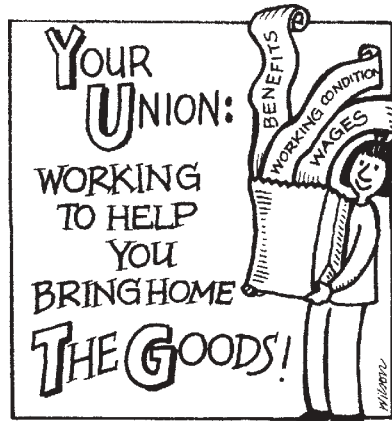


Members in Action *continued*

“Although it is true that only about 20% of American workers are in unions, that 20% sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts.”
—Molly Ivins

SEA MAR BARGAINING TEAM MEMBERS WORKING HARD

Sea Mar Health Center's bargaining team members Andy Turkovich, Terry Saunders, Carmen Paez, Grace Sanchez, Marisol Thompson, Suzan Matthews and Jenny Garcia have been gathering surveys to prepare for negotiations with Sea Mar this January. A preliminary meeting to prepare for contract negotiations was held on December 27 and many good ideas and projects came out of it. Thank you for your hard work and commitment!



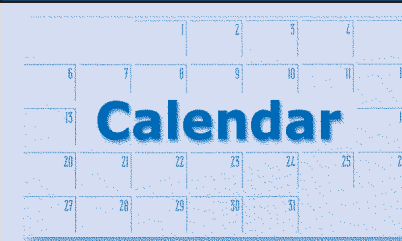
CCAP SHOP STEWARDS TRAINING

Mary Fasnacht, Patsy Vandell and Brenda Barquero of Coastal Community Action Program had a Shop Steward training and then spent a day with a Federal Mediation and Conciliation Service trainer, learning how to have productive Labor/Management committee meetings. They are eager to put their new skills to work at the end of January!

OPEIU Local 8
Labor Temple, Room 304
2800 First Avenue
Seattle, WA 98121-1114

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MON., JAN. 20: Please join Local 8's contingent at noon at the MLK Jr. Day Rally at Garfield (see page 2).

WED., JAN. 22 MEETINGS:
PAC, 5:30 p.m., Hall 6
New Member Orientation
5:30 p.m., Rm. 226
Membership Meeting
6:15 p.m., Hall 6, Seattle
Labor Temple, 2800 First
Avenue (between Clay & Broad
Sts.) **Agenda:** *Vote on Annual
Local 8 Budget; Fair Trade
Coffee/Apple Presentation.*
Free parking (for Membership
Meeting only) under the new
Ellington Condos. On the
monitor by the garage door,
punch in: *011213#

**Pick up your Local 8 Shop
Steward/Activist Training
Schedule at the January
Membership Meeting!**

*Office and Professional Employees
International Union Local 8
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Home Care Works Because We Do!



Local 8 Home Care Worker members from Sea Mar, Fremont Homecare, Loly-CAP and Visiting Nurse Services met on December 7 at our Annual Home Care Legislative Breakfast to talk about taking our message to Olympia this year. Local 8 MSW Student Intern, Heather Golden, helped to organize the event.

Home Care Workers are the backbone of long-term care services. They provide heavy personal care and other tasks vital to our elderly and disabled citizens, saving our state millions of dollars every year by enabling frail elderly and disabled individuals to stay at home where they prefer to be. However, Home Care remains one of the lowest paid jobs in the state.

This year we'll be going in small groups to talk one on one with our legislators. Our Legislative Proposal this year includes:

- **Increase Compensation for Home Care Workers** to provide a decent standard of living.
- **Increase Agency Reimbursement Rate** to reflect the rapidly increasing costs incurred by agencies struggling to provide quality care.
- **Oppose Nurse Delegation Legislation** unless Home Care Workers receive increased compensation for the additional responsibilities they will be asked to perform.
- **Protect Medical Benefits** for Home Care Workers by making sure funding continues and accommodates rising insurance costs.
- **Support Tax Alternatives** to increase state revenue.

