

## Nominations Needed for Solid Ground Union Bargaining Team/Labor Management Team

Dear Solid Ground Union Member:

Since our last Union contract negotiations in 2014, we have vacancies on our Union Bargaining Team/Labor Management Team as several on the team have left Solid Ground or moved out of the bargaining unit. Being a member of the Bargaining Team/Labor Management Team is a rewarding experience that will give you the chance to have a direct say in your future and the future of your co-workers. It gives you an inside view of the process that determines your pay, benefits, rights, and working conditions. It is also an opportunity to learn new skills and to have the satisfaction of improving the lives of other people in your work community, your co-workers. Time on the Bargaining Team and Labor Management Committee is considered time worked.

### Being a Member of the Bargaining Team/Labor Management Team

This means representing your co-workers at the bargaining table over several months or possibly longer during the contract negotiations until the Union Bargaining Team and Management reach a Tentative Agreement that all Solid Ground union members will need to vote on to ratify.

Bargaining session dates and times are generally scheduled as a group in order to accommodate Bargaining Team member schedules. Contract negotiations are usually during the work day and you will be paid for your time away from your regular work. You will not be paid for time at the bargaining table beyond your work shift.

While we understand that life happens, you will be expected to consistently attend the bargaining sessions because it is critical that voices from every program be heard at every session.

Additionally, you will also be a member of the Labor Management Committee which generally meets on a quarterly basis to discuss any emergent concerns.

### Bargaining Team Composition

In order to fully represent all the Union employees of Solid Ground, we need eight (8) Bargaining Team/Labor Management Team members. The following Team composition would be ideal:

- One (1) member from Broadview
- One (1) member from Sandpoint
- One (1) member from Statewide Poverty Action Network
- One (1) member from Lettuce Link
- Four (4) members from Headquarters

Please nominate yourself below, or talk to coworkers in your program who you would like to represent you about nominating themselves. You can email your nomination information to Diane at [diane@opeiu8.org](mailto:diane@opeiu8.org) or return your form in the postage paid envelope provided. Please return your form by May 13, 2016 at 5:00 pm. If there are more volunteers than slots for the Bargaining Team/Labor Management Team, an election will decide the outcome.

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### Bargaining Team/Labor Management Team Nomination Form

Name \_\_\_\_\_

Job Classification \_\_\_\_\_ Work Site/Program \_\_\_\_\_

Personal Phone \_\_\_\_\_ Personal Email \_\_\_\_\_

# Interested in Being a Union Steward?

*We especially need Union Stewards at Broadview.*

A Union Steward is a Union employee of Solid Ground who represents and defends the interests of her/his Union co-workers. The Union Steward is a significant link and conduit of information between the Union Representative and her/his Union co-workers and management. The Union Steward training is approximately ninety minutes and is scheduled at your convenience.

As a Union Steward you would:

- Monitor and enforce the provisions of the collective bargaining agreement (labor contract) to ensure the employer is not violating the terms of the agreement.
- Ensure that Solid Ground is in compliance with all federal, state and local laws and regulations.
- Represent and defend Union co-workers whom the employer believes violated Solid Ground policy.
- Communicate and disseminate Union info to Union co-workers in your workplace.
- Promote Union values in the workplace.

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## Interested in becoming a Union Steward?

Please provide your name and contact info below or call Diane Arnold, Union Representative at (206) 441-8880 Ext 115 or [diane@opeiu8.org](mailto:diane@opeiu8.org) to schedule your training.

Name \_\_\_\_\_

Job Classification \_\_\_\_\_ Work Site/Program \_\_\_\_\_

Personal Phone \_\_\_\_\_ Personal Email \_\_\_\_\_

SG

# STEWARD CONFERENCE

**Saturday, May 14 9:30am to 4 pm**

**Best Western Executive Inn  
200 Taylor Ave N., Seattle**

## WHAT TO EXPECT

- 9:30am Sign-In, Coffee
- 10am Union Member Benefits
- 10:30am Apathetic Members? Look Closer!
- 12 - 12:30pm Lunch
- 12:30 - 1pm Steward Resources
- 1 - 4pm Essential Steward Tools
- 4 - 6pm Social Hour

## REGISTRATION DETAILS

### Deadline: May 6

Register by emailing [cindy@opeiu8.org](mailto:cindy@opeiu8.org) or call 1-800-600-2433 (ext. 102)

The Steward Conference will count for a qualifying event for the Steward Recognition Program.

Travel stipends, including overnight and transportation costs, will be available.

**More details at [www.opeiu8.org](http://www.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](http://www.opeiu8.org)**

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