

# Union ★ Update

# OPEIU Local 8

for Local 8 Members at METROPOLITAN DEVELOPMENT COUNCIL

January 12, 2016

## Meeting to Vote on MDC's "Final" Contract Offer

Wednesday, January 27 (see details below)

Our MDC Union Bargaining Team Recommends  
Voting **NO** to the Offer and **YES** to Taking Further Action

Negotiations on December 15 ended with MDC management giving our Union Bargaining Team an offer that rejects all of our proposals for better wages and benefits. The Union Bargaining Team UNANIMOUSLY said that they cannot recommend this contract offer because it is designed to divide us and create

an unfair workplace that will only make morale and staffing issues worse. MDC workers have gone on too long without an across-the-board wage increase while MDC management has enjoyed raises. Your Union Bargaining Team believes that you deserve a better deal.



Union Bargaining Team: Najla Neumann, David Schaulis, Doris Tucker all say "No".

### Here's a Summary of MDC's Contract Offer

(click [www.opeiu8.org](http://www.opeiu8.org) and go to Workplace Updates for more details)

- Change the contracted work week for full time employees from 39 hours per week to 40 hours per week
- Continue to allow managers in underfunded programs to perform bargaining unit work
- Provide for sick leave donation, but require donating employee to keep 120 hours in reserve
- Reduce the employer's pension contribution by 1% (currently MDC contributes 4% for eligible employee)
- 1.5% across-the-board wage increase with no retro and then a 1% across-the-board increase each year for the next 4 years
- 5 year agreement

## Here's what you need to know right now:

1. We'll vote on MDC's contract offer on **Wednesday, January 27**.

**There will be two vote meetings held at the MDC Learning Center from 11am to 2pm and 4pm to 6pm.** Proxy voting will be allowed with a note from the co-worker with his/her signature and date giving you permission to cast a ballot.

2. If we vote to reject MDC's offer, we will have another bargaining date set ASAP.
3. The Union Bargaining Team voted unanimously to **reject** MDC's offer and is recommending a **NO VOTE**.
4. In addition to voting on the contract offer, we will be voting on whether or not to take further actions such as public leafleting and informational picketing.
5. A comparison of MDC's positions and our Union's positions, all tentative agreements reached so far and MDC's full proposal can be found at [www.opeiu8.org](http://www.opeiu8.org) and go to Workplace Updates. This information will also be provided at the vote meetings.
6. Our Union Bargaining Team has asked MDC to provide relevant financial information about their proposals. MDC has refused to provide any financial information – this is one reason why we cannot recommend accepting MDC's contract offer.
7. Our Union has filed Unfair Labor Practice charges with the National Labor Relations Board to get MDC to provide information to substantiate their claims of economic hardship.

**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)