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on the OPEIU Local 8 website.

## Why We Should Unionize – Three Viewpoints

I support forming our union to provide us the ability to collectively bargain, not just as Legal Assistants, but for all NJP staff together. Without a union, human resources and other policy changes that impact us on a real, daily basis are not necessarily presented to staff for our input. And even if they are, the ultimate decision is always management's. This was highlighted when we recently learned of the change to the way FMLA is being applied, not to the protection and benefit of the employee. This and other issues are of great concern to me. Having the legal right through our union to have a say in this type of change, along with any other changes management may want to make that impacts our wages, benefits, or working conditions, is important to me.



I believe the needs of the support staff should be more than just heard by management - they need action. With a union, we will have the opportunity to put forward and advance solutions to issues that support a healthy work-life balance, ultimately leading to the retention of high performing staff. Once changes are agreed to in our union contract, the structure of accountability for management to follow through to enact meaningful changes that benefit the staff they consider so valuable to the work and mission of NJP will benefit the organization as a whole. For these and other reasons, I'm voting Yes.

— Tracie Hooper Wells, Legal Assistant, King County Office



For NWIRP our bargaining process with OPEIU stressed that every individual voice mattered. Though our development department was a small unit in a primarily legal field, we were able to have our needs met in collective bargaining and were very happy with the results of our new contract. Our operations staff at NWIRP is less than 10% of our total staff, but we were still an integral part of the bargaining process. It was important for us as a smaller group to speak up about our needs, and that effort was rewarded and

respected not only by our coworkers but also by our union representative as well. Previously we had three pay scales and our department was on the lowest one. We asked to be unified on the second tier scale to raise operations up to that level. Everyone on the Bargaining Team supported us in presenting that proposal and standing by it in negotiations, and we were successful.

— Raul Alvarez, NWIRP Development and Communications Coordinator and Union Bargaining Team member

I'm Todd Carlisle, a staff attorney in Tacoma. I have worked at NJP since 2004. I am very proud of the work that we do, and I am thankful every day for the opportunity to work at NJP. We are an incredible organization made up of smart, hardworking, and dedicated people. I will be voting in August to join the OPEIU because I firmly believe that we will be an even stronger and better organization when both advocates and support staff can collectively bargain with management over the terms and conditions of our employment.



Before coming to NJP, I worked at Columbia Legal Services, and was a member of the union that represents CLS attorneys and support staff. I know from experience that collective bargaining will give us real input on important decisions that affect all of us. Unionization will not divide us. It will make us stronger. It will make NJP even better. Please join me and vote yes to unionize.

— Todd Carlisle, Staff Attorney, Tacoma Office

***If you have any questions please contact Union Organizer Corinne at [corinne@opeiu8.org](mailto:corinne@opeiu8.org) or 425-318-2650.***



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