

# THE council connection



Washington State  
Council of Fire Fighters

Official Publication of the Washington State Council of Fire Fighters

*Published monthly by the WSCFF & provided to WSCFF Members*

## Freedom Foundation on the Move

Glen Morgan and the Freedom Foundation continue their efforts to undermine workers' rights in Washington State and have recently taken action on two fronts.

First, they have requested access to public union employee records in an attempt to match union member names with address and contact information. Their intent is to contact members and lobby them to opt out of the union. They've asked for information from PERS, TERS, SERS. They have not yet requested information from LEOFF or the State Patrol, but we expect they will. Be vigilant. Alert your members to this possibility. Be proactive in communicating the value of belonging to the union.

Second, Morgan has resumed filing campaign finance complaints against union-affiliated organizations. He has filed 60 new complaints against IAFF locals recently. Please carefully review the below advice from Schwerin Campbell Barnard Iglitzin & Lavitt. If your local is the subject of a complaint by the Freedom Foundation to the Public Disclosure Commission, you are strongly advised to seek legal counsel before crafting a response.

As always, your WSCFF stands ready to serve you. If you have questions or need assistance, please don't hesitate to contact the office.

## Your Local's PAC has Received a Glen Morgan Complaint...Now What?

### IAFF Legal Education Series

by SCHWERIN CAMPBELL  
BARNARD IGLITZIN & LAVITT  
LLP

18 WEST MERCER ST. SUITE  
400 | SEATTLE  
(206-285-2828)

[www.workerlaw.com](http://www.workerlaw.com)

Now that the elections are behind us, and rightwing operative Glen Morgan is [no longer busy spreading misinformation](#) about labor-friendly candidates, Glen has resumed his favorite pastime of filing campaign finance complaints against union-affiliated organizations. Glen has recently filed several new complaints, including some against IAFF PACs. Here is what you should know.

### What does this mean?

Washington's Fair Campaign Practices Act allows any citizen to initiate a complaint against a PAC. In some circumstances, the law also allows the citizen to file a lawsuit against the PAC in the name of the state. The good news is that the law was amended in 2018, which may make it more difficult for a citizen complainant to file a lawsuit in the name of the state.

After a citizen files a complaint, the PDC has 90 days to investigate and take action. If the PDC has not taken certain actions within those 90 days, the citizen can then give a "10-day notice." At the end of those ten days, if certain actions still haven't taken place, the citizen can commence his/her own lawsuit.

***IAFF Legal Education Series cont'd on page 2***



Under the amended law, a citizen like Glen may not initiate a lawsuit if the PDC has dismissed the complaint, or taken its own enforcement action against the PAC (for instance, issuing a penalty). Since the new law has taken effect, the PDC has dismissed many of Glen's complaints with a written warning, or has otherwise initiated enforcement action that could prevent Glen from being able to file his own suit.

### What can we do?

The PDC will typically share Glen's complaint with the respondent PAC and ask for a response. As noted, if the PDC takes certain actions, such as dismissing a complaint or commencing its own enforcement action, it will prevent someone like Glen from being able to file a lawsuit. However, it will not take action unless and until the PAC responds to the complaint, so submitting a response to Glen's allegations, denying allegations where possible or explaining any mitigating circumstances, is usually the best course of action.

There is often a good explanation for why certain reports may appear to be late. For instance, Glen often points to reports that were originally filed on time but for some reason later needed to be amended. Glen claims that an amended report is necessarily a late report - that misleading characterization can be highlighted in a PDC response. In other instances, some reports may actually have been filed late, but those late reports are an exception to the PAC's overall successful track record of filing reports on time, and there may be a good explanation for why the PAC had some trouble.

Crafting a response explaining the particular circumstances of your case is a good first step to responding to a PDC complaint. But be careful - the PDC will automatically post any response it receives on its website, so it is a good idea to speak to a lawyer before you make any response. In some cases, the PDC may then convene a telephonic or in-person hearing, where the PAC may also have an opportunity to provide a response.

