

TACOMA FEDERATION OF EDUCATION SUPPORT PROFESSIONALS

MINUTES OF MEETING OF GENERAL MEMBERSHIP

January 13, 2026

Meeting called to order by President Kari Madden at 5:06 p.m. This meeting was held via Zoom with 33 members present.

President's Report: Kari Madden reported:

- Right Response Reminder: Reminder that Right Response is required by ALL ESP's
- ULP update: Unfair Labor Practice re crossing guards forced to leave union/work as hourly employees to keep their jobs. Assigned to PERC, hearing should be scheduled. Long process.
- Lobby Day: Monday, 2/16/26 in Olympia. Great opportunity to talk to legislators. Carpooling will be available.

Bylaws Committee: Jode Pulley reported that the Bylaws Committee (Jode Pulley, Arlene Reich-Norris, Liz Walle, Tanya Hendrix, Lisa Wolf) worked many hours updating our Bylaws. Copies of changes sent to all members prior to this meeting. Melissa Roach suggested that we need to add a 4th Union Representative Coordinator (rather than three) and that we need to change the dues for subs from a flat rate to a percentage of 1%. **IT WAS MOVED AND SECONDED** that we amend the proposed Bylaws to add a 4th Union Representative Coordinator and amend the dues amount for subs from a flat rate to 1%. After discussion **MOTION TO AMEND PASSED. IT WAS MOVED AND SECONDED** that we approve the updated Bylaws as amended. After discussion **MOTION PASSED.**

Vice President's Report: Melissa Roach reported that she went to AFT training in Portland. She posted link for free trauma counselling (www.aft.org/benefits/trauma) and AD&D benefits available through AFT Plus. Reach out to Melissa for more information.

Membership: Anitra Wise reported on membership. District has stopped in-person orientations, doing virtual, making it very hard for us to reach newly hired potential members.

Treasurer's Report: Cheryl Ann Strange reported that she is working on the 990 form and working on correcting how we pay dues to AFT National (fixing overpayments). She needs an internal audit committee for this year. Several members volunteered.

Communications: Riley Jordan reported again on Lobby Day, 2/16. Also, a "Resisting Trump" rally in Tacoma 1/24/26 at 1:00 p.m. Rally has been endorsed by our Executive Board.

AFT WA Report: Enrie Morrison also reminded about upcoming Lobby Day.

PCCLC Report: Tanya Hendrix reported on the Pierce County Central Labor Council. They are moving to a new building with a daycare for workers in the building. Tanya explained PCCLC for new members. We have available delegate slots if we have others who'd like to serve.

Raffle: We will be doing a raffle each meeting for members attending (and staying to the end of) the meetings. This month, Arlene Reich-Norris and Petra Nieto won local coffee shop gift cards.

Good of the Order:

- Lisa Wolf shared information regarding AAC (Augmentative and Alternative Communication) training now available to us from a two-year grant. Online training, info, and sign-up on the HUB.
- Emmett Jones is looking for volunteers to create a Membership Drive Committee.

Adjourn: Meeting adjourned at 6:00 p.m.

Next Meeting: Tuesday, February 10, 2026, 5:00 p.m. via Zoom

Minutes submitted by Liz Walle, Secretary