ <https://www.wmsea.org>

⁵ See Exhibits pg. 5.

⁶ See Exhibits pg. 6; see also <https://www.wmsea.org/join-wmsea>

⁷ RCW 41.80.005(9) defines “exclusive bargaining representative” as “any employee organization that has been certified under this chapter as the representative of the employees in an appropriate bargaining unit.”

bargaining.” (Emphasis added). No mention is made of the non-entity WMSEA.⁸ Consequently, all acts alleged herein are attributed to WFSE.

WFSE has used lists of WMS employees obtained under the PRA from agencies like DOL to solicit paid membership

Immediately following HB 1122’s passage, WFSE began submitting requests for public records to individual state agencies seeking lists of WMS employees. For instance, Ms. Madden — whose job title is “administrative assistant of *organizing*” — submitted a request to the Department of Licensing (DOL) on April 18, 2023, seeking a list of “*all* WMS Band 1 and WMS Band 2 employees currently working for the Department of Licensing as of April 18th, 2023,” including their contact information. (Emphasis original).⁹ While DOL does not appear to have required Ms. Madden to complete a commercial purpose declaration, the submitted request volunteered that the list “will not be used for commercial purposes,” and DOL disclosed it to WFSE on May 15, 2023.¹⁰

By September 2023, WMS employees at DOL began receiving written materials from WFSE. A postcard mailed to the home address of one DOL employee on or around September 8, 2023, proclaimed that “WMS Employees are Unionizing.”¹¹ The postcard encouraged recipients to “sign cards to join WMS Employees Association now,” directing them to wmsea.org to do so. A quick response (QR) code on the postcard linked to the “Join WMSEA” page of wmsea.org which, as noted above, encourages visitors to “click here to join” via completion of the “dual authorization” form on WFSE’s website.

In addition to authorizing WFSE to act as the signer’s exclusive bargaining representative, the form commits signers to membership in WFSE and to *payment of the associated dues and fees* via employer-administered payroll deduction. The terms of the form contain the following:

“YES! I want to be a Union member... I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, an amount equivalent to dues as set in accordance with the Washington Federation of State Employees AFSCME Council 28 Constitution and By-Laws and authorize my Employer to remit such amount semi-monthly to the Union (currently 1.5% of my salary per pay period not to exceed the maximum).”¹²

(Emphasis added).

Ms. Madden submitted a second public records request to DOL for an updated WMS employee list on September 11, 2023.¹³ This time, DOL directed Ms. Madden to complete its standard “declaration of commercial purposes.” As in the case of OFM PRR 002, Ms. Madden indicated,

⁸ See Exhibits pg. 7; see also <https://www.wfse.org/wfse-dual-authorization-card-external-organizing>

⁹ See Exhibits pg. 8.

¹⁰ See Exhibits pg. 10.

¹¹ See Exhibits pgs. 15-16.

¹² See Exhibits pg. 7.

¹³ See Exhibits pg. 17.

under penalty of perjury, that the “purpose” of the request was “union research” and that WFSE had no intention of using the list to “generate revenue or financial benefit” or to “solicit money or financial support from any of the individuals identified in the list.”¹⁴

Following DOL’s disclosure of the second list to WFSE on October 2, 2023, WMS employees at DOL received additional written membership solicitations from WFSE. For example, another postcard claimed,

“Nearly 1,000 WMS employees from across the state have signed union cards saying loud and clear that they want a union with AFSCME and the Washington Federation of State Employees... [W]e need over 50% to sign union cards.

We’re close, but we need your help to push us over the line...

Can you take a moment to fill out your card today?”¹⁵

As before, the postcard provided the URL to the “Join WMSEA” page on wmsea.org and contained a QR code linking to the same page which, as previously noted, directs visitors to complete the dual authorization membership form and payroll deduction authorization on WFSE’s website.

And on January 25, 2024, WMS employees at DOL received an email from WFSE claiming “we have the right to form a union—but our remaining time to secure a strong union contract in 2024 is narrowing by the day.” The email repeatedly entreated employees to “sign a card,” linking directly to the dual authorization showing of interest/membership form on WFSE’s website.¹⁶

Soliciting union membership and dues payment is a “commercial purpose”

Washington courts have construed the PRA’s commercial purpose exemption to encompass “business activity by any form of business enterprise intended to generate revenue or financial benefit” for the requester, including nonprofit requesters. *SEIU Healthcare 775NW v. State, Dep’t of Soc. & Health Servs.*, 193 Wn. App. 377, 403, 377 P.3d 214, 226 (2016).

Under this broad definition, WFSE’s use of lists of WMS employees obtained under the PRA to solicit membership and payment of associated dues and fees via payroll deduction indisputably qualify as commercial — WFSE’s empty assurances that it won’t use such records for “commercial purposes” notwithstanding.

WFSE employees may have submitted false, sworn statements to DOL, OFM, and other agencies

If, as appears to be the case, WFSE has utilized lists of WMS employees obtained from public records requests submitted to agencies like DOL and OFM to “generate revenue” and “financial

¹⁴ See Exhibits pgs. 27-28.

¹⁵ See Exhibits pgs. 29-30.

¹⁶ See Exhibits pgs. 31-33.

benefit” by soliciting paid memberships, then WFSE employees may have committed criminal false swearing on the commercial purpose declarations submitted pursuant to their requests.

Both DOL and OFM’s commercial purpose declarations ask requesters whether they intend to “generate revenue or financial benefit directly from the list” and whether they “intend to solicit money or financial support from any of the individuals identified in the list.”¹⁷ In both cases, Ms. Madden — requesting the list on WFSE’s behalf — answered in the negative. Both documents require the requester to “declare under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct.”

If Ms. Madden — a member of WFSE’s organizing/membership solicitation department — knew that WFSE intended to use the records produced by DOL and other agencies to solicit paid membership from WMS employees, and/or if she was aware that WFSE intends to use the list requested from OFM for the same purposes, her declaration(s) to the contrary could constitute false swearing, a gross misdemeanor under Washington law.¹⁸ If her superiors directed or encouraged Ms. Madden to submit false declarations, they are equally liable for the crime. RCW 91.08.020.

