

## Negotiations Continue

Our Bargaining Team met with management several times throughout February and continued to make progress towards a Collective Bargaining Agreement. The sections that both our Bargaining Team and management have agreed to are called Tentative Agreements. Sections that have been presented to management but not yet agreed to are called proposals.

### Tentative agreements so far include:

- **Preamble:** a statement of general intent and values throughout the Collective Bargaining Agreement. Our Bargaining Team was intentional in including language to emphasize the importance of the contract's role in improving staff retention to better serve youth.
- **Union Security and Membership:** states that employees must become Union members within 31 days of their date of hire and describes the Employer's obligation in deducting dues and remitting it to our Union.
- **Bargaining Unit Caucus:** states that Bargaining Unit members are allowed 30 minutes to meet during All Agency Staff meetings.
- **OPEIU Local 8 Hardship Fund and Political Action Committee Check-Off:** states that Bargaining Unit members can elect to contribute to either the Hardship Fund or Political Action Committee via automatic deduction.

### Additional proposals presented to management include:

- **Present Conditions:** protects current employees who have a more generous arrangement than the contract that's ultimately agreed to from reductions or schedule changes as a result of the contract.
- **Union Recognition:** describes which employees at YouthCare will be Union members and in the bargaining unit
- **Progressive Discipline:** describes a uniform, escalating system of discipline that adheres to the seven principles of just cause.
- **Union Stewards:** Union Shop Stewards are Bargaining Unit members who have elected to assist the Union in an official capacity. This section describes the Steward's recognition and responsibilities.
- **Union Bulletin Boards and Electronic Communication:** states each worksite will have a bulletin board for Union information and that the Union can send updates to work email.
- **Budget Monitoring:** states that Bargaining Unit members are involved in monitoring and formulating each years' budget.
- **Notification of Funding:** describes the Employer's responsibility to communicate with employees in positions tied to a specific funding source regarding the funding status.
- **Union Access:** describes permissions for Union staff or Shop Stewards to access YouthCare facilities in order to investigate grievances.
- **Board of Directors:** states that Bargaining Unit members will be included on the Board of Directors.
- **Management Rights:** describes what the Employer can do to manage its business and direct its workforce.
- **Job Descriptions:** states the duties assigned for all job classes included in the Bargaining Unit and affords the Union rights to bargain over changes proposed by the Employer.
- **Incidental Charges:** states that the Employer is responsible for charges incidental to hiring an employee.
- **Personnel Files:** clarifies how a Bargaining Unit member requests and receives all or part of their personnel file.
- **Employer Policies:** states that Management will notify the Union in writing of any new policy or policy change within 10 business days. The Union may bargain over the policy or its impact.

*Negotiations will continue on March 18, 2020.*



*“We want to make YouthCare a long-term career and we believe employee retention is also important. While client care is a top priority, so is employee retention and it should be one of our goals in this contract.”*

*-- Meredith Clark, Case Manager, CASA*

## Bargaining Team Update

We would like to announce Doug Tousley’s resignation from our Bargaining Team. We thank Doug for his service.

**Valeria Maganya** will join our Bargaining Team. Valeria offers a valuable perspective from under-18 programs. Welcome Valeria!

## Union Events

OPEIU Local 8 is hosting a **Steward & Leadership Conference** on Saturday April 25th from 10am-4pm at Executive Inn At The Space Needle, 200 Taylor Ave. N., Seattle. You are invited to attend to meet other members and learn more about the new Washington Paid Family Medical Leave and how to exercise your rights and more. More information is available on the Shop Steward Corner page of our website.

OPEIU is also hosting a **Regional Meeting in Burlington** Saturday March 28 from 10am-3pm. All members are encouraged to attend. This year our training focus is on Race & Labor. More information is available on the Regional Meetings page of our website.

## You have a Right to Representation!

You have the right to Union representation any time you face a meeting or discussion with a supervisor that could potentially lead to discipline. Your employer has no obligation to inform you of your right to have a union representative present. ***You must assert your rights!*** Your employer must give you time to contact a Union representative and allow the representative to be present at the meeting. **In case management does not notify you of your right to representation, here is what you can say:**

***“If this meeting is an investigation that could in any way lead to discipline or termination, I request that my steward or Union representative be present before continuing.”***

## Questions? Contact your Bargaining Team

**Tremell Collins**, On-Call Youth Counselor, Over 18 Housing;  
**Thomas Petrik**, Residential Counselor, Jackson Street Shelter;  
**Paris Chapman**, Employer Engagement Specialist, Orion;  
**St. Ennah Akudihor**, Housing Navigator Case Manager, UDYC;  
**Emily Penna**, Program Coordinator, Employment & Education;  
**Craig Gibson**, Volunteer & Community Engagement Specialist, Development;  
**Meredith Clark**, Case Manager, Casa;  
**Arren Lenau**, Youth Counselor, Pathways;  
**Deepa Ramdial**, Case Manager, Passages;  
**Katrina Go**, Care Coordinator, Prevention;  
**Niki Sebatware**, Youth Counselor, U Commons

or

**OPEIU Organizer Corinne Cosentino** at 425-318-2650 or [corinne@opeiu8.org](mailto:corinne@opeiu8.org)  
**Membership Support Representative Phoebe Feldsher** at 206-441-8880 ext. 119 or [phoebe@opeiu8.org](mailto:phoebe@opeiu8.org)  
**Union Representative Diane Arnold** at 206-441-8880 ext. 115 or [diane@opeiu8.org](mailto:diane@opeiu8.org).