

Union ★ Update

OPEIU Local 8

for Local 8 Members at COMPASS HOUSING ALLIANCE

January 4, 2016 HAPPY NEW YEAR!!!!

CONTRACT BARGAINING UPDATE!

Our Bargaining Team met with Management for our third bargaining session on Wednesday, December 16th. At our previous bargaining session, management rejected many of our basic union rights and protection proposals, such as union security, just cause, a fair grievance procedure, etc. At the December 16th session, our Bargaining Team held on all our original proposals

related to important issues identified as top priorities by Compass employees during the organizing campaign. We will continue to fight for these rights and protections. Our Union Bargaining Team continues to develop proposals. We have not proposed any economic proposals at this time. This will happen after further discussion with Management.



Our Union Bargaining Team: *Alex Ebrahimi*, Road to Housing Case Manager; *Jennifer Carter*, Nyer Urness Counselor; *Peter Kurt-Glovas*, CSO Case Manager; *Ramon Bland*, Maintenance Tech; *Michael Davalos*, Renton Case Manager; *Darryl Lewis*, Hygiene Attendant. Not Pictured: *Angel Munoz*, Hammond Case Manager; *Corinne Cosentino*, Union Organizer; *Diane Arnold*, Union Representative.

NEXT BARGAINING Dates:
Thursday, January 21; Thursday, February 4;
and Thursday, February 18

How Do Contract Negotiations Work?

Over the next months, our Bargaining Team will be meeting with Management every couple of weeks to work on our first contract. In these meetings, our Team will present language that we would like to have included in our Contract and share with Management why it is important. We then have an opportunity to discuss and answer questions on the topic. Once both sides have shared, we break into what is called a “caucus”, where each team meets separately to develop responses. Then, when we come back together, either later that day or at the next session, Management formally presents their responses, which can include agreeing to our

language, “countering” with different or modified language, or rejecting our proposal altogether. We then go back and forth until we come to a “Tentative Agreement,” which is when both sides have agreed to the same language. Once we have agreed on all sections, the entire Contract will be put to a vote of all union members at Compass. Once the Contract has been ratified, it is **legally binding** and enforceable for the term of the agreement.

In the event a member of the Bargaining Team is not able to continue to serve on a consistent basis, the alternate may be called to step in.

Our Union Bargaining Team Alternates:

Tanisha Anderson
Hygiene, Attendant

Stephani Bush
Shoreline Veteran’s Program,
Building Specialist

Samantha Shell
Nyer Urness House, Counselor

Other employees may also join the Bargaining Team at the table from time to time when an issue where they have specific experience is being discussed, kind of like expert testimony.

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Highlights of the Proposals Discussed and Management's Response

- **Union Recognition:** describes which employees at CHA will be Union members and in the bargaining unit. **Management proposed on 11-18-15 that Building Specialist, Lead Building Specialist, Leasing Specialist, Volunteer Specialist, Kitchen Manager, and Relief Staff will not be included in the bargaining unit although they have not provided any compelling reason to exclude them. Our Bargaining Team held on our proposal to include them in the Union. We are prepared to go back to the NLRB to make sure they are included.**
- **Union Security:** states that employees must become Union members within 31 days of their date of hire and describes the Employer's obligation in deducting dues and remitting it to our Union. **Management rejected this proposal on 11-18-15. Our Bargaining Team held on our proposal to ensure that we have a strong Union at Compass.**
- **Union Activities:** states that Union Representatives and Shop Stewards are authorized to resolve grievances; that our Union shall have reasonable access to the Employer facilities; describes when Shop Stewards will be paid and when they can conduct Union business. **Management rejected our proposal to have reasonable access to the properties/programs. Our team will continue to work for reasonable access. Our Bargaining Team is waiting for management's response on a Shop Steward proposal.**
- **Management Rights:** describes what the Employer can do to manage its business and direct its workforce. **Management proposed a very detailed list of their rights. Our Bargaining Team rejected management's proposal pending clarification and will propose a counter proposal at our next bargaining session.**
- **Employer Policies:** states that our Union will be notified in writing of new Employer policies that impact mandatory subjects of bargaining and our Union can request to bargain over the changes. **Management accepted our proposal and we have a Tentative Agreement on this contract Section as of 11-18-15.**
- **Hiring:** describes how jobs are posted internally; that our Union will be notified and that our Union will also be notified of new hires and new job classifications; that there will be a probationary period. **Management agreed to a 90-day probationary period, but they rejected job preference to current employees wishing to transfer or seek promotions. Our Team will continue to work for job preference for current employees.**
- **Discipline and Discharge:** describes the progressive discipline process and states that Union members cannot be disciplined without just cause; how Union members will be notified of written disciplinary notices; how disciplinary files will be maintained by the Employer; that Union members have the right to Union Representation during an investigatory meeting that can lead to discipline. **Management rejected our proposal and proposed that Union employees would remain at will with an ineffective grievance process. Our Team will continue to propose that employees be protected by just cause and have a fair grievance process with the right to arbitration.**
- **Seniority:** Seniority shall be calculated as the employee's date of hire. Where ability is equal, seniority shall be observed in rehires, promotions and transfers. Seniority shall be the determining factor in layoffs, vacation preferences, shift changes and training opportunities. **Management rejected our proposal and proposed that in some instances seniority should be considered only if individual skill, performance history, efficiency and ability are equal in the eyes of the employer. Our Team will propose a counter proposal that honors seniority and leaves less room for favoritism.**

Questions? Contact OPEIU Local 8 Organizer Corinne Cosentino at 425-318-2650 or corinne@opeiu8.org, or Union Representative Diane Arnold at 206-441-8880 ext. 115 or diane@opeiu8.org

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Your Right to Union Representation

You have the right to union representation any time you face a meeting or discussion with a supervisor that could lead to discipline. Your employer usually has no obligation to inform you of your right to have a union representative present. ***You must ask for your rights!*** Your employer must give you time to contact a union representative and allow the representative to be present at the meeting. **Here is what you can say:**

“If this meeting is an investigation that could in any way lead to discipline or termination, I request that my steward or union representative be present before continuing.”

Who Will Be Our Contract Action Team (CAT)?

Just as important as what happens at the bargaining table is what happens *away* from the bargaining table. **That's where the CAT comes in** — co-workers who are willing to be contacts at their worksite to ensure important information is communicated quickly and accurately. The CAT also helps gather information for the Bargaining Team and plays an important role in the campaign to reach a fair and equitable agreement with CHA. If you haven't already volunteered to be a CAT member, email corinne@opeiu8.org.

employer/CHA/2016/CHA Update 1.4.16.ind
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