OFM should further investigate how WFSE will use the list of WMS employees sought in PRR 002 before disclosing the records

Given that OFM is now aware of WFSE’s demonstrated track record of submitting declarations to state agencies that it won’t use WMS lists for “commercial purposes” while subsequently using such lists to solicit membership and dues payment from persons on such lists, OFM must delay production of the WMS list requested by WFSE in PRR 002 until OFM can conduct a thorough investigation of WFSE’s intended use of the records. *See SEIU Healthcare 775NW v. State, Dep’t of Soc. & Health Servs.*, 193 Wn. App. 377, 405, 377 P.3d 214, 227 (2016) (The PRA “clearly implies that a government agency can require a requesting party to provide information about whether a list of individuals is being requested for commercial purposes... We hold that the agency must investigate when it has some indication that the list might be used for commercial purposes. Whether an agency must investigate will depend on a case-by-case determination based on the identity of the requester, the nature of the records requested, and any other information available to the agency.”)

¹⁷ See Exhibits pgs. 4, 27-28.

¹⁸ “A person is guilty of false swearing if he or she makes a false statement, which he or she knows to be false, under an oath required or authorized by law.” RCW 9A.72.040. “Oath” is defined by RCW 9A.72.010(2) as,

“...an affirmation and every other mode authorized by law of attesting to the truth of that which is stated; in this chapter, written statements shall be treated as if made under oath if:

- (a) The statement was made on or pursuant to instructions on an official form bearing notice, authorized by law, to the effect that false statements made therein are punishable; [or]...
- (c) It is a statement, declaration, verification, or certificate, made within or outside the state of Washington, which is declared to be true under penalty of perjury as provided in chapter 5.50 RCW.

Consequently, the written commercial purpose declarations submitted by Ms. Madden to DOL and OFM, and likely other agencies, qualify as being submitted “under oath” for the purposes of the crime of false swearing.

In this case, the fact that OFM has required WFSE to complete a commercial purpose declaration is insufficient to satisfy the agency’s obligations under the PRA to investigate whether WFSE will use the list for commercial purposes. *See SEIU Healthcare 775NW*, 193 Wn. App. at 405–06 (“DSHS suggests that if an agency has an obligation to investigate, an affirmation from the requesting party that the intended use of the list is not for commercial purposes is sufficient. The problem with such an affirmation is that it allows the requesting party to control whether a list of individuals will be released without any independent inquiry by the agency. Therefore, merely requiring an affirmation from the requesting party is not sufficient to satisfy an agency's obligation to investigate under [former] RCW 42.56.070(9).”)

While OFM asked WFSE to indicate the purpose of its request as part of the commercial purpose declaration, WFSE’s vague and unlikely, two-word answer — “union research” — does not provide a sufficient basis for OFM to conclude that WFSE won’t use the requested list for commercial purposes, especially in light of WFSE’s past use of such lists precisely for commercial solicitations. *See SEIU Healthcare 775NW*, 193 Wn. App. at 406 (“[requiring] a party requesting a list of individuals to [at least] state the purpose of the request... is permissible under RCW 42.56.080, and it would allow the agency to independently evaluate whether the requesting party's purpose is a commercial one.”) (Emphasis added). Here, it is abundantly clear that WFSE’s definition of “union research” encompasses and obscures its intended purpose of using the list to generate revenue and financial membership through paid membership solicitations.

Accordingly, the Freedom Foundation respectfully requests that OFM postpone disclosure of the list of WMS employees to WFSE until the agency can undertake an independent investigation and ensure that the requested list won’t be used for commercial purposes, such as revenue-generating paid WFSE membership solicitations, in violation of the PRA.

Respectfully,



Maxford Nelsen
Director of Research and Government Affairs
Freedom Foundation
P.O. Box 552, Olympia, WA 98507
(360) 956-3482
mnelsen@freedomfoundation.com

CC:

Misdemeanor Team
Thurston County Prosecuting Attorney’s Office
2000 Lakeridge Dr SW
Olympia, WA 98502
prosecutorsoffice@co.thurston.wa.us

EXHIBITS

From: Shannon Madden <ShannonM@wfse.org>
Sent: 1/5/2024 1:38:01 PM
To: OFM mi Public Disclosure <publicdisclosure@ofm.wa.gov>
Subject: RE: Public Records Request PRR 002
Attachments: [Commercial purposes form OFM 1 5 2023.pdf](#)

External Email

Good afternoon,

Attached is the commercial purpose declaration. We agree to those redactions.

Thank you for your work,

Shannon Madden (she/her)
Administrative Assistant of Organizing
AFSCME Council 28 WFSE, AFL-CIO
1212 Jefferson St SE, Suite #300
Member Connection Center "MCC" 1 (833) 622-9373
shannonm@wfse.org

From: Lymath, Tina (OFM) <tina.lymath@ofm.wa.gov> **On Behalf Of** OFM mi Public Disclosure
Sent: Friday, January 5, 2024 11:04 AM
To: Shannon Madden <ShannonM@wfse.org>
Subject: RE: Public Records Request PRR 002

Good afternoon, Ms. Madden,

We received your request, copied below. Under the Public Records Act, chapter 42.56 RCW, I reply on behalf of the agency. This request has been assigned PRR number 002.

You have requested a list of names, and so I must ask you to sign and return a commercial purpose form, which I have attached. I will need you to describe your purpose with enough detail that we can determine whether this request is for a commercial purpose. Please note that under Washington law, commercial purpose is broadly defined, can apply to a non-profit organization, and "includes a business activity by any form of business enterprise intended to generate revenue or financial benefit." SEIU Healthcare 775NW v. Dep't of Soc. & Health Servs., 193 Wn. App. 377, 403, 377 P.3d 214 (2016).

Once I have your form, and we are satisfied this is not for a commercial purpose, I will need to provide notice to all unrepresented employees, a significant undertaking. Based on the number of requests we are currently processing, as well as past experience giving statewide notice, I estimate that we can provide responsive records by April 1, 2024.

I would like to redact employees we have identified as victims of domestic violence/stalking/harassment either because they are members of the state's Address Confidentiality Program or because they have otherwise provided us with information to our satisfaction. Would you be amenable to these additional redactions?

Thank you.

