



# LOCAL 3197

**SHOUT!**  
January-February  
2005

*Representing employees of the Seattle VA, VA Regional Office, Seattle Vet Center, Bremerton Pre-separation Center, Bremerton CBOC, and Metropolitan Park*

## ORGANIZING DRIVE JAN. 24-28, 2005

### **\$50 New Member Cash Rebates!**

Any employee within the Local 3197 bargaining unit who signs up to join the union by submitting Form 1187 during the week of January 24-28 will receive a fifty dollar cash rebate. If the new member designates a recruiting member on the same form, the recruiter will receive a \$20 cash bonus. AFGE National leaders and Benefits Specialists will be on site.

### **ORGANIZING DRIVE EVENTS**

**Tues & Wed January 25-26:** Off Tour Walk Throughs - Special treats for the employees working evening or night shifts.

**Wednesday, January 26:** VA Regional Office (VARO) Lunch & Learn, with J. David Cox, NVAC National VP, and Gerry Swanke, National VP AFGE.

**Thursday, January 27:** Breakfast Reception from 7 AM - 9 AM, Radke Room, Building 100, Rm. 3C-105. Lunch & Learn from 11AM-1PM, Building 1, Rm. 320. J. David Cox.

**Friday, January 28: Union Fair at the VA - BB-108,** the Basement Auditorium for an all day Union Organizing Celebration with food, cash raffle, popcorn, information and speakers (TEMPO credit). Guest speakers include J. David Cox, NVAC VP (11 AM-Noon): "What's at Stake for YOU in the Master Agreement Negotiations" and Steve Kofahl, President of AFGE Local 3937 (Noon-1:00 PM): "Social Security, A Comprehensive Family Insurance Program." Steve's Local represents 1700 Social Security Administration employees in 60 offices in AK, ID, OR, and WA. Steve is one of the principal national and regional union activists fighting the proposal to divert Social Security payroll contributions to risky, costly individual private investment accounts. Also, speaking will be Will Parry, President of Puget Sound Alliance of Retired Americans.

Bring your non-member co-workers to these events to show them what the Union does for us all.

# A message from Chief Steward, Roy Frye

My plan as Chief Steward over the next two years is to organize the Stewards into a cohesive force for the fair treatment of the employees of the Seattle VA medical center. I will be working closely with the Stewards to achieve this plan, including the following:

1) Meet with each Steward at least once per pay period, whether or not they have cases. They are often aware of situations that I am not, and they can brief me on their concerns.

2) With the support of the EBoard, I am implementing the Steward at Large, and have appointed Mike Tate to this position. The Steward at Large could be thought of as an "Assistant Chief Steward." When I am not available, employees and other Stewards should call the Steward at Large for assistance. (Mr. Tate's pager is 570-4140.)

3) I would like to offer at least monthly educational opportunities to the Stewards and officers. These classes will be taught by a multitude of people. For example, did you know we have four "Specialist" Stewards? OWCP (Debra Smith), EEO (Richard Wildermuth), Women's Coordinator (Tracye Stanley), and Occupational Safety and Health (Cirilo Lanoza).

Roy H. Frye, Chief Steward  
AFGE L-3197 (AFL-CIO)  
Pager 206-559-7042 (on 24/7)

## The NPSB and Thee !! —Michael J. O'Meara

VA nurses must have a yearly evaluation of their nursing proficiencies. If you and your nurse manager agree that your proficiency warrants an advancement or promotion, then its forwarded to the Nurse Professional Standards Board (NPSB). Your NPSB is comprised of some of your very best and dedicated colleagues who contribute 2 hours of their time weekly to evaluate such requests. They've received indepth instruction which prepares them to consistently compare proficiencies to the Qualification Standards of the position to which the nurse wants

advancement or promotion. Most nurses never get to observe the NPSB in action. I have, so I can assure you that your Board's members do their very best to ensure that a deserving nurse is recommended for advancement or promotion. If this occurs, the recommendation is given to Frankie Manning for her review. If approved, it moves on to the VISN Director, Timothy Williams for final approval. If a nurse's request is denied at any time during this process, the nurse has the right to appeal and resubmit the proficiency with the missing or clarified information.

Too many proficiencies are rejected because they contain incomplete or confusing information that's poorly organized. Make sure these problems don't hold you back by writing your own proficiency for your manager's review. Include examples (names, dates, outcomes) for each of the 9 Qualification Standards of the Level & Step to which you aspire. Collaborate with your manager to create a final draft that's clear, concise, complete and organized. If you can't agree on the content, you have a right to ask for a meeting with Frankie Manning. Remember: **DON'T GET DEFENSIVE** when challenged; instead, calmly provide evidence.

