

Union★ Update

OPEIU Local 8

for Local 8 Members at COMPASS HOUSING ALLIANCE

April 11, 2016

Contract Negotiations are Slow but Sure!

Our Bargaining Team continues to meet with Management every two weeks, and we are making steady progress on important contract rights and protections, with agreements on comprehensive Staff Training, Probationary Period, Jury Duty Leave, Job Shadowing, Union Security, Employee Rights, Union Activity, Labor Management Committee, access to personnel files, advance notice of 30 days in the event of a layoff, fifteen minute paid breaks, and more. We still have many outstanding issues including Seniority Rights, Just Cause, Union Steward and Union Access to Compass Workplace Rights, and a fair Grievance, Safety Committee, Performance Review Procedure. Once we reach agreement with the employer on these rights and procedures, we will propose our economic proposals. We continue to work to include the Lead Building Specialists, Building Specialists, Leasing Specialist and Facilities/Maintenance Administrator.

Please welcome Dalwyn Dean, Renton Case Manager, to our Bargaining Team. Thank you for joining our team! Congratulations to Michael Davalos on his promotion. Thanks to Michael for being a Bargaining Team member.

Our next bargaining session is Tuesday, April 19, 2016.



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

Next Bargaining Dates:

Tuesday, April 19th

Tuesday, May 10th

Wednesday, May 25th

Tuesday, June 14th

All meetings begin at 1:30 pm

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.**

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Highlights of Contract Sections Management Has Agreed to So Far.

- Comprehensive Staff Training: Crisis Prevention and Intervention; First Aid, CPR, Blood Borne Pathogens and TB training will be provided within the first 60 days if possible to all newly hired and current employees. The following trainings will be provided within the first year of employment: Sexual Abuse and Prevention; Sexual Harassment, Confidentiality and Compass Insights which includes: Part 1 (Learning) Trauma Informed Care, Mental Health 101, Homelessness 101, Substance Abuse 101, Gender and Sexuality and Cultural Competency and Part 2 (Applications) Ethics, Boundaries, Professionalism, Secondary Trauma, and Self-Care. Case Managers will receive additional trainings within the first year of employment which includes: Case Management: Context and Practice and Motivational Interviewing.
- Internal Hiring: An employee hired to a higher position shall, at the minimum, receive the base rate of that position plus any length of service increases the employee is eligible for and shall receive such pay rate immediately.
- Probationary period of 90 calendar days.
- 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.”

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