From: Shannon Madden <ShannonM@wfse.org>
Sent: Wednesday, January 3, 2024 4:10 PM
To: OFM mi Public Disclosure <publicdisclosure@ofm.wa.gov>
Subject: Public Records Request

External Email

Good Afternoon,

I would like to submit a request for an updated general government list for all unrepresented classified (WGS) and WMS government employees. I would also like to request that this list excludes the Department of Corrections and State Patrol. If possible, I would like these fields to be included in the information provided:

Employee Name
Personnel ID
Position #
Hire Date
Indication if they are classified or WMS
Personnel Area - "Agency"
Personnel Area - "Sub-Agency"
Organizational Unit - "Org Code and title"

Work Location – Address
Work Location - Floor
Job Class Code
Job Class Title
Retirement Group
Supervisory Status – yes/no?
Classified Employee – yes/no?
Contract Type - "Employee 'State' Status"
Employee Group - "Position Status"
Classified Employee - Yes/No
Pay grade
Location - "City of Employment"
Postal Code - "Employment Zip Code"
Position - "Title"
Present Pos Months - "Months in Current Position"
Duty Station County - "Work County"
Work Phone
Work Email
Bargaining Unit Title
Hourly wage
Annual wage
Premium Pay Rate (Where Applicable)

** We are not looking for any personal information. If Personnel ID or any other category above includes personal information, such as a social security number, we do not want that information included.

Please provide the above records in electronic formats, preferably a Microsoft Excel Book. Please contact me regarding any costs for fulfilling this public records request. The following is my contact information (please let me know if you need any additional information from me):

Requestor Name: Shannon Madden
Email Address: shannonm@wfse.org
Phone Number: (503) 863-1196

Please let me know if you have any questions. Thank you so much for your help, I look forward to hearing from you.

Warm wishes,

Shannon Madden (she/her)
Administrative Assistant of Organizing
AFSCME Council 28 WFSE, AFL-CIO
1212 Jefferson St SE, Suite #300
Member Connection Center "MCC" 1 (833) 622-9373
shannonm@wfse.org



STATE OF WASHINGTON
OFFICE OF FINANCIAL MANAGEMENT

COMMERCIAL PURPOSE DECLARATION

Washington State courts have ruled that in responding to a public records request that includes a list of names, an agency must investigate if that list might be used for commercial purposes in order to comply with the obligations of RCW 42.56.070(8). In order to ensure compliance with this obligation please provide the following information:

1. Are you requesting this information on your own personal behalf, an organization or a business?
(Please specify which one applies.) Organization- Washington Federation of State Employees
2. What is your purpose in making this request? Union Research
3. Do you intend to generate revenue or financial benefit directly from the list? No
4. Do you intend to solicit money or financial support from any of the individuals identified in the list? No
5. Do you intend to make individuals on the list aware of business or commercial entities in their area?
No
6. Do you intend to supply or sell the information to any business, third party individual, or any other entity? No

I certify under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct, and that any list of individuals I will receive pursuant to my records request to the Office of Financial Management will not be used for any commercial purpose in violation of RCW 42.56.070(8).

DATED this 5th of January 2023


Signature of Declarant

Shannon Madden
Print Name



Business Search

BUSINESS SEARCH RESULTS

Business Name	UBI#	Business Type	Principal Office Address	Registered Agent Name	Status
LAKE WASHINGTON MANAGEMENT SERVICES LLC	604 689 592	WA LIMITED LIABILITY COMPANY	32113 BRUCKNERS WAY, BLACK DIAMOND, WA, 98010-9221, UNITED STATES	HEATHER SALAZAR	ADMINISTRATIVELY DISSOLVED
SOUTHWEST WASHINGTON MANAGEMENT SERVICES	602 499 508	WA NONPROFIT CORPORATION	5118 NE 78TH AVE #A, VANCOUVER, WA, 98662, UNITED STATES	SOUTHWEST WASHINGTON MANAGEMENT SERVICES	ADMINISTRATIVELY DISSOLVED
SOUTHWEST WASHINGTON MANAGEMENT SERVICES ORGANIZATION	602 749 916	WA NONPROFIT CORPORATION		CRAIG RARMSTRONG	ADMINISTRATIVELY DISSOLVED
WASHINGTON ASSOCIATION MANAGEMENT SERVICES, LLC	602 851 834	WA LIMITED LIABILITY COMPANY	5500 HARBOUR POINT BLVD, #K-104, MUKILTEO, WA, 98275, UNITED STATES	JOHN HAUGHNEY	ACTIVE
WASHINGTON MANAGEMENT SERVICES LLC	603 286 787	WA LIMITED LIABILITY COMPANY	3028 RIVER ROAD E #D, TACOMA, WA, 98443, UNITED STATES	GARY W ROSS	ADMINISTRATIVELY DISSOLVED
WASHINGTON MANAGEMENT SERVICES, INC.	602 121 566	WA PROFIT CORPORATION		KURT BURGAN	ADMINISTRATIVELY DISSOLVED
WASHINGTON OPHTHALMOLOGY MANAGEMENT SERVICES, LLC	605 479 273	WA LIMITED LIABILITY COMPANY	4009 TALBOT RD S STE 400, RENTON, WA, 98055-5781, UNITED STATES	CAIRNCROSS & HEMPELMANN PS	ACTIVE
WASHINGTON PRACTICE MANAGEMENT SERVICES LLC	604 391 723	WA LIMITED LIABILITY COMPANY	14423 190TH AVENUE CT E, BONNEY LAKE, WA, 98391-6169, UNITED STATES	JOLEE CONVER	DELINQUENT
WASHINGTON TRANSPORTATION MANAGEMENT SERVICES, INC.	603 257 765	WA PROFIT CORPORATION	34629 30TH AVE SW, FEDERAL WAY, WA, 98023, UNITED STATES	VALERIE HENRY	ADMINISTRATIVELY DISSOLVED
WASHINGTON VEGETATION MANAGEMENT SERVICES LLC	603 177 837	WA LIMITED LIABILITY COMPANY	942 CINEBAR RD, CINEBAR, WA, 98533, UNITED STATES	VALARIE ECKLOFF	ADMINISTRATIVELY DISSOLVED
WASHINGTON VEGETATION MANAGEMENT SERVICES, LLC	604 122 396	WA LIMITED LIABILITY COMPANY	942 CINEBAR RD, CINEBAR, WA, 98533, UNITED STATES	VALARIE ECKLOFF	ACTIVE





Join WMSEA

[Click here to join.](#)

Share:



WMS is Unionizing!