Executive Board

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Marie Cook
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Cindy Schu
Secretary-Treasurer
Sylvia Trepp
Recording Secretary
Lucinda Clark
Tommy McLean
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Betty Devereaux
Secretary/Receptionist
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Secretary/Desktop
Publisher
Mary Silver
Billing Clerk

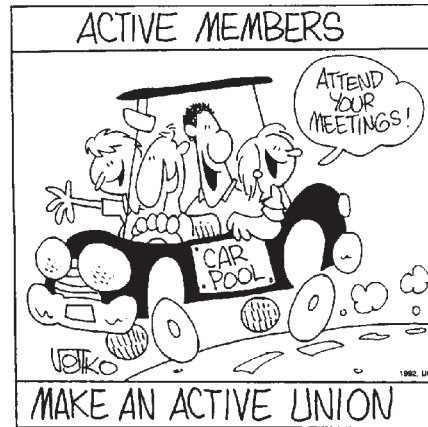
Members Make Our Union Strong

20 Ways to Get Involved & Stay Informed

Local 8 is only as strong as you make it.

That's why it's so important to become an active member. The Membership runs this Local Union and you play an important part in the decision-making. Here are 20 ways you can get involved with your Union:

- 1. Be a workplace contact** and help distribute updates and information to your co-workers.
- 2. Attend** a monthly Membership Meeting.
- 3. Write** an article for the Local 8 Journal.
- 4. Work on** a political campaign or issue.
- 5. Join** one of the Local 8 Committees.
- 6. Attend** a Shop Steward/Activist Training (open to all members).
- 7. Register co-workers** to vote.
- 8. Become a Shop Steward** for your worksite.
- 9. Help plan** the Local 8 Annual Recognition Event (new this year).
- 10. Help plan** a state-wide gathering of Local 8 members to discuss how we make sure members from outside of the Seattle area can maximize their participation.
- 11. Reach out to** a non-union friend or co-worker in your industry or profession and encourage them to organize for a union where they work.
- 12. Organize** a brown bag lunch for your co-workers to discuss workplace issues.
- 13. Maintain** your workplace Union Bulletin Board.
- 14. Run for** an open seat for a Delegate, Executive Board Member or Trustee.
- 15. Make phone calls** to members to get them to attend a rally or other community events.
- 16. Attend a rally** or action in support of our union or another union or labor-related organization.
- 17. Serve on** the negotiating committee during contract bargaining for your unit.
- 18. Help teach** a segment of the Shop Steward/Activist Training.
- 19. Come to** a budget review meeting and help plan Local 8's annual budget.
- 20. Wear** your Local 8 T-shirt (available soon), lanyard, or button or other item with pride.



Support the Poor — No More War! Martin Luther King Day Rally & March



Mon., Jan. 20 at Garfield High School (23rd & E. Jefferson). There will be workshops at 9:30 a.m., a rally at 11:00, and the march is at noon. For more information, call the Martin Luther King Jr. Celebration Committee at (206) 812-4940 or (206) 314-0719.

M E M B E R S I N A C T I O N

PEMC MEMBERS GEAR UP FOR BARGAINING

Shop stewards and other Union supporters at Providence Everett have been working hard to collect the pre-bargaining surveys. Some time later this month, we will be holding meetings to elect bargaining team members and review our contract proposals. We hope to begin bargaining by March. Thanks for all your hard work!



PEMC'S OPERATIONAL IMPROVEMENT PLAN

When our members received letters about a proposed Operational Improvement Plan (OIP), the Union notified PEMC that we should have had a say before any plan for a Voluntary Resignation was implemented. We also requested to bargain over any changes in working conditions that may occur with the new OIP. We will keep you posted on the process via the bargaining updates. If you have any further questions, please contact a Shop Steward or **Mary Maloy**, Union Representative, at 1-800-600-2433, ext. 10.

OLY-CAP UNION MEETING WITH A SURPRISE

Shop Steward **Sherry Merryman** thought she was going to an Olympic Community Action Program union meeting last month, but her Union Rep and fellow members had something different planned. **Sherry** wrote, "Thank you! Thank you! from the bottom of my heart for the wonderful surprise party for my 20th Anniversary as a Home Care Aide. I can't thank you enough for the beautiful gifts, support and love you've given me."



A CLOUD WITH A SILVER LINING...

We're sorry to say that **Fremont Public Association** workers faced their first layoff recently. On the plus side, their bargaining team was able to work for some severance benefits: three extra months of medical and dental benefits, and a cash-out of any personal leave that had been accrued but not used. Great job, bargaining team.

MULU SAYS "UNION YES!"

At left, **Mulu Wereta** shows us how she feels about her Union as she holds up the arbitrator's decision that reinstated her job after a wrongful termination from Sea Mar Care Center. The decision put her back to work and bridged her seniority after having been out for over a year. Congratulations to Mulu!

(More Members in Action on next page)

Remember, March 30 is the deadline for OPEIU Scholarships.

Call for an application at (206) 441-8880 or 1 (800) 600-2433. Press 0 to speak to the attendant.