

Union ★ Survey

OPEIU Local 8

for Local 8 Members at SOLID GROUND

March 16, 2018

Do the Right Thing! No Percentages!

Our Union Bargaining Team (**Cynthia Linder, Jessica Lam, Katie Showalter, Roberta Petersen, David Olivera, Bellen Drake**) has been meeting with management and we have made some progress. *(Please see details on reverse)*

Management has moved from a 1% wage increase with no anniversary steps except for those employees in grades 14 through 22 in Steps 1 through 5 to offering a 3% increase in 2018 and a 3.25% increase in 2019 with no anniversary steps except for those employees in grades 14 through 22 in Steps 1 through 5. However, **this does not address the growing income equality at Solid Ground.** We have heard from our union sisters and brothers that in order to address the income inequality gap at Solid Ground, **we need an across-the-board dollar-amount increase.** Our last Union counter-proposal of \$3,000 for each employee effective January 1, 2018 and January 1, 2019 with no increase to the healthcare cost share percentage is a step in the right direction. We also proposed a wage opener in 2020. **Our next Bargaining Sessions are Thursday, April 19, 9 am to 4 pm at HQ and Monday, April 30, 9 am to 2 pm at Sandpoint.**



Support our bargaining team and wear your OPEIU Local 8 lanyard!

Need a lanyard? Contact a Bargaining Team member or Diane Arnold, Union Representative at diane@opeiu8.org or (206) 441-8880 ext 115.

Watch for buttons and stickers to be distributed during the week of March 26.



Questions? Please contact one of your Bargaining Team members (Katie Showalter, Jessica Lam, Bellen Drake, Cynthia Linder, Roberta Petersen, and David Olivera), or Diane Arnold, Union Representative at 206-441-8880 ext. 115, Diane@opeiu8.org

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



Highlights of the Economics Proposals and Responses

Union Proposal/Response	Management Response/Counter Proposal
<p>Wages: Effective January 1, 2018 & 2019 each employee would receive a \$3,000 wage increase. Wage opener in 2020.</p>	<p>Wages: Effective January 1, 2018 each employee will receive a 3 % wage increase. Effective January 1, 2019 each employee will receive a 3.25% wage increase. Wage opener in 2020.</p>
<p>No anniversary steps for 2018 and 2019</p>	<p>Anniversary step increase freeze except for Grades 18 -22 for Steps 1 through 5. No anniversary increase for those employees off the wage scale.</p>
<p>Healthcare premium cost share- maintain the same percentages. Grades 18 - 22 = 1% of premium Grade 25 = 3.5% Grades 27-32 = 5% Grades 33-47 = 12%</p>	<p>Healthcare premium cost share increase Grades 18 - 22 = 1.5% of premium Grade 25 = 4.0% Grades 27-32 = 6% Grades 33-47 = 12% no increase</p>
<p>Differential of \$1.00 per hour for employees who work Saturdays and Sundays. Differential of \$1.00 per hour for employees who work between 4 pm and 8:30 am.</p>	<p>Rejects</p>
<p>No change to retirement language</p>	<p>No change to retirement language</p>
<p>Personal Leave Increase personal leave for SGT employees from 0 to 12 months to 196 hours from 160 hours.</p>	<p>Accepts- Tentative Agreement</p>
<p>Severance Pay 0-1 yr (0-12 mos) one weeks' pay 0-5 yrs (13-160 mos) two weeks' pay 6-10 yrs (61 -120 mos) three weeks' pay > 10 yrs (121 mos plus) four weeks' pay</p>	<p>Severance Pay 0-2 yr (0-12 mos) \$300.00 (\$50 increase) 0-5 yrs (13-160 mos) \$600.00 (\$100 increase) 6-10 yrs (61 -120 mos) current \$1500.00 > 10 yrs (121 mos plus) current \$2000.00</p>
<p>Combined Classifications If an employee is assigned an additional workload due to program vacancies or work assignments from other departments, their pay will be increased until the additional work is removed.</p>	<p>Rejects</p>
<p><i>Union Withdrew this proposal</i> Work in a Higher Classification Employees working in a higher classification will receive the higher pay grade for all hours performing those duties.</p>	<p>Work in a Higher Classification Work performed by an employee during an extended absence of a coordinator, supervisor, manager or director, if they perform the work for more than four hours, will receive the higher pay grade for all time worked in that shift.</p>
<p>Job Posting The Employer will interview all internal applicants who meet the minimum qualification and submit an application within the five-day internal process for a union job, and if none are qualified, the Employer may then interview external candidates.</p>	<p>Mgmt Tentative Agreement</p>
<p>Internal Hiring Current employees who accept another position with the agency that pays less than their current position will have their wages frozen at the current level until such time as the wage of the new position exceeds the wage that has been frozen.</p>	<p>Mgmt Tentative Agreement</p>
<p>Other Union and Management Tentative Agreements New Sections: Union New Member Orientation Shop Steward Leave Union Representation</p>	