WMS employees work at a lot of different agencies, but we have at least one thing in common: We are passionate about our jobs. That's why I'm in favor of joining WFSE. I have over a decade of experience in my field, and I want a seat at the table in important decision-making processes. We need more transparency and a significant voice in discussions about pay, staffing, and workloads. A union can get us there.

**Tey Anjulee Leon, DEI Plan Manager
WSDOT**



When you sign a union membership card, you become a member of the largest union for state, higher education and public service employees in the state of Washington! We are 47,000 strong and together we have a powerful voice to protect workers' rights, our jobs, pay, benefits, working conditions and public services.

- Union membership helps us build a strong and united voice for public service and the services we provide. Union membership gives you the right to participate in decisions that impact you at your job.
- Union membership gives you a voice and the opportunity to participate in the democratic governance of the union.
- Union membership gives you access to [members-only benefits](#) like scholarships, legal assistance, and many discounts.

Want to learn more? [Join us for an informational town hall.](#)

WMS Employees Association

AFSCME Council 28/WFSE
1212 Jefferson St SE
Olympia, WA 98404

 [Search](#)

Washington Federation of State Employees | AFSCME Council 28 | AFLE-CIO

YES! I want to be a Union member, and I authorize the Washington Federation of State employees AFSCME Council 28 as my exclusive representative for the purposes of collective bargaining.

In signing this card, I authorize the Washington Federation of State Employees AFSCME Council 28 as my exclusive bargaining representative for the purpose of collective bargaining. I understand that in signing this card, I am making a show of interest that may be used for purposes of a cross-check election under Chapter 391-25 WAC and that this card may be used to obtain certification of the Washington Federation of State Employees AFSCME Council 28 as the exclusive bargaining representative without a secret ballot election. I have the right to ask the agency to revoke my authorization for purposes of cross-check of records.

Upon becoming covered by a Washington Federation of State Employees AFSCME Council 28 collective bargaining agreement, I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, an amount equivalent to dues as set in accordance with the Washington Federation of State Employees AFSCME Council 28 Constitution and By-Laws and authorize my Employer to remit such amount semi-monthly to the Union (currently 1.5% of my salary per pay period not to exceed the maximum). This voluntary authorization and assignment shall be irrevocable for a period of one year from the date of execution and automatically renews year to year thereafter unless I give the Union written notice of revocation prior to the end of any yearly period, regardless of whether I am or remain a member of the Union, unless I am no longer in active pay status in a Washington Federation of State Employees AFSCME Council 28 bargaining unit. This card supersedes any prior check-off authorization card I signed. I understand the Union only accepts instructions or requests regarding my membership sent directly from me to the Union and will not process anything sent by third parties or other representatives. I recognize that my authorization of dues deductions, and the continuation of such authorization from one year to the next, is voluntary and not a condition of my employment.

Signature:

THIS IS A REQUIRED FIELD. For your submission to be counted, you must place your signature here.

[Clear Signature](#)

Today's Date: *

Month Day Year

First Name: *

Last Name: *

Middle Initial:

Nickname (if any):

Address:

Country

United States

Address 1 *

Address 2

City *

State *

- Select -

ZIP code *

Cell Phone:

By providing my cell phone number I consent to receive calls (including recorded or autodialed calls, or texts) at that number from AFSCME Council 28 on any subject matter. My carrier's rates may apply. I may modify my preferences by calling the Union at 833-MCC-WFSE or emailing the Union at MCC@wfse.org.

Work Phone:

Birth Date:

Month Day Year

Personal Email Address: *

Work Email Address

Employer *

[JOIN NOW](#)



WA Department of Licensing Public Record Requests

Request #23-8589

Closed

As of May 8, 2024, 11:58am

Request Visibility: Department

Details

1) Names of *all* WMS Band 1 and WMS Band 2 employees currently working for the Department of Licensing as of April 18th, 2023;

(2) Information for individual employees in (1) above, broken down by:

- a) Job Title / Job Classification Description;
- b) Job Classification Code;
- c) WMS Band (1 or 2);
- d) Hire date, expressed as a month and year;
- e) Permanent appointment status indication;
- f) Temporary appointment status indication;
- g) Current assigned Division / Department Name;
- h) Work Phone Number;
- i) Work Email Address; and
- j) Indication of whether the employee is a supervisor and/or holds a supervisory position.

This information will not be used for commercial purposes. The WFSE would greatly appreciate it if you would please provide (1) and (2) in a single Excel document. Please contact me regarding any costs for fulfilling this public records request.

Received

April 18, 2023 via web

Due

May 16, 2023

Departments

[Human Resources](#)

Requester



WA Department of Licensing Public Record Requests

[Shannon Madden](#)

shannonm@wfse.org
906 columbia street SE, Olympia, WA 98501
5038631196
Washington Federation of State Employees / AFSCME

Requester email status list

Due date changed

- **Sent** April 19, 2023, 8:15am
- **Delivered** April 19, 2023, 8:15am

External message added

- **Sent** April 19, 2023, 8:17am
- **Delivered** April 19, 2023, 8:17am
- **Opened** April 19, 2023, 11:38am

Document released

- **Sent** May 15, 2023, 2:20pm
- **Delivered** May 15, 2023, 2:20pm

Request closed

- **Sent** May 15, 2023, 2:23pm
 - **Delivered** May 15, 2023, 2:23pm
 - **Opened** May 15, 2023, 3:28pm
-

Tags

[PDU List request](#), [PDU Private Entity](#)

Invoices

Documents

Public (pending)

(none)

Requester

Public Disclosure WMS Salary Chart.xlsx

Staff Only

(none)



WA Department of Licensing Public Record Requests

Staff

Point of Contact

trisken@dol.wa.gov (deactivated)

Support

amwallace@dol.wa.gov
mjackson@dol.wa.gov
sawood@dol.wa.gov

Hours

6 hours 20 minutes

Staff Cost

\$210.08

Tasks

Timeline

Staff Time Added

Teresa R.: 0 hours 15 minutes

Staff Only

I reviewed and provided the requested list.