Fiscal reality: there will never be enough money in the VA's budget to award everyone with what they have demonstrated they deserve! Translation: you may wait in line for that advancement until a nurse "above" you leaves, or the nurse(s) waiting ahead of you in line get their's first. So, don't stop trying to improve on last year's proficiency or you will knock yourself out of the line you worked so hard to enter. The moral: life's not fair, so don't get out of line or you will lose your place.

[Barbara Phinney] Note: When nurse promotion is denied by NPSB (and promotion would not require a waiver of education/experience), the Reconsideration Process Flow Chart is as follows:

- Call a meeting with Service Chief or Designee
- Call a meeting with Nurse Executive
- Call a meeting with Chief of Staff

If still denied promotion at all these informal discussion steps, then **WITHIN 10 DAYS** after meeting with Chief of Staff, the Nurse must submit a written request to the Medical Director with specific facts supporting their belief that the non-promotion was improper, stating that corrective action is desired, and briefly summarizing the results of informal attempts to obtain a satisfactory decision. If the Director does not recommend nurse promotion, the nurse must submit, within 15 days, a request for reconsideration to the Under Secretary for Health. The Union can help you with this process.

## Press Release from AFGE 10/25/04:

National President of Union Representing VA Workers Takes Stand for Keeping the Nation's Promise to Her Veterans

U.S. SENATOR PATTY MURRAY TO JOIN UNION PRESIDENT JOHN GAGE IN SEATTLE, RATCHETING UP FIGHT AGAINST CUTS TO VETERANS' MEDICAL SERVICES

INFORMATIONAL PICKET  
TUESDAY, OCTOBER 26TH  
3:30 p.m.

SEATTLE, WA. -- This week the V.A. Puget Sound Health Care facility joins a list of Veterans Affairs facilities across the country whose workers are protesting and educating the public about cuts in jobs and services that are compromising the medical care promised to our nation's veterans. The Seattle V.A. medical facility is operating, since March, at a deficit of \$12 million.

Senator Patty Murray will join John Gage, national president of the American Federation of Government Employees (AFGE), in calling for mandatory funding for veterans' health care, which is currently a discretionary budget. Joining Gage will be AFGE National Vice President Gerald Swanke.

According to a newly released report from the Harvard/Cambridge Hospital Study Group on uninsured veterans, as of 2003, nearly 1.7 million honorably-discharged veterans neither had health insurance nor received ongoing care at Veterans Health Administration (VHA) hospitals or clinics.

Workers at other facilities have also expressed deep concerns regarding the lack of adequate funding for V.A. medical care. On Monday, October 25th, workers at the Portland V.A. Medical Center in Oregon will receive Gage and Swanke to hear the national officers speak on "Shortchanging Our Veterans." The Portland facility recently received unwelcome attention when it cancelled some 100 non-elective surgical procedures due to funding problems.

## Report from VISN 20 Partnership Council

—Bianca Plank

On December 15-16, 2005, I went to Vancouver, WA (as alternate for Barbara Phinney who was out of town) at the VISN 20 Partnership Council meeting. The Council consists of Local presidents and management staff from throughout VISN 20 (Alaska, Washington, Idaho, and Oregon), as well as VISN office staff at Vancouver. My main job was to take a lot of notes for Barbara. The agenda included presentations from VA staff on the capital asset realignment process (CARES), VA budget update, the nursing image survey, employee satisfaction survey, restructuring of materials management, and centralization of the NARS, the VISN's clinical referral system. We were also visited by VISN Director Dr. Les Berger, Chief of Staff Dr. Jeffrey McCarthy, and new Deputy Director Susan Yeager.

When listening to untranslated bureaucratese my attention span is admittedly limited, but I did discern that everyone agrees the VA system is in a critical funding crisis, and that it's no way to run a health care system. However, the administration is doing their best to hold on for the time when the powers that be come to their senses and realize that providing health care for the war wounded and damaged does not happen magically and is not a self-sustaining enterprise, no matter how you try to rearrange it on paper. Chronic deficits have prompted a recentralization trend in the VA, characterized partly by a shift in focus from front line needs to large capital holdings throughout the system. While there does seem to be a need to update some of the aging, but functional facilities within the VA (some that are situated in military forts that were established when we were still fighting the Indians), one hopes that CARES will live up to its acronym and not get caught up in the sweep of privatization in public service that is occurring globally. And let's hope that Labor continues to have a voice in protecting fair work conditions for all VA employees, something that is often overlooked by management when faced with the urgent need to solve difficult budgetary problems.

