

# Union ★ Update

# OPEIU Local 8

for Local 8 Members at PLYMOUTH HOUSING GROUP

March 16, 2016

## Progress at the Table Slowing, Time for Action!

Over the last year our Bargaining Team met on a fairly regular basis with management to work through the details of our first contract and made progress at each session. The last couple of months, however, things have changed. Management refuses to schedule more than one date at a time, which means the meetings are very far apart as there are a lot of busy people involved. At our last session

on February 26, management even refused to meet face to face with our team, relying completely on the mediator to communicate with us, despite our team's requests to talk in person. All of this means we need to show management we are united behind our Bargaining Team's hard work and their commitment to all of us to bargain a fair first contract.

### What we're fighting for:

- ✓ A wage scale that includes **annual longevity steps** and **Cost of Living increases** each year.
- ✓ **Seniority rights** that apply to shift selection and assignments to work locations so we know if we stay at Plymouth for the long term, we can move into preferred shifts and buildings.
- ✓ Maintain current employer **retirement contribution of 5%**.
- ✓ **Maintain current threshold** of 20 hours/month to qualify for benefits including healthcare, PTO, Holiday pay, retirement, etc.
- ✓ **Holiday pay** for on-call and temporary employees who work on the holidays.
- ✓ **Increase PTO accrual** and full cash out when employees leave Plymouth.
- ✓ **Traumatic Event Leave** for employees who experience a traumatic event. They would have the option of receiving paid leave for the remainder of the day and up to 3 consecutive days with supervisor approval.
- ✓ And more.... See **table on back page** for more details.



### Next steps: Petition & Buttons

Our Union Reps will deliver petitions along with buttons to our workplaces this week. Please sign the petition and wear your button **EVERY DAY** to support our Bargaining Goals.

You can also find a copy of the petition on the Union website at [www.opeiu8.org](http://www.opeiu8.org) under "Workplace Updates." Please sign the petition, ask your coworkers to sign, and return it by email to [corinne@opeiu8.org](mailto:corinne@opeiu8.org) or fax to 206-441-0207, or give Corinne a call and we can come pick it up!

**Next bargaining date:  
Friday, March 25**

If you have any questions at all, please don't hesitate to contact a member of your Bargaining Team (Kerriann Egan, HCM PST; Matthew Forsberg, Humphrey BC; JJ Stein, St. Charles HCM; Clemon "Smitty" Smith, Maintenance Tech II) or your Union Rep Diane Arnold at [diane@opeiu8.org](mailto:diane@opeiu8.org) or 206-441-8880 ext. 115 or Organizer Corinne Cosentino at [corinne@opeiu8.org](mailto:corinne@opeiu8.org) or 425-318-2650.

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Union Proposals	Plymouth Management Proposals
<b>Longevity Scale with 15 steps</b> , 2% between steps. Employees would be placed on the scale at the step closest to their current wage rounding up and would advance 1 step for every 2 full years of service.	Employees would be placed on the scale at the step representing their years in current position, rounded up. <b>Top step is 5 years</b> . If current wage is higher than scale, maintain current wage.
<b>Everyone advances up a step</b> on the scale on their anniversary date of hire annually.	Anyone at base to 4 years advances one step on January 1 of each year of contract. 1.5% -2% between steps. <b>No increase for those at top step (5 years or more)</b> .
Effective every January 1, all current employees along with the wage scale will be increased by the negotiated <b>Cost of Living</b> amount for each year of the contract.	<b>Employer Rejects.</b> Employer wage scale to remain the same for the contract duration.
<b>Retirement: maintain current 5% employer</b> contribution on gross wages.	Retirement: <b>Reduce employer contribution</b> from 5% to <b>2.5%</b> of gross wages.
<b>Maintain current threshold of 20 hours/week</b> for benefit eligibility.	Change benefit eligibility threshold to <b>30 hour/week</b> from the current 20 hours/week.
Add one <b>floating holiday</b> .	<b>Employer Rejects.</b> Maintain 10 holidays.
<b>Holiday pay</b> for on call and temporary employees when they work the holiday.	<b>Employer Rejects.</b> No holiday pay for on call or temporary employees.
<b>PTO: Increase Accrual Rates</b> 0-1 yr 19 days 1-2 yrs 22 days 3-4 yrs 25 days 5-6 yrs 30 days 7+ yrs 35 days	PTO: 0-1 yr 20 days 1-2 yrs 21 days 3-4 yrs 22 days 5-6 yrs 27 days 7+ days 32 days
<b>Full PTO cash out</b> when employee leaves Plymouth.	Employees may be asked to <b>use accrued PTO</b> instead of cash out when leaving Plymouth.
<b>Night Differential</b> of <b>\$1.25</b> per hour. <b>Weekend Differential</b> of <b>\$1.25</b> per hour. <b>Stand-by pay</b> of <b>\$1.75</b> per hour for employees required to be available to be called back to work. <b>Training Premium</b> of <b>\$1.25</b> per hour.	Night Differential of <b>\$0.50</b> per hour. Weekend Differential of <b>\$0.50</b> per hour. <b>Employer Rejects.</b> Stand by pay. <b>Employer Rejects.</b> Training premium.
<b>Live-in housing cost: Maintain the current %</b> deducted from Live-in employee's hourly wage for housing.	Live-in housing cost: The current % deducted from Live-in employee's hourly wage for housing will <b>increase by 10%</b> .
<b>Orca Pass:</b> continue the 50% cost share	<b>Employer Rejects.</b> Employer will set cost of Orca pass annually.
<b>Seniority</b> shall apply for layoffs, transfers, promotions, PTO, <b>shift selections and assignments of work locations</b> .	Seniority shall apply for layoffs, transfers, promotions and PTO <b>only</b> .
<b>Seniority resumes</b> if an employee returns to Plymouth in <b>any job classification</b> within one year of leaving.	Seniority resumes if an employee returns to Plymouth in <b>the same job classification</b> within one year of leaving.
<b>Written warnings</b> become too old for progressive discipline after 18 months.	<b>Employer Rejects.</b> May request removal of written warnings from your personnel file after 18 months.
<b>Plymouth will not hire temporary employees</b> to displace regular employees.	<b>Employer Rejects.</b>
<b>Overtime after 8 hours in a day</b> and 40 hours in a week.	<b>Employer Rejects daily overtime.</b> Overtime after 40 hours in a week.
<b>15 minute breaks.</b>	<b>Employer Rejects.</b> Maintain <b>10 minute</b> breaks.
<b>Schedules to be posted</b> at least <b>14 days in advance</b> .	Schedules to be posted at least <b>7 days in advance</b> .

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