

**Union** ★  
**Update**

**OPEIU**  
Local



*For OPEIU Local 8 members at YouthCare*

*June 11, 2020*

# **Our Bargaining Team Continues to Make Progress on Our First Contract**

In the midst of a global pandemic and collective rage, grief and action in response to the murders of George Floyd and countless Black individuals by police locally and nationally, our Bargaining Team continues to make progress towards a first contract. We continue to push management to do what is right by asking them to do more than the bare minimum. Racial equity, power dynamics, innovation, transparency and accountability are always at the fore of our team's proposals and comments to management.

## **All Union Staff Zoom Meetings**

**Tuesday, June 16, 6:30pm-7:30pm and Saturday, June 20, 10:00am-11:00am**

Please join us at one of these meetings to hear updates about our negotiations, check in with our Bargaining Team and go over any

questions. Email Organizer Corinne at [corinne@opeiu8.org](mailto:corinne@opeiu8.org) to request the link. Participation in these meetings should be on non-work time.

We continue to negotiate with management on:

- **Job Posting:** outlines what information is included in each job posting and that the employer will post jobs internally for a period of time and interview qualified candidates before posting for external candidates.
- **Introductory Period:** this section determines the length of time and conditions during the employee's initial trial period which gives the employer the opportunity to determine if the newly hired employee is a good fit for the agency.
- **Employees hired into under-18 programs:** employees hired into under-18 programs may work in other programs while awaiting Federal clearance.
- **Employer Policies:** outlines the requirement for YouthCare to notify our union of new policies or policy changes and the timeline to request to negotiate over the proposed changes.
- **Promotions:** describes how wages are determined when an employee is promoted and the option for them to be returned to their former position in the event, they are not successful in the new position.
- **Notification of Funding:** requires the employer to provide employees hired into positions tied to a specific funding source a copy of the contract(s) funding the position and notification to employees when funding changes could impact their employment at YouthCare.
- **Language Access:** key policy documents will be provided to staff in their language of preference if hired into a position that requires the use of another language.
- **Progressive Discipline:** states that a union employee cannot be disciplined or discharged without just cause after they have completed their introductory period and describes a uniform, system of discipline that adheres to the seven principles of just cause.

- **Discipline Notices:** describes an employee's right to review any disciplinary notice before the notice is placed into their personnel file and the length of time a disciplinary notice is considered too old for the progressive discipline process.
- **Employee Rights:** describes employees' right to have a Union Representative or Union Steward present in any meeting with management which may result in disciplinary action (also called Weingarten Rights)
- **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 Access:** describes permissions for Union staff or Shop Stewards to access YouthCare facilities to investigate grievances and use meeting space.

We presented new proposals to management on:

- **Internal Hiring:** describes the process for hiring current employees into open positions
- **Seniority and Layoffs:** Defines seniority and the loss of seniority. (Seniority is the length of employment with the agency) and provides guidelines if the employer must reduce the workforce or recall employees back to work.
- **Leaves:** this article contains various sections outlining types of leaves available to employees including: vacation scheduling, parental leave, Family Medical Leave, and Washington State/ Seattle Leaves
- **Continuing Education:** states that the employer will not unreasonably deny schedule changes to accommodate educational pursuits.

We have several new TAs (Tentative Agreements agreed to by our Bargaining Team and Management which will ultimately be voted on by all union staff once all language is Tentatively Agreed):

- **Personnel Files:** a procedure and timeline for employees to access their personnel file.
- **Performance Reviews:** provides a timeline for employer to provide feedback to employees about their performance.

*We continue to ask about COVID-19 policies and procedures. Based on the feedback our Bargaining Team has heard, we have proposed sick and vacation hours used during this time be paid at the same rate as worked hours, the vacation accrual cap be waived, hours worked over 40 hours in a week working direct service be paid at double time, clarification be provided on access to testing for all staff at Orion, and a video training with a medical professional on mask usage be provided by YouthCare.*

We meet with management again on June 18, July 2, July 16, and July 30.

“We’ve been adapting well as a team and making progress. The team has been strong and united during these times.”

-St. Ennah Akudihor, Housing Case Manager, UDYC



## **Some Resources Available to You**

**Families First Corona Virus Response Act or FFCRA: How Does it Work?**

Most employees at YouthCare are eligible for the Families First Corona Virus Response Act or FFCRA. Unfortunately, undocumented workers are not eligible for this program. Below is a list of qualifying reasons for using this leave:

- You are subject to Federal, State or local quarantine or isolation order related to COVID-19
- You have been advised by a health care provider to self-quarantine related to COVID-19
- You are experiencing COVID-19 symptoms and are seeking a medical diagnosis
- You are caring for an individual subject to quarantine or isolation or who has been advised by a health care provider to self-quarantine related to COVID-19
- You are caring for your child whose school or place of care is closed due to COVID-19
- You are experiencing any other substantially similar condition specified by the U.S. Department of Health and Human Services

Below are the basics of what FFCRA provides:

- Two weeks (up to 80 hours) of expanded family and medical leave (FMLA) at the employee's **regular rate of pay** where the employee is unable to work because the employee is quarantined and/or experiencing COVID-19 symptoms
- Two weeks (up to 80 hours) of expanded family and medical leave at **two-thirds the employee's regular rate of pay** because the employee is unable to work because of a bona fide need to care for an individual subject to quarantine, or to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19, and/or the employee is experiencing a substantially similar condition as specified by the

Secretary of Health and Human Services, in consultation with the Secretaries of the Treasury and Labor

- Up to an additional 10 weeks of expanded family and medical leave **at two-thirds the employee's regular rate of pay** where an employee, who has been employed for at least 30 calendar days, is unable to work due to a bona fide need for leave to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19.
- Depending on which leave you qualify for, you can receive either at regular rate of pay or 2/3 regular rate of pay

The following web page provides up-to-date eligibility and benefit information regarding the newly enacted Families First Act:

[https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA\\_Poster\\_WH1422\\_Non-Federal.pdf](https://www.dol.gov/sites/dolgov/files/WHD/posters/FFCRA_Poster_WH1422_Non-Federal.pdf)

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### ***Questions? Contact members of the 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, Early Intervention & Specialized Services;  
**Niki Sebatware**, Youth Counselor, U Commons;  
**Valerie Maganya**, Case Manager, Under-18 Early Intervention & Specialized Services

or *contact OPEIU Local 8 staff: 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) or Union Representative Diane Arnold at 206-441-8880 ext. 115 or [diane@opeiu8.org](mailto:diane@opeiu8.org).*

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Union Representative Diane Arnold at 206-441-8880 ext. 115 or [diane@opeiu8.org](mailto:diane@opeiu8.org).*

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Want to stay informed about union negotiations, meetings, and actions in your workplace?

Text **Local 8** to **97779** to receive text updates.

It will prompt you to let us know your name and where you work to make sure you get the right updates. (Message and data rates may apply)



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**  
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