

Union Proposal Seeks Long Overdue Wage Increases, Job Security and Improved Benefits

Once again, TDC management REJECTED nearly all of the union proposals to improve standards enjoyed by other health care providers like Local 8 members at Group Health Cooperative. They even rejected the union's reasonable proposal designed to expedite bargaining, opting instead for a prolonged fight at the bargaining table. **Management has moved substantially on our wage proposal, but we don't think they go far enough to address market wage inequities or ensure quality patient care. We think management can afford to do more.** Negotiations resume on October 10. Our union contract is extended through that date.

See other side for details.



Union Bargaining Team with (back row) Jenai Wong, Pat Graber, Jill Knapp, (seated) Nadia Palama, Sherry Dahl, Valarie Peaphon (Local 8 Union Rep) Suzanne Mode (Local 8 Negotiator)

What Happens Next?

Fair and equitable compensation to care for ourselves and our families takes uniting for a strong union. Just look at what Local 8 members enjoy at Group Health. They achieved their excellent standards by standing together. Besides joining your union today, stay tuned for other ways to show we care for our co-workers and our patients.

Union Proposals to TDC Management

Fair Wage Increases

October 1, 2016	5% across the board increase 2.5% step increase (7.5% total increase) 2% lump sum equivalent for those at top step
October 1, 2017	3% across the board increase 2.5% step increase (5.5% total increase) 2% lump sum equivalent for those at top step
October 1, 2018	3% across the board increase 2.5% step increase (5.5% total increase) 2% lump sum equivalent for those at top step

The union is proposing the parties look at market comparable positions to determine whether further wage increases are necessary in some or all positions. We're also proposing a \$2.00 weekend premium and \$2.25 differential for all employees working after 5:00 p.m. The union is proposing all increases be retroactive to October 1.

Greater Job Security

- ♦ limitations on subcontracting work and management rights
- ♦ improved job posting procedures and promotion opportunities
- ♦ updated job descriptions
- ♦ greater protections for unfair discipline
- ♦ retain right to negotiate over new policies
- ♦ stronger layoff protections
- ♦ improved grievance procedure language
- ♦ successor language to protect jobs in any merger or sale

Improved Benefits

- ♦ defined federal and state leave laws
- ♦ introduce a hardship fund
- ♦ increase paid time off accrual
- ♦ ability to use LTI hours to supplement workers' comp
- ♦ protect the right to address changes in health care coverage

A Strong Union

Everyone joins and benefits. It's our best chance of making needed changes at TDC. OPEIU Local 8 is a non-profit employee organization funded from member union dues. Dues are 1.5% of gross wages (\$7.50 for every \$500). The initiation fee is waived. A union is the only way to ensure a balance of power in the workplace. Everyone needs to pitch in and share the cost of having a strong employee organization.

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
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