

# Union Update

# OPEIU

Local 

for Local 8 Members at LOW INCOME HOUSING INSTITUTE

January 26, 2016

## Bargaining Update

### Management's Economic Proposal Falls Short! Union Increase: 15%, Mgmt: 1.2%!

Our Union Bargaining Team has met with management five times since October 2015. On January 11, 2016 our Union Bargaining Team finally received management's full response to our Union proposals. Our Union proposals were developed from the bargaining surveys received from our Union LIHI members. Our wage proposal includes a 15% across the board market adjustment to bring LIHI employees' wages in line with other housing social service organizations, the Seattle Minimum Wage Ordinance and the fact that LIHI wages have not been upgraded for many contract cycles. The wage proposal also would align the

cost of living wage increases for 2017 and 2018 with housing costs rather than the Consumer Price Index which does not take into account escalating rents. Rents increased 6.9 % in King County and 8.4% in Seattle over the last year. We believe adopting our proposals would make Sharon Lee and LIHI a leader among low income housing organizations ensuring that employees are also supported as housing costs continue to rise throughout the city and state. LIHI is prospering with a low vacancy rate and many new building projects under way. Did you know that the Annual Median Income is \$59,134? Out of 128 Union employees at LIHI

#### Next Bargaining Dates:

Tuesday, February 9<sup>th</sup>  
from 2 to 3:30 pm;

Tuesday, February 16<sup>th</sup>  
from 1 to 2:30 pm;

Tuesday, March 1<sup>st</sup>  
from 1 to 2:30 pm

only a few earn the Annual Median Income or above! Please see the highlights of our Bargaining Team's proposals and Management's responses below. As you can see, the Union Bargaining Team and Management are far apart on wages and the high healthcare plan deductible.

### Highlights of Our Proposals and Management's Response

Union Proposals	Management's Response
<p><b>Healthcare Deductible</b> - the Employee would be responsible for the first \$300 of the \$5,000 deductible. The Employer would be responsible for the next \$2,000 of the \$5,000 deductible. The Employee would be responsible for the remaining \$2,700 instead of the first \$3,000 of the \$5,000 deductible.</p>	<p><b>Healthcare Deductible</b> - Management rejects our proposal. The Employee would be responsible for the first \$3,000 of the \$5,000 deductible and the Employer would be responsible for the last \$2,000 of the \$5,000 deductible.</p>
<p>Our Bargaining Team will respond to this proposal at our next bargaining session.</p>	<p><b>Healthcare Premium Cost Share</b>- Management proposes that all employees share in the cost of their premiums. Employees earning \$35,000 and less would pay \$10 per month; those earning above \$35,000 to \$45,000 would pay \$20 per month; those earning above \$45,000 to \$60,000 would pay \$30/month and those earning above \$60,000 would pay \$40/month. This would be offset by a 0.8% wage increase.</p>

***Our Bargaining Team: Whitney Rearick, Susan Winn, Mercedes Elizade (sadly Mercedes left LIHI at the end of 2015) and Diane Arnold, Union Representative.***

***Questions? Contact Whitney Rearick or Susan Winn or OPEIU Local 8 Union Representative Diane Arnold at 206-441-8880 ext 115 or [diane@opeiu8.org](mailto:diane@opeiu8.org).***

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Union Proposals	Management's Response
<b>Wages-</b> Effective January 1, 2016 all base salary rates for all job classifications would be increased by 15%. The percentage between the bottom of the pay range and the top of the pay range for all job classifications will be increased to 31%. All current employees would receive a 15% increase effective January 1, 2016.	<b>Wages-</b> Management rejects our proposal. Management offered a 1.2% COLA.
<b>Wages continued:</b> Effective January 1, 2017 base wage rates for all job classifications below \$13.50 will be increased in accordance with the Seattle Minimum Wage Ordinance. Effective January 1, 2018 base wage rates for all job classifications below \$15.00 will be increased in accordance with the Seattle Minimum Wage Ordinance.	<b>Wages continued:</b> Management will be in compliance with all laws and statutes within the appropriate jurisdictions in which LIHI operates.
<b>Wages continued:</b> Effective January 1, 2017 and 2018 the base wage rate for all job classifications will be increased by the percentage difference in the Fair Market Rent for the Seattle Metropolitan Statistical Area (MSA) year-over-year. If the October 2016 or 2017 Fair Market Rent increase in the Seattle Metropolitan Statistical Area (MSA) drops below 3% or exceeds 7% then either party may re-open Section 14.1(b) for further negotiations.	<b>Wages continued:</b> Management rejects our proposal.
<b>Yearly Seniority Step Increase:</b> On the anniversary date of hire of each year, each employee who has reached the top of their step or pay range will receive a one (\$1.00) dollar increase.	<b>Yearly Seniority Step Increase:</b> Management rejects our proposal. Maintain thirteen (\$0.13) cents per hour increase.
<b>Pension:</b> The Employer would pay contributions of 5% of each participant's gross salary into the OPEIU Local 8 401(k).	<b>Pension:</b> Management would pay 4.5% of each participant's gross salary into the OPEIU Local 8 401(k) contingent on agreement to management's other economic terms.
<b>Labor Management Committee:</b> Purpose of the committee is to resolve issues, disputes and improve communications. Committee would be comprised of up to five members from the Union and up to five for management including the Executive Director. Time spent at the meeting is time worked. Would meet at least quarterly.	<b>Labor Management Committee:</b> Management proposed changing the word "resolve" to "discuss"; reduce the participants to up to three from the Union and three from management; and meet quarterly with no option to meet more frequently if issues arise.
<b>Severance Transition Package:</b> In the event of a layoff LIHI would provide employees with 3 months of healthcare benefits including buy up amount and the following assistance bonus: 0-1 year (0-12 months)= \$250.00; 2-5 years (13-60 months) =\$500.00; 6-10 years (61 -120 months) \$1500.00; more than 10 years (121 months or more) \$2000.00	<b>Severance Transition Package:</b> Management rejects our proposal.
<b>Minimum Staffing: Urban Rest Stops/Frye Hotel-</b> A minimum of two (2) regular full-time or part-time staff will be on duty (not on a break or a meal period) at all times during all hours of operation to ensure a safe work environment.	<b>Minimum Staffing: Urban Rest Stops/Frye Hotel-</b> Management rejects our proposal.
<b>Vacation Use and Expiration:</b> Rather than lose unused vacation hours, the Union proposed the unused hours would be moved to the employee's sick bank or cashed out.	<b>Vacation Use and Expiration:</b> Management rejects our proposal.
<b>Safety Committee:</b> Improve upon the current contract language to ensure the committee meets at least quarterly to investigate safety and health concerns.	<b>Safety Committee:</b> Management rejects our proposal.
<b>Safety Training:</b> In order to prevent injury the employer would be responsible for providing adequate orientation, training and education for employees who may be exposed to potentially hazardous substances, harmful biological and/or physical agents and/or work equipment in their jobs.	<b>Safety Training:</b> Employees are to call their supervisors with concerns or when exposed to hazardous substances. In the case of physical contact with substances thought to be hazardous the first call should be to 911. Employer shall provide training and education for potentially hazardous substances.