Of course, each PAC's individual circumstances will vary. Working with a lawyer experienced with the PDC to develop a response is one way you can protect your interests. Schwerin Campbell Barnard Iglitzin & Lavitt is currently working with many IAFF locals and other labor unions and organizations to assist them in preparing written responses to Glen Morgan complaints. If you would like such assistance or more information, feel free to reach out to either Danielle Franco-Malone (206-257-6011 or [franco@workerlaw.com](mailto:franco@workerlaw.com)) or Laura Ewan (206-257-6012 or [ewan@workerlaw.com](mailto:ewan@workerlaw.com))



Schwerin Campbell Barnard Iglitzin & Lavitt LLP  
Attorneys At Law

Our group of talented lawyers and highly-skilled staff comprise the largest union-side labor law firm in the Pacific Northwest. Together, our attorneys possess over 175 years of experience advising clients, negotiating contracts, and litigating labor and employment cases. Our attorneys are adept at developing creative strategies for union organizing and defending our clients' rights to engage in protected activities. We assist our clients in bargaining strong contracts and enforce those contracts through grievance arbitration. With our breadth of litigation experience, we aggressively enforce federal and state labor, wage & hour, and anti-discrimination laws. Our clients appreciate that we provide responsive, creative, and cost-effective representation and that we are committed to advancing social and economic justice on behalf of, and as part of, the labor movement.

To learn more, please visit  
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*After 43 years as a firefighter, Greg Borg is hanging up his fire hat. At 68 and captain of Station 18, he was the oldest man on the job.*

*[Click here for full story. The Spokesman-Review](#)*

*Excerpt from the Spokesman Review*



For 43 years, Spokane Fire Department Capt. Greg Borg, 68, has answered the call – actually thousands of calls.

He served his final shift, like all the ones before it, scrambling into his turnout gear and into the rig at Station 18 in North Spokane, heading out with lights flashing and sirens blaring, to help those in need.

**For him, retirement isn't due to burnout. "I love it," he said. "I love what I do."**

In addition to his on-duty work, Borg worked tirelessly for the Spokane Firefighters Union, IAFF Local 29, including serving as union president for nine years. He also served 22 years on the Department of Labor & Industries Firefighter Technical Review Committee, working on safety standards for firefighters.

His admiration and dedication for his fellow firefighters led him to a passion project to find a way to honor those who'd lost their lives in the line of duty. Borg and his family were the driving force behind the Spokane Firefighters Memorial Project. "I've always been interested in the history of the department," he said. "Seventeen guys died in the line of duty."

And thanks to Borg, each of them was recognized with plaques embedded in the sidewalks where the men lost their lives. "We ended up raising \$30,000," he said. "The project took three years."

When asked what it takes to be a good firefighter, he quickly responded. "It's not about how big or strong you are, it's all about your attitude and understanding why you're there," he said. "Every day people count on you. Every day when you go to work, you have the potential to save someone's life."

In an email, fire Chief Brian Schaeffer praised Borg's work on the Spokane Firefighters Memorial Project, and his many years of service. "He progressed through the ranks and served admirably in every position," Schaeffer wrote. "Family has always been Greg's priority – his family at home and his fire service family. He cares for both equally with a vast amount of sentiment."

Spending time with family – especially his grandkids, is at the top of Borg's post-retirement plans. The adjustment to spending every night at home in his own bed may take a bit of time.

He laughed. "Most of us live a life of being sleep-deprived," he said. Last week, between calls, Borg looked back on four decades of service to the community. "There's never been a day when I went to work and didn't want to be there," he said.





## The Holidays are Here! FIRE FIGHTERS FOR OPERATION WARM

Inspire hope, empower children, and join the movement to positively impact the lives of children! The WSCFF partners with Operation Warm to provide new coats to children who need them most.

For mor information, please visit: <https://www.operationwarm.org/get-involved/give/>



## ROLLING STRIKES JAM UP NORTH POLE



The massive gift production and distribution operation at the North Pole is in disarray amid rolling strikes this week.