**Reports from the AFGE  
National VA Council Convention  
Puerto Rico, November 8-12, 2004**

**VBA Forum, 11/12/04  
—Barbara Phinney**

The Veterans Benefits Administration Forum was chaired by Alberta Franklin, NVAC Mid-Term Bargaining Chair; Veronica Wells, Chief Human Resources, VA Central Office, and guest Leanne Weldin, Seattle VARO.

**Union:** VSR Quality Standards and Certification Test - when 29% failed the test, how can Management say the test has been validated? The reason so many employees fail the test, is that the RO's have stopped rotation, so people aren't getting the full experience. Stopping rotation is going to increase the probability of RO offices closing, too. Admiral Cooper has stated that Vets' Net doesn't work. VBA implemented MapD, released relatively recently (2 years ago) and it doesn't work. MapA still crashes and locks up the computer. Virtual VA has the same issues. There is something wrong with bringing a system on line piecemeal. Beta testing should not be done in the field. "Work the hell out of everybody on standards they can't meet."

**Management:** VBA and OPM are working on a rewrite of the PD's/Classification of the 996 work series for Claim's Examiner, which was written and issued in 1962. There have been interviews with employees and managers all over the country. Forty two years ago (in 1962), the work was not as complex.

**Union:** A lot of Managers haven't done the work, don't know what we do. Claims used to be 3 conditions, now they are 9..11..13...20 conditions. Some supervisors are out of touch with reality and a big problem is that before putting an employee on a PAP or PIP, managers are not helping employees. In the field, lots of employees are not notified before getting a PAP. The process outlined in the Master Agreement is not happening. First line supervisors need better training on their roles, or maybe it's higher Management's fault.

**Management:** In Seattle there is a more regimented atmosphere. We have less than 10 people on PAP's or PIP's. VSR's have found standards reasonable and attainable. Because our demand is sky high and production rates developing claims is in the dumps, we are on a Wellness Plan.

**Union:** The workplace environment is not good. There can be retaliation for union membership and activism. We need to change that.

**Management:** We have this challenge: the budget we work off is always two years ahead...right now we are working on a budget for '07 and a Workforce Plan for 2008.

At this point Management exited and the AFGE VBA discussion continued...Management didn't answer, doesn't seem to know why some stations have a standard of 3 and some are 4. Management has the right to distribute work. We, the Union, need to survey employees - find out what we need to do, where and how to use the leverage we have. A lot is left up to union officials to use leverage locally.

RLC's, the Regional Loan Centers, have been stripped of the property management for VA housing loans- it has been contracted out. Veterans are going to lose the ability to stay in their homes because of a number of changes VBA has made regarding the contracting out of the RLC's. Contractors aren't going to do what we did to serve and help veterans. OPM felt VA should not be in the business of home loan guarantee. It is too bad for veterans, because we were in the position to advocate for them, and a contractor is not going to have the same interest.

**Training at the NVAC Convention  
—Gilbert Martinez**

In Puerto Rico we learned many things. I met Luis Fortuno, President of the AFGE Local at Puerto Rico VA. He caught my interest when he spoke about his Local's member participation. I was impressed when he explained that, although they could not get dental benefits, his members were united.

I also attended several informative classes while there. One was titled, "The Impact of Congressional Action on the VA and Legislative Action by Employees." The discussion centered on the writing of letters to district lawmakers to address our problems and challenges. The facilitator also emphasized the importance of meeting with the lawmakers before writing the letters. In this way, they become familiar with our concerns and issues and are more likely to respond quickly to union correspondence. I also attended a class titled, "Burn Out". The facilitator discussed using laughter to

combat the stress that so many dedicated hardworking union members experience. It is easy to get caught up in day-to-day business, so he suggested that union leaders and members try to have more fun at meetings and use humor in order to relieve stress.

### **Some Highlights from the NVAC Convention —Bianca Plank**

In his remarks at the opening ceremonies of the NVAC convention in San Juan, PR last November, J. David Cox introduced many of us to the late Jesse Brown, VA Secretary under Clinton. Brown had appointed a labor friendly negotiating team, and during his tenure AFGE's current Master Agreement was worked out. This Agreement has now been in effect since 1996; but today counterparts in the Bush administration are calling the provisions of the Master Agreement illegal, because they remove the rights of management.

