



Check out www.opeiu8.org for the most up-to-date calendar!

Saturday, Jan. 26, 2019

Membership Assembly

10:00 am - 4:00 p.m.
Seattle, WA

(see details to the right)

Regional Meeting*

Saturday, Feb. 23, 2019

10:00 am - 3:00 pm
Tukwila, WA

Regional Meeting*

Saturday, March 23, 2019

10:00 am - 3:00 pm
Arlington, WA

Shop Steward Conference

Saturday, April 27, 2019

10:00 am - 4:00 pm
Seattle, WA

Regional Meeting*

Saturday, June 22, 2019

10:00 am - 3:00 pm
Moses Lake, WA

Membership Assembly

Saturday, Sept. 28, 2019

10:00 am - 4:00 pm
Bellingham, WA

Regional Meeting*

Saturday, Oct. 26, 2019

10:00 am - 3:00 pm
Olympia, WA

*Regional Meetings subject to approval from the membership at the January 2019 Membership Assembly.

Notice of 2019 OPEIU Local 8 Nominations and Elections

In accordance with Article 14 of Local 8's Bylaws, this is notification that nominations and elections will take place at the January 26, 2019 Membership Assembly. The Local 8 Constitution and Bylaws, which describes the duties and responsibilities for each position, can be found on the Local 8 website at www.opeiu8.org under "About Us." You can also call the Local 8 office at 1-800-600-2433 to request a copy. The Bylaws explain in detail the election process, and this information can be found on the website under Membership Assembly. Here are the open positions:

- **Nominations and election of an Election Committee of 7 members** and alternates to serve a three-year term.
- **Nominations and election of all Central Labor Council positions** to serve a two-year term.
- **Nominations and election of four Delegates to the OPEIU International Convention** to be held in Las Vegas, Nevada, June 10-13, 2019
- **Nominations for Business Manager, President, Vice President, Secretary/Treasurer, Recording Secretary, and 21 Regional Executive Board Members to serve a three-year term.**

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Membership Assembly

Saturday, January 26, 2019

10:00 am to 4:00 pm Assembly
(coffee/sign-in at 9:30 am)

4:00 pm to 6:00 pm Social Hour/Auction

Best Western Executive Inn

200 Taylor Ave. North, Seattle, WA 98109
Lunch Provided

Register with Mike at mike@opeiu8.org or 1-800-600-2433 (ext. 118) as soon as possible. Travel stipends may be available.

Assembly Highlights

- Nominations and election of **all** Local 8 Officers and Executive Board Members
- Nominations and election of **all** Central Labor Council positions
- Nominations and election of Delegates to the OPEIU International Convention
- 2nd Reading **and** Vote of proposed changes to Local 8's Constitution and Bylaws including
 - Hold (4) Regional meetings around the state instead of Chapter meetings
 - Add (1) Trustee position for a total of (5) Trustees
 - Allow retired members to hold some Local 8 elected positions such as Trustee and CLC Delegate
- Special Guest Speaker Larry Brown - newly elected President of the WSLC
- Committee Meetings for Shop Stewards, Membership Education, Diversity, Political Action and Communications
- Review for approval any new Union business
- Wrap-up with a Social Hour and PAC Auction

Executive Board

Kellie McGuire

President

John Adams

Vice President

Cindy Schu

Secretary-Treasurer

Rosalinda Aguirre

Recording Secretary

Anthony Forte

Central

Fred Hutchins

Central

Sara Jimenez-Orozco

Central

David Olivera

Central

Tesia Roland

Central

Shannon Salinas

Central

Ana Escobar

North

Tara McIntosh

North

Sue O'Connor

North

Paul Bender

South/West

Crystal Helsel

South/West

Tara Powell

South/West

Karen White

South/West

Barb Brennan

East

Rick Nesbitt

East

Robin Sullivan

East

Jan Abberger

Trustee

Richard Cox

Trustee

David Evans

Trustee

Lois Jamieson

Trustee

Notice of 2016 OPEIU Local 8 Nominations and Elections

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The 21 Regional Executive Board Members shall be nominated and elected only by those members who reside in the same region as the Regional Executive Board Member nominees. The President, Vice-President, Business Manager, Secretary-Treasurer, and Recording Secretary are at-large positions and voted on by the entire Local 8 Membership. The four Regions and how the 21 positions are distributed are as follows in accordance with the formula defined in Section 1(c) of Article 14 of the Local 8 Constitution and Bylaws.

NORTH REGION: Whatcom, Skagit, Snohomish, San Juan and Island Counties shall nominate and elect **five (5)** Regional Executive Board Members.

CENTRAL REGION: Martin Luther King Jr. County shall nominate and elect **seven (7)** Regional Executive Board Members.

SOUTH/WEST REGION: Clallam, Jefferson, Kitsap, Mason, Grays Harbor, Thurston, Pierce, Pacific, Lewis, Cowlitz, Wahkiakum, Clark and Skamania Counties shall nominate and elect **six (6)** Regional Executive Board Members.

EAST REGION: All other Washington State counties shall nominate and elect **three (3)** Regional Executive Board Members.

Members who reside outside of Washington State shall be included in the four (4) Regions as follows: Members who reside in Hood River County, Oregon and all Oregon counties west shall be part of the South/West Region. Members who reside in Oregon counties east of Hood River County, Idaho and all other states shall be part of the East Region.