The conveyor belts were halted for several hours on Wednesday when maintenance elves walked out just as a mass of taffy was discovered in the gears. On Thursday there was another walkout, this time in Wrapping and Ribbons. And today, no one is loading sleighs.

The wildcat strikes were organized by rank and filers without the sanction of Elves, Reindeer, and Candy Stripers Local 1224.

Members are livid that Santa Claus has unilaterally introduced a seasonal second tier of workers called "Santa's little helpers," paid less than career elves and denied such benefits as pensions and free cocoa. Who headed the True North slate that narrowly lost last year's union election?

The union administration is urging members to cool off the strikes. "We're in serious talks with Santa over this issue, but we have to take his interests into account," said Local 1224 President Zack Keebler. "How are we going to compete with Amazon?"

Claus has taken a tough line with the unions this year, emboldened by a North Pole Supreme Court decision that's designed to encourage elves to drop their union membership by compelling the union to represent even those who pay zero sugarplums in dues.

"But we haven't lost a single member in my area," said Tiny Tim Cratchit, a steward in the candy striping department. Members of the Elves are also rumored to be discussing inter-polar action with Penguins Local 1911. Activists from the two locals met up at the Labor Notes Conference in Chicago last April to discuss next steps after the collapse of the Trans-Polar Partnership trade deal.

(Brought to you by Labor Notes)



Just one example of our WSCFF members who help fill the sleighs!

*Pictured are Local 3520 East Pierce Professional Fire Fighters Colin Murphy, Kyle Bylin & Matt Lowry.*



## REGISTER NOW FOR FIRE OPS 2019!!!

It's time again for FIRE OPS. The event will be held March 21 & 22, 2019, at the Volpentest Hammer Training and Education Center in Richland, Washington. Attendance is limited to one elected official or media person per local, and a local member must accompany ('shadow') each attendee.

There are limited spaces available; so if you want to register someone, please contact Debbie Guillot at the WSCFF office to get on the list. Once you are on the list, you will receive a registration form that is due upon receipt along with the \$375, non-refundable fee.

There is a block of rooms reserved at the Red Lion Hotel – Richland Hanford House for the night of March 21,

To register or if you have any questions, please call Debbie at 800-572-5762 or email her at [debbie@wscff.org](mailto:debbie@wscff.org).





# LET US HELP YOU GET YOUR STAY OFF TO A GREAT START

We are excited to welcome **Washington State Council of Fire Fighters Ops Training 2019!**

Comfortable accommodations, complimentary Wi-Fi and a warm welcome awaits at Red Lion Hotel Richland

Share these booking instructions with your guests, for easy no-hassle reservations and to be sure they get your special group rate starting at **\$97!**

Please have your guests follow one of these steps below to reserve their room reservations:

- Call (509) 946-7611 and provide them with your check-in Date and the group code **WSCO0320** for Red Lion Hotel Richland
- Or, click on this [BOOKING LINK](#) and provide them with your check-in Date and the group code **WSCO0320** to book online.

**RED LION HOTEL RICHLAND HANFORD HOUSE**  
802 George Washington Way - 509.946.7611 - [redlion.com/richland](http://redlion.com/richland)





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# THE WASHINGTON STATE COUNCIL OF FIRE FIGHTERS

is your union devoted to the protection and support  
of professional fire fighters and paramedics in our  
beautiful state of Washington.

## MEET AT THE WSCFF



## Upcoming Events

TUES

11

### WSCFF Celebration of the Season

December 11, 5:00-7:00

**Mercato Ristorante**  
111 Market St. Olympia

HOLIDAY

12/24-1/1

### WSCFF Office closed for the Holidays

Dec 24-Jan 1, 2019

TUES  
WED

1/29-30

### WSCFF 2019 Legislative Conference

December 29-30, 2019

**Hotel RL**  
2300 Evergreen Park Dr  
SW, Olympia

**DID YOU  
KNOW?** The  
WSCFF office in  
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available to  
Local affiliates  
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[wscff@wscff.org](mailto:wscff@wscff.org)



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