

Union ★ Update

OPEIU

Local 8

for Local 8 Members at PLYMOUTH HOUSING GROUP

February 9, 2016

Progress at the Table but No Contract Yet, Union Meeting Scheduled

Our Bargaining Team was back at the negotiating table on Wednesday, January 20 with management and the help of a Federal Mediator, to work on outstanding issues. We have made progress at each session and have reached Tentative Agreements on many issues and are very close on many others (see below/back for more details), but still have significant differences especially around the application of seniority and the approach to compensation. This includes wages, retirement, PTO, housing costs for live-ins, and how many

hours one must work to qualify for medical benefits, and more. We have just one more bargaining date scheduled for **Friday, February 26**. Our Team is standing strong for a fair contract that addresses the issues that were identified during the organizing campaign as priorities. We hope you can attend the upcoming union meeting to discuss the next steps. If you aren't able to make it, feel free to reach out to a member of our Bargaining Team or your Union Reps at the number below to give your input.

Union Meeting

Tuesday, February 16th

4:00 pm – 7:00 pm

Tara Conner
Conference Room
(Room 228)

Langdon & Simons
Senior Apts
2119 3rd Ave, Seattle

Please plan to drop by before or after your shift to discuss the full economic wage proposals Management and the Union have on the table and how they would impact you. Let your team know what you think!



Our Union Bargaining Team, Left to Right: JJ Stein, *St. Charles HCM*; Suzanne Mode, *Lead Negotiator*; Matthew Forsberg, *Humphrey Building Coordinator*; Clemon Smith Jr., *Maintenance Tech II*; Diane Arnold, *Union Rep*; Kerriann Egan, *PST HCM*. Corinne Cosentino, *Organizer (Not pictured)*.

What does a “Tentative Agreement” mean?

A Tentative Agreement is when both sides have agreed to the same language. Once we have agreed on all sections, the entire Contract will be put to a vote of all union members at Plymouth, and if it is ratified by a majority vote, it is legally binding and enforceable for the term of the agreement. Here are some of the issues that we have reached Tentative Agreement on so far:

- **Union Recognition** – which employees are in the union.
- **Management Rights** – describes the Employer’s rights and responsibilities to manage its business.
- **Union Security** – all employees working in recognized job classifications in the union must join the union or pay a fair share representation fee.
- **Job Posting** – how and where union job vacancies are posted.
- **Union Representation Visits and Shop Stewards** – the employer will recognize shop stewards as representatives of the Union. Shop Stewards and Union Representatives shall be allowed admission to work facilities in order to administer the Collective Bargaining Agreement also known as your union contract.
- **Progressive Discipline, Just Cause and Employee Representation Rights** – employees cannot be disciplined or discharge without just cause. The employee has the right to union representation in meetings that could lead to discipline. The Employer will use an uniform progressive discipline process.
- **Leaves from Work including Bereavement Leave** – outlines Family Medical Leave Act and other state and local leave laws.

OPEIU Shop Steward Committee Serving Residents Dinner at Scargo/Lewiston Building

On Thursday, February 11 from 5:30 – 6:30pm, our union’s Shop Steward Committee will be serving a meal to the residents at Scargo/Lewiston as one of our community service projects

for the year. If you would like to help with the dinner or are interested in participating in the Shop Steward Committee, contact Corinne@opeiu8.org.

What Is At Stake?

Here are some of the issues our Union Bargaining Team is fighting for at the table:

- A Wage Scale that includes Cost of Living Adjustments each year and Step Increases on your anniversary date each year.
- Maintaining our current retirement contributions by Plymouth.
- Maintaining our current monthly hours worked threshold for Medical Benefits.
- Increases to our PTO and ability to save more PTO in case of a health emergency.
- Application of seniority.
- Night and Weekend Differentials.
- Maintaining a fair housing cost for live-in employees.

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