

Union ★ Update

OPEIU Local 8

for Local 8 Members at SEATTLE HOUSING AUTHORITY

January 21, 2016

Contract Vote — Bargaining Team 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 and recommends you vote “NO”.**



When and Where to VOTE!

High Point:

(6558 35th Ave SW)
Lunch Room
Monday, 1/25/16
11am-11:30am

Housing Operations Facility:

(810 MLK Jr Way S):
Conf Rm
Monday, 1/25/16
12pm-12:30pm

CO: (190 Queen Anne Ave N):

Jesse Epstein Conf Rm
Thursday, 1/28/16
12pm-1pm

New Holly:

(3815 S Othello St):
Gathering Hall
Friday, 1/29/16
11am-11:30am

Yesler: (102 Broadway):

Lunch Room
Friday, 1/29/16
12pm-12:30pm

Actual contract language will be available for review at the meetings (see summary at left).

If you can't make one of the above meetings please email your Union Representative, Valarie Peaphon, at valarie@opeiu8.org about submitting your ballot electronically.

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.
- 👍 Length of Contract: 3 years (2016-2018)

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

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