

Union ★ Update

OPEIU Local 8

for Local 8 Members at COMPASS HOUSING ALLIANCE

Good News from the Bargaining Table!

February 1, 2016

Management came to the bargaining table on Wednesday, January 20 and accepted fourteen Union proposals including Union Security, Employee Rights, Union Activity, Labor Management Committee, Access to Personnel Files, 30-day notice in the event of a layoff, Fifteen-Minute Paid Breaks, and more. While we still have a long way to go, this was great movement

on the part of the employer. At our next bargaining session management will present their reasons for wanting to exclude certain job classifications. We believe Relief Staff, Lead Building Specialist, Building Specialist, Leasing Specialist and Kitchen Manager positions should be part of the Union bargaining unit. Our next bargaining session is Thursday, February 4, 2016.

Next Bargaining Dates:

Thursday, February 4th
Thursday, February 18th
Wednesday, March 2nd
Wednesday, March 23rd

**Support Our
Bargaining Team
and Wear
Your
OPEIU
Local 8
Lanyard!**



Need a lanyard?

**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
or a member of the
Compass Housing
Alliance Bargaining Team.**



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

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ www.opeiu8.org

Find us on



www.facebook.com/OPEIULocal8

Highlights of Contract Sections Management Has Agreed to So Far.

- **Union Security and Membership:** The Employer and Union agree that all employees covered under the contract shall be Union members.
- **Employee Rights:** An employee may have a Union Representative or a Union Steward present at any meeting with management representatives which involves discipline or where an employee reasonably believes an investigation may result in disciplinary action. Investigatory meetings are considered time worked.
- **Labor Management Committee:** The purpose of the committee is to foster communications between the employees and the employer and to resolve issues and disputes. The meetings should be scheduled at least quarterly or no later than 30 days following a request from either party. The Union and Management may have up to 3 attendees unless mutually agreed otherwise.
- **Breaks:** Daily breaks of fifteen minutes shall be allowed for each consecutive four hours worked. Breaks are paid.
- **Union Activity:** the Employer agrees not to discriminate against an employee because of activity as a member of OPEIU Local 8.
- **Layoff:** The employer will give 30 days' notice to the employees affected, notify the Union within 5 days, and meet with the Union to discuss alternatives to the elimination of hours and/or positions.
- **Personnel Files:** Employees may examine their personnel files during working hours in human resources with reasonable advance notice.
- **Preamble:** The Employer and the Union desire to cooperate in establishing conditions which will tend to secure to the employees concerned a living wage and fair and reasonable conditions of employment, and to provide methods for fair and peaceful adjustment of all disputes which may arise between them so as to secure uninterrupted operation of the Employer.

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.”

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