



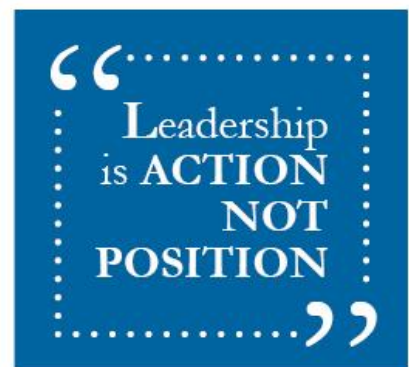
For Local 8 Members at Crisis Connections

November 17, 2021

Leadership at CC

Last week, OPEIU Union Rep Valarie Peaphon met with CEO Michelle McDaniel for a candid, informal conversation. On behalf of Crisis Connections' staff, Valarie reiterated the concerns raised in our October 15th letter related to:

- The recruitment, training, and retention of a skilled workforce
- The need for increased wages reflective of an increased workload (e.g., cost of living in this region, short staffing differential, etc.)
- The availability of Supervisors to provide responsive support and necessary oversight
- Management's focus on eliminating waived meal breaks without posing any meaningful coverage solutions, acknowledging the financial repercussions, or equally encouraging staff to take their paid 15-minute rest breaks every four hours



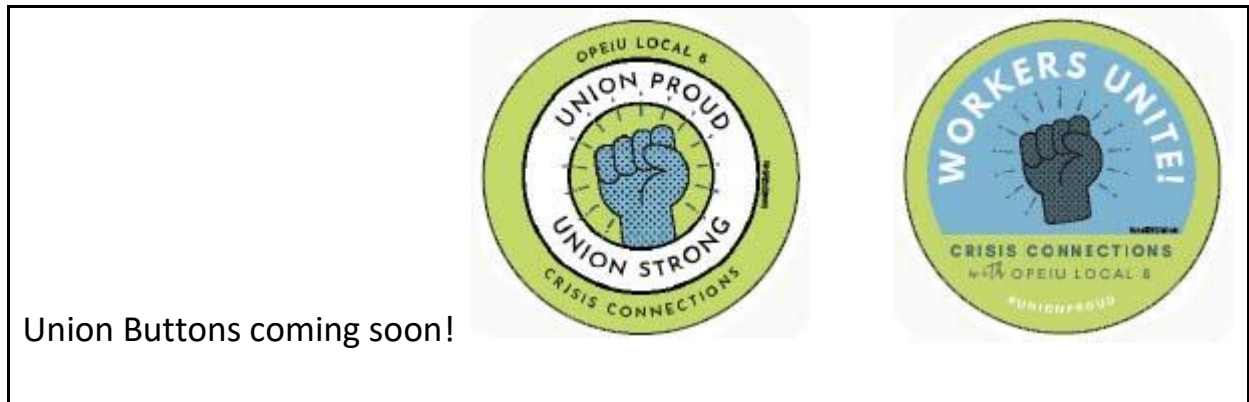
Valarie was also able to relay the disappointment expressed by many employees after reading Michelle's response on October 28th. Michelle appeared open to receiving feedback and earnest about working collaboratively with the Union toward a stable, sustainable, and equitable future for Crisis Connections.

We are optimistic Michelle will continue to consider the experiences and perspectives of frontline staff, and grateful to have had this opportunity to build rapport with one another.

Final Reminder!

Email Valarie@opeiu8.org with what you are thankful for related to the bargaining process, union, and coworkers at Crisis Connections by noon on Friday the 19th to be entered into the union's drawing for a \$75 gift card!

Sneak Preview



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
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