May 15, 2023, 2:23pm by Teresa R.

Request Closed

Public

Hello,

After a thorough search and review, all responsive records have been provided. The request is now complete and closed.

Thank you.

May 15, 2023, 2:23pm by Teresa R.

Document(s) Released to Requester

Public Disclosure WMS Salary Chart.xlsx
May 15, 2023, 2:20pm by Teresa R.

Requester + Staff

Message to requester

Requester + Staff

Hi Shannon,



WA Department of Licensing Public Record Requests

I have made your responsive records available to you on this NextRequest portal.

To preview or download your records, log into the portal and click on the document tab in the middle of the screen.

Please let me know if you have any questions.

Sincerely,

Teresa R.

May 15, 2023, 2:20pm by Teresa R., Coordinator (Staff)

Staff Time Added

Staff Only

Sarah Wood: 6 hours 0 minutes

May 15, 2023, 10:24am by Sarah Wood

Document(s) Added

Staff Only

Public Disclosure WMS Salary Chart.xlsx

May 15, 2023, 10:24am by Sarah Wood

Staff Time Added

Staff Only

Teresa R.: 0 hours 5 minutes

Intake

April 19, 2023, 8:20am by Teresa R.

Internal Message

Staff Only

All assigned staff

Hello designees,

You have been added to this request because we need you to search for records within your program area.

1) Names of *all* WMS Band 1 and WMS Band 2 employees currently working for the Department of Licensing as of April 18th, 2023;

(2) Information for individual employees in (1) above, broken down by:

- a) **Job Title / Job Classification Description;**
- b) **Job Classification Code;**



WA Department of Licensing Public Record Requests

- c) **WMS Band (1 or 2);**
- d) **Hire date, expressed as a month and year;**
- e) **Permanent appointment status indication;**
- f) **Temporary appointment status indication;**
- g) **Current assigned Division / Department Name;**
- h) **Work Phone Number;**
- i) **Work Email Address; and**
- j) **Indication of whether the employee is a supervisor and/or holds a supervisory position.**

This information will not be used for commercial purposes. The WFSE would greatly appreciate it if you would please provide (1) and (2) in a single Excel document. Don't hesitate to get in touch with me regarding any costs for fulfilling this public records request.

A few reminders:

- Please upload records a few days before the due date to give us time to review them. If you need additional time, please let us know.
- If you think records might be found outside your unit, please let us know the other program area(s) and who a good point of contact would be.
- RAD will perform an email search. However, you should include any emails stored outside of Outlook.
- Please record your time working on this request in NextRequest, as this information is reported to the state legislature.

We are here to help! If you need any clarification, please don't hesitate to reach out with any questions.

Thank you,

Public Disclosure Coordinators

April 19, 2023, 8:19am by Teresa R., Coordinator (Staff)

Message to requester

Requester + Staff

Hello Shannon,

The information you have requested is part of our database systems. We will work with a team of programmers to identify the data points responsive to your request and then extract them for you. The Public Records Act ([RCW 42.56.010](#)) does not require the agency to create new documents nor to manipulate, analyze, or interpret the data in any way.

Requests for lists of individuals are subject to closer scrutiny than other kinds of public records requests. Recent case law ([SEIU Healthcare v. DSHS](#)) requires state agencies to ascertain the intended use of such lists.



WA Department of Licensing Public Record Requests

Please be aware that the Revised Code of Washington (RCW) [42.56.070\(8\)](#) prohibits the agency from disclosing lists of individuals when that list would be used for a commercial purpose. "Commercial" is not defined solely as using the information to directly contact the individuals on the requested list or sale of the list. Instead it may encompass any profit expecting business activity. This definition includes the activities of any form of business enterprise intended to generate revenue or financial benefit.

You can expect more correspondence about the status of your request on or before May 16, 2023.

Sincerely,

Teresa R.

April 19, 2023, 8:17am by Teresa R., Coordinator (Staff)

Tags Added

Staff Only

PDU List request, PDU Private Entity
April 19, 2023, 8:16am by Teresa R.

New Point of Contact

Staff Only

Teresa R.
April 19, 2023, 8:15am by Teresa R.

Department Assignment

Public

Removed: Public Records.
April 19, 2023, 8:15am by Teresa R.

Internal Department Assignment

Staff Only

Added: Human Resources.
April 19, 2023, 8:15am by Teresa R.

Support Staff Added

Staff Only

Amanda Wallace
Sarah Wood
Megan Jackson
April 19, 2023, 8:15am by Teresa R.

Due Date Changed

Staff Only

05/16/2023 (was 04/25/2023). Additional time is needed to gather the requested list.
April 19, 2023, 8:15am by Teresa R.

Requester + Staff

Thank you for contacting the Washington State Department of Licensing. Your request for records has been received.

Vehicle or vessel requests: You can anticipate receiving records or an update from us within*14 business days*. If payment is required, additional processing time will be needed. We cannot accommodate rush requests.



WA Department of Licensing Public Record Requests

Requester Support: Need help with a particular records request? Reply to an email notification and we'll answer as quickly as possible.

If you need technical support with NextRequest software check out the topics below to find answers to common questions:

- [How to access your Public Records Request \(video\)](#)
- [How can I access my NextRequest account?\(article\)](#)
- [How to upload a document to your request\(article\)](#)
- [How can I download my records?\(video\)](#)
- [How can I get an update about my public records request?\(article\)](#)
- [I tried to reset my password but never received the email. What should I do?\(article\)](#)
- [My request was submitted under an email I don't have access to. What should I do?\(article\)](#)
- [My request was closed before I could download my records. How can I get to them?\(article\)](#)

April 18, 2023, 4:34pm

Department Assignment

Public Records
April 18, 2023, 4:34pm (auto-assigned)

Public

Request Visibility

Department-Only
April 18, 2023, 4:34pm (auto-assigned)

Staff Only

Request Opened

Request received via web
April 18, 2023, 4:34pm by Shannon Madden

Public



“

I want to join the union because WFSE works to increase wages and benefits for ALL workers, and improve pay equity for people of color, women, LGBTQ communities, immigrants, and people living with disabilities.

