

# Vote ★ Notice

# OPEIU Local 8

for Local 8 Members at LOW INCOME HOUSING INSTITUTE

April 5, 2016

## Tentative Agreement Reached!

Your Bargaining Team Recommends a Yes Vote

### Highlights of the OPEIU, Local 8/ LIHI Contract negotiations

- ✓ 3% Cost of Living Increase Across the Board Retro to January 1, 2016.
- ✓ Increased base wages and ranges for some job classifications applicable across the state to comply with the Seattle \$15 minimum wage ordinance. Job classifications include: Program Assistant I.T.; Assistant Janitor; Trash Collector; Front Desk Resident Assistant; Janitor; Program Assistant; On-site Staff; Live-in Building Assistant and Security Worker.
- ✓ Seniority Step of \$0.40 per hour for employees at the top of their step at their seven (7) year anniversary date of hire.
- ✓ No Healthcare Cost Share and Employee healthcare deductible will remain at \$3000 and LIHI will continue to pay the last \$2000 of the total \$5000 deductible.
- ✓ Stand by Pay: Maintenance Workers/Technician assigned to the emergency pager for more than 7 consecutive days will receive \$16 a day in addition to any report pay they incur.
- ✓ Traumatic Event Leave: An Employee exposed to a traumatic event at work such as violent behavior shall be released from work with pay upon supervisor approval for up to a maximum of 2 consecutive days.
- ✓ Labor Management Committee- the purpose of the committee is to foster communications between the Employer and the Employees to discuss issues and disputes and to exchange ideas. There will be up to 5 Union members and up to three management members including the Executive Director on the committee. The committee will meet quarterly.
- ✓ Staff Training- the Labor Management Committee will meet within two months of ratification of the contract to prioritize staff training.
- ✓ Safety Committee and Property Safety Plans – A safety committee will be established with up to four Employer and up to four Union Employee representatives to develop, update, and disseminate emergency and disaster plans for each property.

***Read about the Vote Meetings on the back.***

**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**  
1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ [www.opeiu8.org](http://www.opeiu8.org)

Find us on  [www.facebook.com/OPEIULocal8](http://www.facebook.com/OPEIULocal8)

We are not finished yet. We must ratify the contract. Please come to one of the following vote meetings to cast your ballot. If you cannot attend a meeting, please email Libby at [libby@opeiu8.org](mailto:libby@opeiu8.org) or fax 206-441-0207 to request an absentee ballot. Ballots will be available on Monday, April 11, 2016 and must be return to the Local 8 office by Tuesday, April 19, 2016 at 5:00 pm.

Our Union Bargaining Team: Susan Winn, Program Coordinator at Aki Kurose Village and Whitney Rearick, Housing Developer at the Main Office and Diane Arnold, Union Representative. Please thank Susan and Whitney for their persistence at the table along with their deep commitment to represent all the Union employees at LIHI. (As you know, we began bargaining in late September of 2015 and lost two bargaining team members when they resigned from LIHI).

## **Ratification Vote Meetings**

***Please come to one of the following vote meetings to cast your vote.  
All times are approximates except start times.***

### **Monday, April 11, 2016**

Cate Apt. 9:00 am  
Aki Kurose Apt. 10:00 am  
Meadowbrook Apt. 11:00 am  
Bart Harvey Apt. 12:00 pm  
Arion Court Apt. 1:00pm

### **Tuesday, April 12, 2016**

Ballard Urban Rest Stop  
9:30 am  
Cheryl Chow Apt. 10 am  
The Frye 11:15 to 12:15 am  
The Glen Apt. 12:30 pm  
Wright House 2pm  
UW Urban Rest Stop 3 pm  
Gossett Place Apt. 3:45 pm

### **Wednesday, April 13, 2016**

Main Office 9:30 am  
Martin Court Apt. 10:30 am  
Denny Park Apt. 11:30 am  
The Julie Apartment and  
Downtown Urban Rest Stop  
12:30 pm  
Ernestine Anderson Apt.  
4:45 pm

### **Thursday, April 14, 2016**

Frank Chopp Place Apt.  
9:45 am  
Cedar Heights Apt. 10:45 am  
The Fleetwood Apt. 12:15 pm  
Sunset Meadows Apt.  
1:45 pm  
McDermott Apt. 3:45 pm

### **Monday, April 18, 2016**

Cedarwood II Apt. 10 am  
Meadowdale Apt. 11:15 am  
Brentwood Apt. 12:15 pm

### **Tuesday, April 19, 2016**

August Wilson Apt 10:00 am

***Questions? Contact a Bargaining Team Member or  
Diane Arnold, Union Representative at 206-441-8880 ext 115  
or [diane@opeiu8.org](mailto:diane@opeiu8.org).***

employer/LIHI/2016/LIHI vote notice 4.5.16  
psiel#1239/af-cio

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