In a series of sessions Jackie Sims, NVAC Counsel and legal analyst, showed us proposed new provisions in the Title 38 codes, where subtle changes in wording give management a new upper hand by rendering formerly grievable scenarios non-grievable. Sims provided materials with examples of how the union can counter these tactics.

At the VHA forum, nurses from all over the VA system lined up to give Cathy Ricks and two other representatives from Central Office, their perspective on how funding cuts are affecting work conditions and services to veterans all over the country. What started out as "question and answer" quickly turned into a note-taking opportunity for the high ranking VA administrators. By far the most widespread complaint was the ceiling on promotion for LPNs, who commonly are saddled with the hardest work on the wards, but have the least opportunity for career advancement.

At the Wednesday evening banquet, the ballroom was transformed to a tropical wonderland of soft lighting and fronds, feathers, and flowers of every color in arrangements varying from table to table. During dinner, delegates were entertained by salsa dancers. Afterwards, with the help of the live band, we were ready to burn off a few calories ourselves. We all made new friends, and gained an appreciation for the vibrant cultural and ethnic diversity that characterizes the NVAC.

### **NATIONAL COUNCIL OF V.A. LOCALS RE-ELECTS ITS LEADERSHIP**

Council President Alma Lee Returned To Office, along with Vice Presidents J. David Cox, Sr., Oscar L. Williams, Jr., Bill Wetmore and Treasurer Dorothy Jefferson.

**SAN JUAN, P.R.**— Alma Lee, President of the National Council of V.A. Locals of the American Federation of Government Employees (AFGE), won re-election to her current post. Lee, a retired nursing assistant from the VA Medical Center Salem, Virginia, faced two contenders, Jennifer D. Marshall and Mary Love. Lee's election returns her to office for a 5th term.

Council Vice President, J. David Cox, Sr., a registered nurse at the VA Medical Center in Salisbury, NC, was re-elected to his post, as was Council Vice President, Oscar L. Williams, Jr., an electrician at the Danville, Illinois V.A. Medical Center. Attorney Bill Wetmore, who works for the Board of Veterans Appeals, also won election to a council vice president position. Council Treasurer Dorothy Jefferson, a retired nurse, was also re-elected to her post.

"The National Council of V.A. Locals will continue the fight for adequate and mandatory funding for veterans' health care," said Council President Alma Lee. "We will not rest until every veteran receives the health care that he or she was promised when signing on the dotted line to serve their country."

Over the course of the last year, thousands of veterans have been turned away from V.A. medical facilities because of tightened eligibility rules that exclude from benefits even veterans of modest means. Because of budget shortfalls, non-elective surgeries have been cancelled in some hospitals, and supplies in others have been slow in coming.

"It's a shameful state of affairs," said Lee, "and we intend to keep the plight of our nation's veterans in the public eye."

The AFGE National Council of V.A. Locals represents some 150,000 VA employees within the Department of Veterans Affairs.

The American Federation of Government Employees (AFGE) is the largest federal employee union, representing 600,000 workers in the federal government and the government of the District of Columbia.

*"If there is no struggle there is no progress... Power concedes nothing without a demand. It never did and never will."* Frederick Douglass

## Local 3197 State of the Union

January 2005

—Barbara Phinney

Members and Friends of Local 3197, the following is a report on the endeavors and accomplishments of our local during the past year.

Local 3197 sent **Stewards and Officers** to various trainings during the year. Our Stewards assisted many, many employees with expert legal and job site representation. We filed grievances and demands to bargain on behalf of individuals as well as groups of employees. **Our Stewards** have done important work on behalf of our members and those employees who are not yet members, with many successes big and small.

Local 3197 contributed to the improvement of many medical center policies and reviewed all new policies for Master Agreement **contract compliance** prior to their implementation.

We resumed Seattle VA **Labor Management Relations Committee**, in which the Union brings issues and problems affecting groups of employees to the table with top hospital management for discussion and resolution.

In 2004, Local 3197 was the innovator of the **Nursing Labor Management Committee**, composed of Union leadership from Seattle, ALVA and PSHCS Nurse Executive team, the Deputy Director and Human Resources. In this forum the Union has brought nursing concerns to a broader audience with greater input for solutions.