— Kaiser Russell Shekha

Social Research Scientist Manager, Dept. of Health



”



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PERMIT NO 238

AFSCME Council 28/WFSE
1212 Jefferson ST SE
Olympia, WA 98501



TIME IS LIMITED! To form the strongest union possible, we need to get more than 50 percent of ALL eligible WMS employees (bands 1 and 2 with some exceptions) so we can file to form a powerful statewide union on day 1 of our eligibility: January 1, 2024.

WMS Employees are Unionizing!

On January 1, 2024, WMS employees in Washington state will have the ability to form a union. That means we'll have the ability to negotiate for better pay, better benefits, better working conditions, and more.

That's thanks to AFSCME—the American Federation of State, County and Municipal Employees, the nation's largest and fastest growing public service employees union, with more than 1.6 million active and retiree members.

The Washington affiliate, AFSCME Council 28, also known as the Washington Federation of State Employees, passed the law during the 2023 legislative session that allows WMS employees to form a union.

The more WMS employees that sign cards to join WMS Employees Association now, the more powerful we'll be as we negotiate our first contract and make strides toward a better WMS.

Hundreds have joined. Are you ready to add your voice?



“

Right now, because we're working in agencies all across the state, there's not a unified voice for WMS employees. That means there's not much incentive for the state to listen to us when we have issues at work, like unsustainable workloads or years without a raise. When we join WFSE, we'll be speaking together not just as WMS employees, but as members of a union that represents 47,000 people in public service in Washington.

— Sam Del Vecchio

Social Services Policy Program Manager, DSHS

”



Scan the QR code to join!
Visit wmsea.org to learn more.





WA Department of Licensing Public Record Requests

Request #23-18947
Closed
As of May 8, 2024, 11:58am
Request Visibility: Department

Details

The WFSE would like to request, in a single document:

(1) Names of all WMS employees currently working for the Washington Department of Licensing as of September 11th, 2023:

(2) Information for individual employees in (1) above, broken down by:

- a) Band #;
- b) Job Title;
- c) Indication of whether the employee is a supervisor and/or holds a supervisory position;
- d) Current assigned Division/Department Name;
- e) Current assigned Organization Unit Name;
- f) Work Email;
- g) Work Phone Number; and
- h) Home Zipcode.

For the purpose of this request, "Organization Unit" would reflect a unit within a larger Division/Department.

Please provide the above records in electronic formats, preferably a Microsoft Excel Book. Please contact me regarding any costs for fulfilling this public records request.

[Commercial Declaration DOL 9 12 23.pdf](#)

Received

September 11, 2023 via web

Due

October 4, 2023

Departments



WA Department of Licensing Public Record Requests

Human Resources

Requester

Shannon Madden

shannonm@wfse.org
906 columbia street SE, Olympia, WA 98501
5038631196
Washington Federation of State Employees / AFSCME

Requester email status list

Request opened

- **Sent** September 11, 2023, 3:51pm
- **Delivered** September 11, 2023, 3:52pm

Due date changed

- **Sent** September 12, 2023, 1:19pm
- **Delivered** September 12, 2023, 1:19pm

Document released

- **Sent** September 12, 2023, 1:23pm
- **Delivered** September 12, 2023, 1:23pm

External message added

- **Sent** September 27, 2023, 2:49pm
- **Delivered** September 27, 2023, 2:49pm

Due date changed

- **Sent** September 27, 2023, 2:49pm
- **Delivered** September 27, 2023, 2:49pm

Document released

- **Sent** October 2, 2023, 10:59am
- **Delivered** October 2, 2023, 10:59am
- **Opened** October 2, 2023, 1:12pm

Request closed

- **Sent** October 2, 2023, 11:02am
 - **Delivered** October 2, 2023, 11:02am
-

Tags

PDU Extension required, PDU List request, PDU Private Entity

Invoices



Documents

Public (pending)

(none)

Requester

List of WMS Employees.xlsx

Commercial Declaration.pdf

Commercial Declaration DOL 9 12 23.pdf

Staff Only

(none)

Staff

Point of Contact

mmoore@dol.wa.gov

Support

amwallace@dol.wa.gov

mjackson@dol.wa.gov

sawood@dol.wa.gov

Hours

5 hours 0 minutes

Staff Cost

\$161.49

Tasks

Timeline

Staff Time Added

Sarah Wood: 4 hours 0 minutes

Staff Only



WA Department of Licensing Public Record Requests

October 11, 2023, 11:32am by Sarah Wood

Internal Message
Sarah Wood

Staff Only

Hi Sarah,

Please don't forget to add your time to this request! :)

October 2, 2023, 11:03am by Martina (Staff)

Request Closed

Public

Hello,

After a thorough search and review, all responsive records have been provided. The request is now complete and closed.

October 2, 2023, 11:02am by Martina

Staff Time Added

Staff Only

Martina : 0 hours 30 minutes

Researching possible exemptions; none found. Received clarification that the phone numbers provided are work numbers, no personal numbers.

Released spreadsheet to the requester.

October 2, 2023, 11:02am by Martina

Document(s) Released to Requester

Requester + Staff

List of WMS Employees.xlsx

October 2, 2023, 10:59am by Martina

Message to requester

Requester + Staff

Hello Shannon,

I have made your responsive records available to you on this NextRequest portal.

To preview or download your records, log into the portal and click on the document tab in the middle of the screen.

Please let me know if you have any questions.

Sincerely,

Martina

October 2, 2023, 10:59am by Martina (Staff)

Internal Message

Staff Only



WA Department of Licensing Public Record Requests

All assigned staff

Hello Martina,

Yes, I have confirmed with Amanda Wallace that these are work phone numbers.

Thank you,

Sarah

September 29, 2023, 7:48pm by Sarah Wood, Human Resource Consultant 3 (Staff)

Staff Time Added

Staff Only

Martina : 0 hours 15 minutes

Initial review & talking to the team about 5b redaction for potential personal cell numbers being used for agency business. Asked HR for clarification.

September 29, 2023, 9:59am by Martina

Internal Message

Staff Only

Sarah Wood

Thanks so much for that document, Sarah! I'm reviewing, and it appears that some phone numbers fall outside the 360 prefix pattern.

