

Wayne (Fri, 24 May 2019 at 4:52 PM)  
cc: james@thetorresfirm.com

To Whom It May Concern,

I am not sure why Doubl-Kold is still included in this "ongoing" complaint. We have complied as requested and were doing so before the original complaint was filed by Mr. Nelsen. The two Doubl-Kold employees on the list provided are contributing to the PAC voluntarily and at their request.

Attached are 22 signed forms for 598 members employed by Doubl-Kold at the end of March acknowledging they understanding the PAC is voluntary. Of those 22 only 2 have elected to have the PAC withheld, attached are the annual forms they signed in December 2018. The other 20 had elected not have the PAC funds withheld. I would think this alone is an indication Doubl-Kold is not withholding any funds associated with 598's PAC fund unless they have been authorized. Since that time we have hired 4 additional 598 members and attached are the forms they signed upon hiring in whether they wanted the PAC withheld or not. You will see 3 of the 4 have requested the PAC to be withheld.

Also we allow any 598 member to change their decision at any time and, within reason, change the withholding request upon written notice from the employee.

I do not know what records 598 keeps or how they are stored or organized. I only know what Doubl-Kold is doing. I would appreciate in the future if this continues that someone checks with us or our records before claims are made we are not complying with the RCWs and WACs.

Respectfully,

*Wayne F. Gold Jr.*  
President  
Doubl-Kold

Ph. (509) 248-9588  
Fax (509) 453-6538  
E-mail: wayne@doubl-kold.com

## ANNUAL NOTIFICATION CONCERNING WITHHOLDING FUNDS FOR 598 PAC

As required by the State of Washington administrative code, WAC 390-17-110 please be advised that neither UA Local 598, nor any signatory contractor, may or will discriminate against you in the terms or conditions of your employment for (1) failing to contribute to the PAC, (2) failing to support (or oppose) the PAC, or (3) in any way supporting or opposing a candidate, ballot measure, political party or political committee.

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Should you wish to discontinue this voluntary contribution to the PAC via payroll deduction, at any time, you may contact your employer or, UA Local 598 in writing at 1328 Rd 28, Pasco, WA 99301.

David Catlow

Printed Name



Signature

3-12-19

Date

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<u>NATHAN P EFFIER</u>	<u>Nathan P. Effier</u>	<u>3-14-19</u>
Printed Name	Signature	Date

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<u>Salvador Garcia</u>	<u></u>	<u>3/13/19</u>
Printed Name	Signature	Date

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Randy Gohl  
Printed Name

[Signature]  
Signature

3/12/19  
Date

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Wayne F. Gohl Jr.  
Printed Name

Wayne F. Gohl Jr.  
Signature

3-13-19  
Date

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Rustan Gulchuk  
Printed Name

[Signature]  
Signature

3/13/19  
Date

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Eric Haberman  
Printed Name

Eric Haberman  
Signature

3-14-19  
Date

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Nick Haney  
Printed Name

  
Signature

3-14-19  
Date

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Ryan Harris  
Printed Name

[Signature]  
Signature

3/14/19  
Date

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Vincent C. Heston

Printed Name

Vincent C. Heston

Signature

3-12-19

Date

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Kevin Hill  
Printed Name

[Signature]  
Signature

3-14-19  
Date

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Josh Homan  
Printed Name

Josh Homan  
Signature

3-13-19  
Date

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DAVID TARRETT  
Printed Name

[Signature]  
Signature

3-12-19  
Date

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Justin Marshall  
Printed Name

  
Signature

3-13-19  
Date

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Tyler Newman  
Printed Name

  
Signature

3/13/19  
Date

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SHAWN PETTIJOHN  
Printed Name

Shawn Pettijohn  
Signature

3-13-19  
Date

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Shawn Wyatt Pettigohn  
Printed Name

S. Wyatt Pettigohn  
Signature

3-13-19  
Date

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Felicia R Saldana      Felicia R Saldana      3/13/19  
Printed Name                      Signature                      Date

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Ben Schlegel  
Printed Name

  
Signature

3-14-19  
Date

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Ben Stoller-Black  
Printed Name

Ben Stoller-Black  
Signature

3-12-19  
Date

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Brent Thomas  
Printed Name

Brent Thomas  
Signature

3/13/2019  
Date

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Blake Thomas  
Printed Name

Blake Thomas  
Signature

3/14/17  
Date

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## HIRE-IN AUTHORIZATION TO WITHHOLD FUNDS FOR 598 PAC

You have the right to determine if you want to have a pre-determined percentage withheld from your weekly paycheck to help fund the Local 598's PAC fund.

The State of Washington has a WAC 390-17-110 that addresses withholding provisions as they relate to PAC funds. Below is a portion of that WAC.

- 1) (a) By June 30, 2003, and at least annually by June 30 thereafter, employees from whom funds are being withheld for contributions to a candidate or political committee under RCW 42.17A.495 shall be notified, in writing, of the nondiscriminatory provisions of RCW 42.17A.495(2). Employee notification shall include the following language:

**'No employer or labor organization may discriminate against an officer or employee in the terms or conditions of employment for:**

**(i) The failure to contribute to;**

**(ii) The failure in any way to support or oppose; or**

**(iii) In any way supporting or opposing a candidate, ballot proposition, political party, or political committee.'**

Everyone who has been dispatched by 598 to an employer has language on their dispatch that authorizes the employer to withhold certain percentages from their weekly paycheck as deductions, which are after-tax dollars. These are not fringes. It is your right to determine which items are withheld and not withheld as a deduction. If you sign the dispatch slip without making any notation in the authorization area and initialing the notation the employer will withhold per the CBA and the signed dispatched.

