

Union★ Update

OPEIU Local 8

for Local 8 Members at LOW INCOME HOUSING INSTITUTE

April 25, 2016

LIHI Contract Ratified! 91% Voting YES!

Highlights of the OPEIU Local 8/LIHI Contract Agreement

- ✓ 3% Cost of Living Increase Across the Board Retro to January 1, 2016.
- ✓ Increased base wages and ranges for some job classifications applicable across the state to comply with the Seattle \$15 minimum wage ordinance. If an Employee is in one of the following job classifications:
 - Assistant Janitor/Trash Collector
 - Janitor/Program Assistant;
 - Live-in Building Assistant
 - Program Assistant I.T.
 - Front Desk Resident Assistant
 - On-Site Staff
 - Security Worker

She/he will be placed on their current step in the new pay range or receive a 3% increase whichever is greater and receive retro pay back to January 1, 2016 unless an Employee is at the top of the new range or above in one of the above classifications. If an employee is at the top of the new step or above, she/he will receive a 3% increase retro to January 1, 2016.

Volunteers for Labor Management Committee and Safety Committee Wanted!

If you are interested in joining the Labor Management Committee or the Safety Committee, please contact **Diane Arnold**, Union Representative at (206) 441-8880 ext 115 or diane@opeiu8.org.

For those Union members interested in being on the committees who work outside of the Seattle area, you may participate by phone conference call.

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

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Highlights of the OPEIU Local 8/LIHI Contract Agreement continued.....

- ✓ **Seniority Step increase of \$0.40 per hour for Employees at the top of their steps/range**
 - If you are at the top of your steps and your 7 year anniversary at LIHI was prior to 2016, you will receive a \$0.40 increase retro to Jan 1, 2016 then you will receive your 3% COLA increase retro to January 1, 2016.
 - If you are at the top of your steps and your 7 year anniversary at LIHI falls between January 1, 2016 and when the contract ratified, you will received a 3% COLA retro to January 1, 2016 and the \$0.40 increase retro to your anniversary date of hire.
 - If you are at the top of your steps and you reach your 7 year anniversary between contract ratification and the expiration date of the Union Contract (December 31, 2018), you will receive the \$0.40 increase at your 7 year anniversary instead of the \$0.13 Seniority Step increase.
- ✓ **No Healthcare Cost Share and Employee healthcare deductible will remain at \$3000 and LIHI will continue to pay the last \$2000 of the total \$5000 deductible.**
- ✓ **Stand by Pay Maintenance Workers/Technician assigned to the emergency pager for more than 7 consecutive days will receive \$16 a day in addition to any report pay they incur.**
- ✓ **Traumatic Event Leave: An Employee exposed to a traumatic event at work such as violent behavior shall be released from work with pay upon supervisor approval for up to a maximum of 2 consecutive days.**
- ✓ **Labor Management Committee- the purpose of the committee is to foster communications between the Employer and the Employees to discuss issues and disputes and to exchange ideas. There will be up to five Union members and up to three management members including the Executive Director on the committee. The committee will meet quarterly.**
- ✓ **Staff Training- the Labor Management Committee will meet within two months of ratification of the contract to prioritize staff training.**
- ✓ **Safety Committee and Property Safety Plans – A safety committee will be established with up to four Employer and up to four Union Employee representatives to develop, update, and disseminate emergency and disaster plans for each property.**

Our Union Bargaining Team: Susan Winn, Program Coordinator at Aki Kurose Village and **Whitney Rearick**, Housing Developer at the Main Office and **Diane Arnold**, Union Representative. Please thank Susan and Whitney for their persistence at the table along with their deep commitment to represent all the Union employees at LIHI.

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EXHIBIT "A"
SALARY SCHEDULE - 2016

ADMINISTRATION			Hourly	Hourly
Assistant Accountant (Accountant I)	36,968.04	45,286.01	17.77	21.77
Senior Accountant (Accountant II)	43,727.07	56,626.84	21.02	27.22
Administrative Assistant	32,745.62	39,294.74	15.74	18.89
Office Assistant/Receptionist	27,833.92	34,383.04	13.38	16.53
Housing Assistant	32,745.62	39,294.74	15.74	18.89
Program Assistant I.T.	24,960.00	30,825.60	12.00	15.27
Technology Coordinator	38,148.90	47,968.86	18.34	23.06
Payroll Administrator	37,558.51	53,246.67	18.06	25.60
AP Administrator	37,558.51	50,078.02	18.06	24.08
PROPERTY MANAGEMENT				
Assistant Janitor/Trash Collector	24,960.00	30,160.00	12.00	14.50
Front Desk Resident Assistant	24,960.00	32,697.60	12.00	15.72
House Advisor	25,709.51	32,511.82	12.36	15.63
Janitor/Program Assistant	26,000.00	31,200.00	12.50	15.00
Live-In Building Assistant	24,960.00	29,120.00	12.00	14.00
Maintenance Worker	28,494.44	35,859.41	13.70	17.24
Maintenance Technician	34,055.21	45,206.30	16.37	21.73
On-site Staff	24,960.00	32,697.60	12.00	15.72
Housing Program Coordinator	38,147.88	47,971.26	18.34	23.06
Resident Manager	33,878.39	43,133.59	16.29	20.74
Security Worker	24,960.00	31,740.80	12.00	15.72
Urban Rest Stop-Team Member	27,869.62	34,328.30	13.40	16.50
Urban Rest Stop-Team Leader	33,178.12	42,025.62	15.95	20.20
On-site Manager	27,315.60	34,963.97	13.13	16.81
House Manager	24,960.00	29,120.00	12.00	14.00
FRYE HUD Specialist	36,956.40	45,526.00	17.17	21.89
HOUSING DEVELOPMENT				
Housing Developer	49,119.91	59,481.97	23.62	28.60
Housing Developer Associate	39,295.04	49,119.62	18.89	23.62
Senior Housing Developer	58,941.80	73,757.65	28.34	35.46
ADVOCACY				
Fund Developer	37,493.04	47,585.58	18.03	22.88
Fund Developer Associate	35,694.06	43,129.39	17.16	20.74
Resident Services Assistant	32,720.23	39,296.10	15.73	18.89
Resource Coordinator/Case Mgr	36,051.00	45,063.75	17.33	21.67
Resource & Education Coord	42,269.50	54,030.11	20.32	25.98
Supportive Housing Coordinator	42,269.50	48,624.38	20.32	23.38
Clinical Case Manager	39,416.41	47,938.88	18.95	23.04
Volunteer Programs Coordinator	36,051.00	45,063.75	17.33	21.66