Can you confirm that the phone numbers provided in the spreadsheet are phones issued by the agency and not personal cell phones being used for agency business?

Thanks again!

M

September 29, 2023, 9:55am by Martina (Staff)

Internal Message

Staff Only

All assigned staff

I have uploaded the list for Shannon. My apologies, I was working on this this week and was planning on uploading this morning but was out sick and forgot to let the team know.

Let me know if you have any questions or need anything else.

Sarah

September 27, 2023, 11:09pm by Sarah Wood, Human Resource Consultant 3 (Staff)

Document(s) Added

Staff Only

List of WMS Employees.xlsx

September 27, 2023, 11:07pm by Sarah Wood



WA Department of Licensing Public Record Requests

Staff Time Added

Staff Only

Martina : 0 hours 5 minutes

Extending due date to accommodate HR response

September 27, 2023, 2:50pm by Martina

Tags Added

Staff Only

PDU Extension required

September 27, 2023, 2:49pm by Martina

Due Date Changed

Staff Only

10/04/2023 (was 09/27/2023).

September 27, 2023, 2:49pm by Martina

Message to requester

Requester + Staff

Hello Shannon,

This email is in follow-up to your records request. We have been working on your request and need additional time to gather or process records. You can expect an update from us on or before *10/04/2023*.

Thank you for your patience. Please let me know if you have any questions or concerns.

Sincerely,

Martina

September 27, 2023, 2:49pm by Martina (Staff)

Internal Message

Staff Only

All assigned staff

Hello HR team,

This is due for me today. Please let me know if you need additional time to provide these records.

Any response is welcome.

September 27, 2023, 11:16am by Martina (Staff)

Internal Message

Staff Only

All assigned staff

Hello HR Team,

This is due tomorrow. Would you please let me know if you will be able to upload the document that is being requested, or will you need an extension?

M



WA Department of Licensing Public Record Requests

September 26, 2023, 4:41pm by Martina (Staff)

Internal Message
Amanda Wallace, Sarah Wood

Staff Only

Hi Amanda & Sarah,

Just a reminder that this is due next week, in case your team still has to pull the information! :)

Let me know if I can do anything for you from my end.

M

September 20, 2023, 1:14pm by Martina (Staff)

Document(s) Added

Commercial Declaration DOL 9 12 23.pdf

Staff Only

September 12, 2023, 4:23pm by Shannon Madden

Staff Time Added

Martina : 0 hours 10 minutes

Staff Only

Intake with Commercial Use Declaration

September 12, 2023, 1:26pm by Martina

Internal Message
All assigned staff

Staff Only

Hello designees,

You have been added to this request because we need you to search for records within your program area.

Would you please provide a spreadsheet with the data points outlined by the requester above? Please let me know if you need clarification from the requester.

A few reminders:

- Please upload records a few days before the due date to give us time to review them. If you need additional time, please let us know.
- If you think records might be found outside of your unit, please let us know the other program area(s) and who a good point of contact would be.
- An email search will be performed by RAD. However, you should include any emails stored outside of Outlook.
- Please be sure to record the time you spent working on this request in NextRequest, as this information is reported to the state legislature.

We are here to help! If you need any clarification, please reach out with any questions.



WA Department of Licensing Public Record Requests

Thank you,

Public Disclosure Coordinators

September 12, 2023, 1:25pm by Martina (Staff)

Document(s) Released to Requester

Requester + Staff

Commercial Declaration.pdf

September 12, 2023, 1:23pm by Martina

Message to requester

Requester + Staff

Hello,

We received your public records request that seeks a list of individuals from a public agency.

RCW 42.56.070(8) prohibits state agencies from providing access to “lists of individuals when requested for commercial purposes.” Washington State courts have interpreted this RCW to require that an agency investigate whether a list of individuals might be used for commercial purposes.

To comply, complete the Declaration of Commercial Purposes form that I am releasing to you through the portal. When you have finished completing the form, please upload it to the NextRequest portal or email it to us at DOLPublicRecords@dol.wa.gov.

Please be sure to include your name and contact information as well. If we do not receive a response from you within 10 business days we will not be able to process your request and it will be closed.

You can check on the status of your request by logging in to your NextRequest account. You will receive emails when your request is updated and modified.

Sometimes we must charge for making copies or scanned images of our records before we can provide them to you. If you are charged for scanning, copying, or data services, we will send you an invoice with a detailed description of the charges.

You may expect further correspondence regarding the status of your request on or before 9/27/23.

If you have any questions or concerns please let me know.

Sincerely,

Martina

September 12, 2023, 1:23pm by Martina (Staff)



WA Department of Licensing Public Record Requests

Document(s) Added

Commercial Declaration.pdf

Staff Only

September 12, 2023, 1:23pm by Martina

Tags Added

PDU Private Entity, PDU List request

Staff Only

September 12, 2023, 1:20pm by Martina

New Point of Contact

Martina

Staff Only

September 12, 2023, 1:20pm by Martina

Department Assignment

Removed: Public Records.

Public

September 12, 2023, 1:19pm by Martina

Internal Department Assignment

Added: Human Resources.

Staff Only

September 12, 2023, 1:19pm by Martina

Support Staff Added

Amanda Wallace

Sarah Wood

Megan Jackson

September 12, 2023, 1:19pm by Martina

Staff Only

Due Date Changed

09/27/2023 (was 09/18/2023).

Staff Only

September 12, 2023, 1:19pm by Martina

Requester + Staff

Thank you for contacting the Washington State Department of Licensing. Your request for records has been received.

Vehicle or vessel requests: You can anticipate receiving records or an update from us within***14 business days***. If payment is required, additional processing time will be needed. We cannot accommodate rush requests.

Requester Support: Need help with a particular records request? Reply to an email notification and we'll answer as quickly as possible.