In this same area is language that will allow an employee to opt out or in on an annual basis. If notice is not given the authorization automatically renews for another year. If employed with Doubl-Kold we will provide an annual notice for signature.

Below is the individual authorization confirmation for Doubl-Kold to either withhold funds for the 598 PAC, currently at .70% of your weekly gross pay, or to not withhold funds for the 598 PAC. While Doubl-Kold believes authorization has been given and language on dispatches covers the employee's right to opt in or out Doubl-Kold is clarifying the individual employed 598 member's intent as it pertains to Local 598's PAC fund.

I, Michael L Schmid authorize Doubl-Kold to  
Employee Name - Printed

☐ withhold 598 PAC funds from my weekly paycheck.

☒ **Not** withhold 598 PAC funds from my weekly paycheck.

Michael L Schmid  
Employee signature

Date 4/1/2019





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- 1) (a) By June 30, 2003, and at least annually by June 30 thereafter, employees from whom funds are being withheld for contributions to a candidate or political committee under RCW 42.17A.495 shall be notified, in writing, of the nondiscriminatory provisions of RCW 42.17A.495(2). Employee notification shall include the following language:

**'No employer or labor organization may discriminate against an officer or employee in the terms or conditions of employment for:**

**(i) The failure to contribute to;**

**(ii) The failure in any way to support or oppose; or**

**(iii) In any way supporting or opposing a candidate, ballot proposition, political party, or political committee.'**

Everyone who has been dispatched by 598 to an employer has language on their dispatch that authorizes the employer to withhold certain percentages from their weekly paycheck as deductions, which are after-tax dollars. These are not fringes. It is your right to determine which items are withheld and not withheld as a deduction. If you sign the dispatch slip without making any notation in the authorization area and initialing the notation the employer will withhold per the CBA and the signed dispatched.

In this same area is language that will allow an employee to opt out or in on an annual basis. If notice is not given the authorization automatically renews for another year. If employed with Doubl-Kold we will provide an annual notice for signature.

Below is the individual authorization confirmation for Doubl-Kold to either withhold funds for the 598 PAC, currently at .70% of your weekly gross pay, or to not withhold funds for the 598 PAC. While Doubl-Kold believes authorization has been given and language on dispatches covers the employee's right to opt in or out Doubl-Kold is clarifying the individual employed 598 member's intent as it pertains to Local 598's PAC fund.

I, Nick George authorize Doubl-Kold to  
Employee Name - Printed

☒ withhold 598 PAC funds from my weekly paycheck.

☐ **Not** withhold 598 PAC funds from my weekly paycheck.

Nick George  
Employee signature

3.25.19  
Date



## HIRE-IN AUTHORIZATION TO WITHHOLD FUNDS FOR 598 PAC

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In this same area is language that will allow an employee to opt out or in on an annual basis. If notice is not given the authorization automatically renews for another year. If employed with Doubl-Kold we will provide an annual notice for signature.

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I, Claudia Krensch Austin Andt authorize Doubl-Kold to  
Employee Name - Printed

☒ withhold 598 PAC funds from my weekly paycheck.

☐ **Not** withhold 598 PAC funds from my weekly paycheck.

Austin Andt  
Employee signature

03/25/2019  
Date



## HIRE-IN AUTHORIZATION TO WITHHOLD FUNDS FOR 598 PAC

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I, Ricardo Alonso authorize Doubl-Kold to  
Employee Name - Printed

☒ withhold 598 PAC funds from my weekly paycheck.

☐ **Not** withhold 598 PAC funds from my weekly paycheck.

Ricardo Alonso  
Employee signature

03-25-19  
Date

## ANNUAL AUTHORIZATION TO WITHHOLD FUNDS FOR 598 PAC

At least annually you have the right to determine if you want to have a pre-determined percentage withheld from your weekly paycheck to help fund the Local 598's PAC fund.

The State of Washington has a WAC 390-17-110 that addresses withholding provisions as they relate to PAC funds. Below is a portion of that WAC.

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In this same area is language that will allow an employee to opt out or in on an annual basis. If notice is not given the authorization automatically renews for another year.

Doubl-Kold has allowed this opt in or out at any time with a written request. Doubl-Kold believes this complies with the intent of the WAC and associated RCWs.

Below is the individual annual authorization for Doubl-Kold to either withhold funds for the 598 PAC, currently at .70% of your weekly gross pay, or to not withhold funds for the 598 PAC. While Doubl-Kold believes authorization has been given and language on dispatches covers the employee's right to opt in or out Doubl-Kold is clarifying the individual employed 598 member's intent as it pertains to Local 598's PAC fund.

I, Blake Thomas authorize Doubl-Kold to  
Employee Name - Printed

X withhold 598 PAC funds from my weekly paycheck.

       **Not** withhold 598 PAC funds from my weekly paycheck.

Blake Thomas  
Employee signature

12-20-18  
Date

## ANNUAL AUTHORIZATION TO WITHHOLD FUNDS FOR 598 PAC

At least annually you have the right to determine if you want to have a pre-determined percentage withheld from your weekly paycheck to help fund the Local 598's PAC fund.

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- 1) (a) By June 30, 2003, and at least annually by June 30 thereafter, employees from whom funds are being withheld for contributions to a candidate or political committee under RCW 42.17A.495 shall be notified, in writing, of the nondiscriminatory provisions of RCW 42.17A.495(2). Employee notification shall include the following language:

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I, Brent Thomas authorize Doubl-Kold to  
Employee Name - Printed

☒ withhold 598 PAC funds from my weekly paycheck.

☐ **Not** withhold 598 PAC funds from my weekly paycheck.

Brent Thomas  
Employee signature

12-20-2018  
Date