

May 30, 2019

Tentative Agreement Reached for 2019 Contract Negotiations

Our Bargaining Team (Ophelia Franklin, Case Manager, Fleetwood Apts; Teresa McDaniel, Team Member, Downtown Urban Rest Stop; Dennis Johnson, Front Desk Resident Assistant, Frye Apts; Shelby Mooney and Diane Arnold, Union Representatives) recommends a Yes vote for the Employer's offer of a 3.2 % wage increase effective January 1, 2019. Please see the schedule on the reverse side for the dates and times a Union Representative will stop by LIHI Properties so you can cast your vote. If you are unable to come to a site near you to vote in person, please contact Libby at libby@opeiu8.org for an electronic ballot. **Ballots must be received by our office no later than noon on June 17, 2019.**

Highlights of the Tentative Agreement:

- 3.2 % wage increase, retro pay back to January 1, 2019
- Increase in Yearly Seniority Step from \$0.13 to \$0.20 per hour for each employee who has reached the top of their step or pay range. Employees at their seven (7) year anniversary step will continue to receive a forty cent (\$0.40) per hour increase.
- The Employer will pay both the employer's and employees' shares of the premium for the Washington State Paid Family and Medical Leave for the benefit which goes into effect January 1, 2020.
- Increase in Dinner Pay, from \$12 to \$20, if the Employer requires an employee to work 2 hours or more beyond the close of their regular hours or if an employee is required to report back to work.
- Traumatic Event Leave benefit has been increased from 2 to 3 paid consecutive days off with supervisor approval.
- Employees will be able to carry over eighty (80) hours of vacation regardless of the employee's FTE status provided they use it by December 31st of the following year. Employees will have an additional 3 months to use their vacation from the previous year.
- Clearer language for promoted employees who are not successful in their promotional position.
- Improved workload language in the event there are union or non-union position vacancies and Union employees experience an increase in workload due to the vacant position(s).
- One day of health-related leave (sick leave) is available within the first 90 days of employment rather than after the first 90 days of employment.
- Once a vacation is approved, it cannot be cancelled by the Employer.
- And Much More . . .

LIHI On-Site Contract Voting Schedule

All times are approximate.

Monday, June 10, 2019 Diane Arnold

Cate Apt. 9:15 am
Aki Kurose Apt. 10:00 am
Meadowbrook Apt. 11:00 am
Bart Harvey Apt. 12:00 pm
Lakeview vote at Bart Harvey Apts.
Arion Court Apt. 1:00 pm
Martin Court Apt. 2:00 pm
Tyee vote at Martin Court Apts.

Monday, June 10, 2019 Shelby Mooney

Cedarwood II Apt. 10:00 am
Meadowdale Apt. 1:00 pm
Brentwood Apt. 2:00 pm
August Wilson Apt. 3:15 pm

Tuesday, June 11, 2019 Diane Arnold

McDermott Apt. 9:30 am
*Dayton and Carlisle please vote at
McDermott Apts.*
Gossett Place Apt. 10:30 am
Marion West 11:30 pm
UW Urban Rest Stop 12:30 am
Abbey Lincoln 1:30 pm
Ernestine Anderson Apt. 2:30 pm

Tuesday, June 11, 2019 Shelby Mooney

Ballard Urban Rest Stop 9:30 am
Cheryl Chow Apt. 10:00 am
The Frye 11:30 am – 12:30 pm
The Glen Apt. 1:00 pm

Wednesday, June 12, 2019 Diane Arnold

Main Office 10:00 am
Denny Park Apt. 11:30 am
The Julie Apartment and 12:30 pm
Downtown Urban Rest Stop
in the Rest Stop back office

Friday, June 14, 2019 Shelby Mooney

Frank Chopp Place Apt. 9:45 am
Cedar Heights Apt. 11:00 am
The Fleetwood Apt. 1:30 pm
Bill Frank Jr. 2:15 pm
Plum Street Village 2:45 pm
Sunset Meadows 4:00 pm

Monday, June 17, 2019 Diane Arnold

Othello Village 9:00 am
Georgetown Encampment 10:00 am
Camp 2nd Chance 11:00 pm
True Hope 12:00 pm
Tiny Village 1:00 pm

Monday, June 17, 2019 Shelby Mooney

Interbay Village 9:00 am
Whittier Heights Village 10:00 am
Northlake Village 10:45 am
Tiny House Village 11:30 am
Lake Union Village 12:15 pm

**Questions? Contact your Union Representatives
Diane Arnold, 206-441-8880 ext. 115, Diane@opeiu8.org or
Shelby Mooney, 206-448-2615, Shelby@opeiu8.org**