- **Eligibility:** Members must be in continuous good standing for at least twelve (12) months prior to an election for any officer position. Members must be in continuous good standing for at least six (6) months prior to an election for delegate positions.
- **Nomination Process:** Nominees must be in attendance at the meeting where they are nominated or declare in writing their willingness to accept the nomination. Written declaration must be presented before the close of nominations and must be in the form of a hard copy email or other written material that clearly identifies the nominee and includes a date. Text messages and emails from an electronic device without the written hard copy provided will not be accepted. Self-nominations will be allowed. Nominations will not need a second.
- **Election:** Elections for Delegate and Election Board positions will take place at the January 26 Membership Assembly. The election process for officers will be by mail ballot in accordance with the OPEIU Local 8 Election Policies and Procedures and with the Local 8 Constitution and Bylaws. Both of these documents are available on the Local 8 website (www.opeiu8.org) or by contacting the Local 8 office at 1-800-600-2433. Ballots will be tallied for the General Election on Wednesday, February 27 at a time decided by the Election Committee.
- **2nd Reading and Vote of proposed changes to Local 8's Constitution and Bylaws including:**
 - Hold **four (4)** Regional meetings around the state instead of Chapter meetings
 - Add **one (1)** Trustee position for a total of **five (5)** Trustees
 - Eliminate initiation fees for members who are public employees
 - Allow retired members to hold some Local 8 elected positions such as Trustee and CLC DelegateA draft is available on the Local 8 website (www.opeiu8.org) under "Member Support and Action/Membership Assemblies."

State of the Union

By Suzanne Mode, Business Manager

We now represent more than 7,000 members around the state. In keeping with Local 8's deep commitment to organize new members for growth and social justice, we continue to concentrate on ensuring our Union is governed as democratically as possible and our members receive the support and benefits of working union. Leadership development and union visibility in the workplace remain top priorities. Here are some of the highlights from 2018 that reflect our mission:

Local 8 Continues to Grow:

After 12 months of negotiations, workers at the **Northwest Justice Project** are now covered by their first OPEIU contract. This bargaining unit of over 170 employees offers legal assistance to those in need around the state. Another non-profit, **Casa Latina**, secured Local 8 representation by "card check." Negotiations for their first contract should begin in January.

As we continue to grow, so does the Union's need to hire more staff. We hired former Executive Board member and Sea Mar employee Nallely Flores as **Membership Support Representative (MSR)**, an entry level staff position for members-only, dedicated to assist in direct representation and the recruitment for more member participation on workplace committees, new employee orientations and Union sponsored events. We are also looking to hire an **Organizer, Union Representative** and **Office Support** in 2019.

Local 8 Governance Retreat:

Members attending our 2018 January Membership Assembly mandated that Local 8 leaders assess our governance model and make recommendations that enhance our Union's democracy and member involvement. A Governance Retreat was held in June and recommendations will be discussed and voted on at the upcoming Membership Assembly on Saturday, January 26 in Seattle.

Local 8 Hardship Fund:

Our own Hardship Fund for our fellow members in need is now an official non-profit organization that can accept donations that are tax-deductible. For more secure funding, we're bargaining so members can make donations through payroll deduction.

The "Janus Decision" and Fighting Back:

With the assistance of our International and partnership with other unions and labor allies, Local 8 proactively began the fight against the consequences of the **Janus Decision** issued by the US Supreme Court in June. The decision allows union members who are public employees to opt-out of membership and stop paying their fair share for representation yet still be

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Employees at the Northwest Justice Project (NJP) - a statewide law firm committed to combating injustice and improving access to the civil justice system - voted to form a union with OPEIU Local 8 in August of 2017. "At NJP, we work every day to ensure our clients receive due process and are treated fairly. Our union contract brings those same principles home to us," said Elizabeth Flavin, NJP Attorney and Union Bargaining Team Member. Members ratified their first union contract on December 4 by an overwhelming majority - 97% YES!

Staff

Suzanne Mode

Business Manager

Corinne Cosentino

Organizer

Diane Arnold

Union Representative

Ida Kovacic

Union Representative

Leslie Liddle

Union Representative

Mary Maloy

Union Representative

Amanda Montoya

Union Representative

Shelby Mooney

Union Representative

Valarie Peaphon

Union Representative

April Wyrick

Union Representative

Nallely Flores

Membership Support Representative

Mike Maloney

Office Manager

Libby Alejandro

Administrative Secretary

Joan De Leon

Bookkeeper

Lynn Brown

Billing/Dues Clerk

Jim O'Connor

*Membership Database/
Dues Posting*

Sally Mitchell

Graphics Specialist/Secretary

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covered under the contract. We're still assessing the impact but, to date, a very small fraction has dropped their membership. The attack on unions will surely continue in 2019 and so will our fight for survival.

Creation of Local 8's First JATC:

In partnership with two other unions – UFCW Local 21 and SEIU 1199/NW – Local 8 is part of a statewide **Joint Apprenticeship and Training Fund (JATC)** for members and future members interested in a career and skill development in healthcare. The **Healthcare Consortium** is the first multi-union program recognized by Washington State. Our mission is to create training programs and career opportunities while providing qualified applicants to ensure proper staffing and standards by employers.

We end the year with OPEIU Local 8 adopting a fully-funded budget for 2019. We are fortunate to have dedicated staff doing the everyday work of the Union and active leaders who volunteer their time and energy to oversee the governance of our organization. Despite our accomplishments and successes, we must remain vigilant against the attacks on unions, immigrants, minorities and working families. We must resist and push back against intolerance and hate. As the beloved Dr. Martin Luther King Jr. once spoke: *“Human progress is neither automatic nor inevitable . . . Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals.”*



Workers at Casa Latina won union representation through a card check recognition process. Casa Latina is a non-profit community organization whose mission is to advance the well-being of Latino immigrants through employment, education, and community organizing.



Address Service Requested

OPEIU Local 8, 2800 First Ave., Rm. 304, Seattle, WA 98121-1114

