



For Local 8 Members at YouthCare

November 12, 2020

Our Bargaining Team remains unflinching in their commitment to ensuring our priorities are reflected in our first contract. We stand firm in the resolution that this document is key in ensuring equity, transparency and innovation in the way that YouthCare supports workers, and in turn the young people we serve. We continue to bargain over Zoom, meeting last on Tuesday, November 3 and with sessions scheduled for Tuesday, November 17 and Tuesday, December 16.

Since our last update, we have reached tentative agreement on:

- **Loss of Seniority:** States when an employee will lose their accrued seniority, such as voluntary termination, discharge for just cause or failure to respond to recall after layoff.
- **Internal Hiring:** Ensures that the employer will interview all internal applicants ahead of posting a position for outside hire and, if skills and ability are equal, will give priority to hiring internal applicants. In the case of two internal applicants whose skills and abilities are equal and have comparable seniority (within 180 days) the applicant who best reflects the community of young people being served by YouthCare will have preference. This section also contains a commitment by the employer to increase diversity of leaders and representation of BIPOC at YouthCare.

- **Training for Technology/System Changes:** States that if the employer changes the technology or system required to perform a job, they will provide training for employees to learn how to use new technology.
- **Training for Regulation/Licensure Changes:** States that the employer will pay for staff training as needed to perform job duties. If job duties change significantly, the employer will offer in-service training at the employer's expense and will ensure that employees can attend.

We continue to discuss many important subjects, including:

- **Vacation Scheduling:** Our team seeks to ensure that there is an equitable process for staff to request vacations, especially around holidays. We are striving to find a system that is equitable, understandable and manageable to administer.
- **Introductory Period:** We continue to insist that management not extend the introductory period for employees hired into under-18 programs past 90 days. Introductory employees are not protected by just cause and their discipline is not grievable by our Union. Our Team does not believe creating this two-tiered system is fair or necessary.
- **Grievance Procedure:** In this important section, we outline a process for union members to challenge disciplinary actions or violations of the contract.
- **Language Access:** Our team continues to edit this proposal to address management's concerns without compromising equity for employees who are hired to speak in another language and whose preference is a language other than English, however management continues to insist verbal translations and summaries are sufficient.

- Staff Training: our team has proposed topics and timelines for staff to be trained when first hired and throughout their career at YouthCare.
- Notice of Layoff: This section stipulates how much notice the employer is obligated to give an employee that they will be laid off. We continue to assert that in the event a program loses funding, the employer shall give 30 days' notice or pay for those 30 days. In the event of an employer initiated lay off, as much notice as possible should be given.
- Alternatives to Layoff: We continue to assert that employees who are qualified should be moved to another available position before they are laid off.
- Leaves: Management continues to reject our proposals on Traumatic Event Leave, Leave of Medical Absence, Unpaid Personal Leave and Advocacy Days.
- Schedules and Schedule Changes: We continue to propose that employees be given a specific schedule at time of hire and advance notice of schedule changes, with flexibility as an option if the supervisor and employee agree.

The Changing Face of Our Bargaining Team

With deepest respect, we wish Deepa Ramdial the best as she moves on from YouthCare. A dedicated and fiercely compassionate advocate, Deepa will be sorely missed on our team.

We are very excited to announce that both Leo Galicia, Youth Counselor at Isis/Ravenna House, and Juli Morris, Case Manager for Pathways, have joined our team. It is no surprise that their perspectives have already proven invaluable at the bargaining table. *Welcome Leo and Juli!*



Questions, please contact a member of our Bargaining Team or Union Representative:

Tremell Collins, On-Call Youth Counselor, Over 18 Housing;

Paris Chapman, Employer Engagement Specialist, Orion;

St. Ennah Akudihor, Housing Navigator Case Manager, UDYC;

Emily Penna, Program Coordinator, Employment & Education;

Erin Halligan, Donor Database Assistant, Development;

Meredith Clark, Case Manager, Casa;

Arren Lenau, Youth Counselor, Pathways;

Juli Morrison, Case Manager, Pathways;

Katrina Go, Student Resource Navigator, Early Intervention & Specialized Services;

Valeria Maganya, Case Manager, Early Intervention & Specialized Services;

Hunter (Leo) Galicia, Youth Counselor, Isis/Ravenna House;

Organizer Corinne Cosentino at 425-318-2650 or corinne@opeiu8.org

Membership Support Representative Phoebe Feldsher at 206-441-8880
ext. 119 or phoebe@opeiu8.org;

Union Representative Diane Arnold at 206-441-8880 ext. 115 or
diane@opeiu8.org.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-441-0207 ★ www.opeiu8.org

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