

SHA Gives “Final” Offer, Union Bargaining Team Unanimously Says Vote NO!

Negotiations ended abruptly on Friday (1/8) with SHA management giving our Union Bargaining Team a substandard offer that does not provide fair compensation. In fact, they are proposing OPEIU members receive **less of an increase** than both the Teamsters and Trades! Further, SHA proposed to **reduce** the COLA range from what it has historically been. The Union Bargaining Team **can't recommend** this contract offer because it is **unfair and disrespectful**. It will only make morale and staffing issues worse. **Your Union Bargaining Team believes you deserve a better deal.**



Here's a Summary of SHA's Contract Offer:

- 👎 Compensation: 2016: 1.5% increase and \$250 lump sum payment less any tax withholdings. 2017: 1%-3% increase based on CPI and \$250 lump sum payment less any tax withholdings. 2018: 1%-3.5% increase.
- 👎 No agreement on vacation cash out.
- 👎 Lunch and Break Periods: Employees will have to take two 15 min breaks and one 30 min lunch rather than two 10 min breaks and a 40 min lunch.
- 👍 Promotions and Transfers: An employee would receive an increase equivalent to the percentage difference between pay grades.
- 👍 Non-Discrimination: Protected categories expanded to include gender identity, genetic information and political ideology.
- 👍 Overtime: At the Employee's option, you will be allowed to take comp time in lieu of overtime pay.
- 👍 Temporary Employment: Clarify usage parameters to allow individuals the ability to work in two different temporary positions.
- 👍 Sick leave: Expand sick leave usage to care for children of any age, grandparents and in-law relations.
- 👍 Leaves of Absence: Allow up to 6 weeks of unpaid sabbatical leave after ten years of employment.
- 👍 Parental Leave: Allow 4 weeks of paid parental leave.
- 👍 Hardship Fund Check-Off: Allow for members to voluntarily contribute through payroll deduction to the OPEIU Hardship Fund.

Here's What You Need to Know Right Now:

1. We'll vote on SHA's contract offer the weeks of January 25 and February 1. Vote meeting details will be available the week of January 18. We'll also be voting to authorize informational picketing at these meetings.
2. The Union Bargaining Team voted unanimously to reject SHA's offer and is recommending a **No Vote**.
3. What does a “NO” vote mean? We reject SHA's offer and go back to the table. Voting NO also means we agree to informational picketing or to take other actions.

What Can I Do to Support My Co-Workers?

- ✓ Wear your “**I am SHA**” sticker every day (more distributed soon).
- ✓ Attend upcoming Union meetings and votes.
- ✓ Participate in upcoming workplace actions (informational picketing, petitions, board meetings).

**Questions? Contact members of your OPEIU Bargaining Team:
Vernida Jackson, Louise Lauff, Deanna Montgomery-Owens,
Sophia Phillips, Shannon Salinas or Valarie Peaphon.**