

January 3, 2019

CHA Spends \$300,000 in 2017 for Consultant Fees, but No Money for a Fair 2018 Wage Increase for Union Employees.

Our Union Bargaining Team (*Dalwyn Dean*, Case Manager at Renton Veterans Center; *Jennifer Carter*, Case Manager at Nyer Urness; *Philippe Hooker*, Maintenance Tech and Diane *Arnold*, Union Representative) negotiated with Compass Management through a Federal Mediator to no avail on July 19, 2018. When our Union returned to the table after Compass members voted down management's offer of \$0.25/hour increase retro to January 1, 2018 in April 2018 with our counterproposal, management was not prepared to respond.

Our Union was informed via the Federal Mediator in late July 2018 that management proposed only a 1% wage increase beginning September 1, 2018 because the agency was running a deficit. Despite a deficit of over \$500,000, management gave non-union staff a 1% wage increase retro to January 1, 2018. Our Bargaining Team requested that we get back to the table to continue negotiating but management was not responsive except to inform us that their financial situation had worsened due to several Compass accounting errors.

Our Union Files Unfair Labor Practices with the National Labor Relations Board (NLRB) against Compass Housing Alliance Management

In October, our Union requested that Compass Housing open their financial books so our accountant could evaluate their finances and management refused. However, CHA's IRS 990 is public record and their 2017 IRS 990 revealed that in 2017 CHA spent \$300,000 on consultant fees even though the City of Seattle's 2018 program funding was uncertain.

In response, our Union has filed Unfair Labor Practice charges (ULP) against Compass for failure to provide requested relevant financial information, for failure to bargain in good faith and for regressive bargaining. Our Union awaits a decision by the NLRB over the charges against the employer.

Negotiations Underway for 2019 Wage Increase

On December 4, 2018, our Bargaining Team proposed a one-time bonus for all Union employees for their 2018 wage increase and a week later management responded that it would not be "prudent" - although it was "prudent" to give the non-union staff, including upper management, a wage increase when they were aware of a \$500,000 deficit and to pay out another \$300,000 to two consultants when their 2018 funding sources were not secure!

We are scheduled to resume negotiations after the Compass Board meeting on Tuesday, January 15, 2019 when their 2019 budget is approved.

We Need YOU to Raise Your Voice to get management's attention! We are stronger together and need to stand together and take action! Please click to let us know what you are willing to do to get a wage increase.

Follow this link <https://goo.gl/forms/LRlckxj9HJrDbAbk1>

to take a brief survey to tell us if you are willing to:

- A. Sign on to a letter to the Compass Housing Alliance Board
- B. Attend a Compass Board Meeting with other Union Members
- C. Do nothing

Also, follow the link if you are interested in becoming a Union Steward/Leader in your worksite.

A Union Steward is a Union member who assists the Union Representative in enforcing the Union contract, representing other Union co-workers at their worksite and defending the interests of their co-workers regarding wages, benefits and working conditions.

Thanks for Your Support. Your Participation Keeps our Union Strong!

**Any questions please contact Union Representative Diane Arnold at
206-441-8880 ext. 115, Diane@opeiu8.org**

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