Some notable successes of Local 3197 **Union Activism** in the workplace: replacement of the **Kitchen** conveyor line which was causing employee injuries; stopping the loss of the breakroom of TCU staff; halting HPM's plan to move Seattle Fee Service employees to ALVA; assisting hundreds of employees to request and be granted a **Waiver of Overpayment** from payroll and save the money made by VA error; bargained Union participation on the Nursing Excellence Award Panel; assisted employees affected by construction in several areas; negotiated with management

to ensure contract compliance regarding employee work conditions for **Research** employees moved to Metropolitan Park in downtown Seattle; protecting the rights of **BioMed Techs** regarding a new OnCall Policy, still in process; protecting rights of Seattle O.R. staff regarding the plan to send them to ALVA if needed, in process also, and many more issues.

We have kept on the front burner the campaign to lift the costly and unfair cap on **WG I Housekeepers**; and the short staffing on some inpatient units like TCU; and many other problems involving employees of the medical center and VARO.

Union representatives have been attending **Staff Meetings** in different work areas. Management doesn't always remember to notify us of these meetings ahead of time. You can call the Union Office, 764-2737 or 768-5351 and let us know.

We published four good newsletters. Please consider writing an article of interest to members for our newsletter, "**Shout.**"

Local 3197 worked with the broader labor community, the **King County Labor Council, Washington State Labor Council, and Washington State Jobs with Justice**: we lobbied, rallied, and doorbelled our Union Brothers and Sisters to educate them on issues affecting us as workers. All three organizations assisted the Local in our **Informational Picketing to Adequately Fund the VA!**

Local 3197 officers helped organize the **Put People First!** March and Rally in Seattle, July '04. Many members of our Local participated in this important rally to **save public services.**

Sponsored six Puget Sound Blood Center **Blood Drives** and remains in the top of hospital donations in the area – thank you to all employee Donor Heroes.

Local 3197 organized two **Craft Fairs** with proceeds going to the Local 3197 **Employee Special Assistance Fund**; organized a **Legislative Action Dinner Party, a Christmas Party**, and a series of (6) six **Informational Pickets for Adequate Funding for the VA!**

Our final picket on October 26th across the street from the Seattle VA, was notable for visits by the **Honorable Senator Patty Murray, Congressman McDermott, Smith and Inslee, AFGE**

**National President John Gage, Washington State Labor Council President Rick Bender** and many **Veterans and VA Employees.**

We held a very successful weeklong **Organizing Drive** in January, '04. And during the year seventeen (17) **Lunch n' Learns.**

Another **Organizing Drive and Union Fair** is scheduled for this month, January 26-28th. Volunteer opportunities are available.

Local 3197 received an **AFGE National Organizing Award for Achieving a 29% Increase in Membership in 2004.**

Local 3197 had elections for two offices - Treasurer and Chief Steward – a big thank you to the members of the **Election Committees** for your participation in the democratic process.

There was one **Investigation** - thank you to the members who served on that committee.

And Local 3197 lobbied our Congressional Members for the **'05 Pay Raise** of 3.5% for GS, WG, Title 38, and Title 38 Hybrid federal employees. Success will be declared when it's in our pockets.

To every member and friend of AFGE Local 3197 who helped make it all happen, on behalf of the Local's Officers, **Thank You!**

The coming year of 2005 promises to be filled with even greater challenges to the **dedicated and talented employees** of the Seattle VA: continuing budgetary crisis with short staffing and a hiring freeze, a new Secretary of Veterans' Affairs, and the increasing numbers of veterans coming from the Iraq war. We need solidarity in the workplace more than ever.

In 2005, help us help you by signing up a new member in your work area. More members means more leverage locally and nationally. Get involved, come to meetings, volunteer for a committee, check out [www.afge.org](http://www.afge.org) and learn about the national AFGE.

Here's to a bigger, stronger and more active Local 3197 - with **your** help, we can do it.

Representing, Organizing and Mobilizing Federal Employees for Wages, Benefits and Job Security

## **AFGE Local 3197 SPECIAL ASSISTANCE FUND**

—based on SAF Mission Statement by Wendell Skiffington, VARO Steward

The purposes and intent of the Special Assistance Fund (SAF) are: To service the membership of AFGE 3197 in times of need; To raise and distribute monies to help the members of said Local and their families; To practice fiscal responsibility and accountability to the membership of this local in the collection and distribution of those funds; When possible and within set limits of fiscal responsibility, to aid other Labor Organizations and show support for our brothers and sisters in the Labor movement; and, To promote the highest possible standards and ideals, and to be a positive example to all government employees, members and non-members alike. Stewardship of the Special Assistance Fund is assumed by the SAF Committee, on behalf of the members of Local 3197. Committee members are Cirilo Lanoza, Wendell Skiffington, and Bianca Plank.