If you need technical support with NextRequest software check out the topics below to find answers to common questions:

- [How to access your Public Records Request \(video\)](#)
- [How can I access my NextRequest account?\(article\)](#)
- [How to upload a document to your request\(article\)](#)
- [How can I download my records?\(video\)](#)
- [How can I get an update about my public records request?\(article\)](#)
- [I tried to reset my password but never received the email. What should I do?\(article\)](#)



WA Department of Licensing Public Record Requests

- [My request was submitted under an email I don't have access to. What should I do?\(article\)](#)
- [My request was closed before I could download my records. How can I get to them?\(article\)](#)

September 11, 2023, 3:51pm

Department Assignment

Public Records

September 11, 2023, 3:51pm (auto-assigned)

Public

Request Visibility

Department-Only

September 11, 2023, 3:51pm (auto-assigned)

Staff Only

Request Opened

Request received via web

September 11, 2023, 3:51pm by Shannon Madden

Public

Declaration of Commercial Purposes

The Records and Disclosure unit of Department of Licensing has received your public records request that seeks or includes a list of individuals.

RCW 42.56.070(8) prohibits agencies from providing access to “lists of individuals when requested for commercial purposes.” Washington State courts have interpreted this RCW to require that an agency investigate whether a list of individuals might be used for commercial purposes.

To comply, complete the declaration below and return to the Records and Disclosure unit.

Upload: NextRequest portal

Email: DOLPublicRecords@DOL.WA.GOV.

If we do not receive a completed declaration we will not be able to process your request and it will be closed.

Requester Information

Public Records Request Number 23-18947	Request received date (mm/dd/yyyy) 9/11/23
Name (Last, First, Middle Initial) Madden, Shannon, A	Title (If any) Admin
Email Shannonm@wfse.org	10-digit phone number

Organization
Washington Federation of State Employees

Answer the following

1. Are you requesting the list of individuals on behalf of an organization, a business, or on your own personal behalf?

Organization- Washington Federation of State Employees

2. What is your purpose in making this request?

Union Research

3. Will you generate revenue or financial benefit directly from the list?

No

4. Do you intend to solicit money or financial support from any of the individuals identified in the list?

No

5. Do you intend to make individuals on the list aware of business or commercial entities in their area?

No

6. Do you intend to supply or sell the information to any business, individual or other entity?

No

I declare under penalty of perjury under the laws of the State of Washington that the foregoing is true and correct. I certify under penalty of perjury that I have read this declaration form in its entirety and I understand that a list of individuals cannot be provided to me or to my organization or business by a public agency if the list will be used for a commercial purpose. I certify that the list of individuals I will receive pursuant to my records request to the Washington State Department of Licensing will not be used for any commercial purpose in violation of RCW 42.56.070(8).

SIGNED this 12th of September, 2023 in Olympia, Washington.
(Day) (Month) (Year) (City, State)

Shannon Madden

TYPE or PRINT Signature

Shannon Madden

TYPE or PRINT Name



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AFSCME Council 28/WFSE
1212 Jefferson St. SE
Olympia, WA 98501
wmsea.org
organize@wfse.org



Hey, WMS!



Nearly 1,000 WMS employees from across the state have signed union cards saying loud and clear that they want a union with AFSCME and the Washington Federation of State Employees.

But to begin negotiating for improvements like a progressive salary schedule and a balanced workload, we need over 50% to sign union cards.

We're close, but we need your help to push us over the line.



Joining takes just a few minutes.

Can you take a moment to fill out your card today?

www.wmsea.org/join-wmsea



union printed/opeiu8 afl-cio

From: [REDACTED]
Sent: Thursday, January 25, 2024 9:48:04 AM
To: [REDACTED]
Subject: Fw: Will WMS Workers Have a Union in 2024?

----- Forwarded Message -----
From: WMS Employees Association <organize@wfse.org>
To: [REDACTED]
Sent: Thursday, January 25, 2024 at 08:00:36 AM PST
Subject: Will WMS Workers Have a Union in 2024?



Will WMS Have a Union in 2024?

Here are the steps we need to take to create our WMS union in time to bargain for this cycle.

- 1**
YOU ARE HERE
A majority of Band 1 & 2 WMS employees sign cards expressing support for forming a union.
- 2**
File with the Public Employment Relations Commission (PERC) to have our union certified.
- 3**
Elect a team of our peers and bargain a strong contract. We must be PERC certified in time to bargain in the summer/fall of 2024.
- 4**
OUR UNION
Ratify our contract and submit economic proposals to OFM by October 1, 2024.

Don't wait to take action!
Visit wmsea.org to learn more.



Dear [REDACTED],

Time is running out for our WMS union. [Have you signed your card?](#)

As of January 1, we have the right to form a union—but our remaining time to secure a strong union contract in 2024 is narrowing by the day.

Our deadline to conclude contract bargaining and submit economic proposals to the Office of Financial Management (OFM) for review is October 1, 2024, and there's lots to do before then.

[Read more about our roadmap to a strong contract in 2024.](#)

WMS is Unionizing!

Collective bargaining is the greatest tool for workers to exercise power in order to ensure they are appropriately compensated for the services they provide.

David Green, Program Supervisor
Office of Superintendent of Public Instruction

How can you help?

Your voice matters! Your coworkers need to hear from you about why you support WMSEA.

- [Sign a card.](#)
- Talk to your coworkers!
- [Submit a quote](#) and photo sharing why you support WMSEA. It's fast and easy, and you are the best person to reach your coworkers about this important, time-sensitive process.
- Read more about WMSEA at WMSEA.org.

Welcome to WMS Employees Association

WMS Employees Association is a new local union within WFSE. As a WFSE member, you'll have the solidarity of public employees not only in Washington but across the country.

You'll also have access to the expertise and experience of the union that represents more public employees and supervisors in our state than any other:

- Expertise and staff specially trained in contract negotiation, union representation, and more
- Solidarity with nearly 47,000 other public employees in Washington
- Experience representing professional groups like Assistant Attorneys General and professional staff at the Office of the Attorney General

Don't wait to take action until it's too late! WMS employees deserve a strong contract and real change in wages, salary schedules, transparency and more. These wins are within our grasp if we take action now.

In solidarity,

WMS Employees Association (WMSEA)
Washington Federation of State Employees (WFSE)

Ready to work together for a better WMS? [Join here.](#)

Learn more about WMSEA at wmsea.org.

Washington Federation of State Employees - AFSCME
1212 Jefferson Street SE, #300, Olympia WA 98501
WFSE.org

Sent via ActionNetwork.org. To update your email address, change your name or address, or to stop receiving emails from Washington Federation of State Employees (WFSE), please [click here](#).