The procedure to request assistance is as follows: Members located at Seattle VA shall contact Cirilo Lanoza (ext. 6-2234, pager 559-9103). The requesting employee should be a dues paying member of the local. The current guidelines for determining payment amounts are: \$100 for an unmarried employee with no dependents; \$120 for an employee with a family and one child; \$150 for an employee with a family and two or more children. These guidelines may be adjusted by affirmation of the entire committee according to the availability of funds in the SAF, and the need of the member. The committee will at no time distribute monies if there is none in the Verity account. If there is any disagreement between the members of this committee as to the distribution of funds, such disputes should be resolved by the Executive Committee. Entries for expenditures by this committee are recorded in the committee's ledger which is maintained by Mr. Lanoza. A copy of each check will be retained for committee records. That copy should be initialed by the recipient of the funds.

The SAF was created in November 2003; a checking account was established at Verity Savings under the name, "AFGE 3197 Special Assistance Fund." This fund replaced the Benevolent Fund that previously was part of the Local Budget. This was changed due to legal requirements for benevolent expenditures, roughly that any such expenditures funded by membership dues must be available equally to all members at all times. Because that is not possible, the Special Assistance Fund was created. SAF funds come primarily from our Craft Fair proceeds. The SAFC seeks to establish other means of fundraising for the SAF.

**Attention AFGE Members: You can sign up for dental benefits online with Camco. Everything relating to dental can be done on the Camco website: [www.camco.dyndns.com](http://www.camco.dyndns.com)**

**We are expecting to get some flyers about the website, but they have not been received yet.**

**Stormy G. Frye, Union Benefits Coordinator, AFGE L-3197, Pager: 559-3103**

### **AFGE Local 3197**

President - Barbara Phinney, RN  
1st Vice President - Gilbert Martinez  
Unit Vice Pres VARO- Larry Fowler  
Treasurer - Bianca Plank  
Chief Steward - Roy Frye  
Professional Chief Steward -  
Barbara Tickner, LPN  
Chief Steward VARO - Debra Kurran  
Steward at Large, VA- Mike Tate

Benefits Rep - Steve Ellenwood  
(253) 230-6502 (cell)

Seattle VA Union Office  
Room 6C-104 Bldg 100  
(206) 764-2737 (President)  
(206) 768-5351 (Chief Steward)

VARO Union Office  
Jackson Federal Building, room 1050  
(206) 220-6237

General Membership Meetings of Local 3197 are held the second Wednesday of the month, at 5 PM, at the Seattle VA, Building 1, Room 240. Your presence and participation increases our strength and the democratic process within our Local. Solidarity!

**Spring Craft Fair: Thursday April 7**  
**AFGE Spring Party: Saturday April 16**

## AFGE District & Council 249 Caucus

The District 11 and VA Council 249 Caucuses will be held in Denver on May 13-14, travel days are May 12 and 15. Delegates will carry the votes of the Local for the elections of AFGE National Vice President for District 11, District Womens' Advisory Coordinator, District Fair Practices Affirmative Action Coordinator, and VA Council 249 President and officers. Committee appointments will be made. Delegates will be required to use two (2) days of Annual Leave.

AFGE Local 3197 Constitution and ByLaws, Article VII, state "All officers, by virtue of election, are Delegates to the National Convention, District Caucus, and National VA Council meetings. Additional delegates and alternate delegates to the National

Convention, District Caucus, council meetings, or other meetings participated in by this Local as it may be entitled, shall be elected at a meeting called for such purpose by plurality vote and secret ballot of the members in good standing present and voting, provided proper notice of such meeting has been given."

At the March 9, 2005, AFGE Local 3197 General Membership Meeting, at the Seattle VA Bldg 1 Room 240 at 5 PM, there will be a vote to decide (1) whether Local 3197 should participate in the Caucus, (2) how many delegates to send to the caucus (we are entitled to send six delegates and unlimited alternates), and (3) the number of delegates and alternates to be funded by the Local.

AFGE LOCAL 3197  
1660 SOUTH COLUMBIAN WAY  
SEATTLE, WA 98108

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