

# Union★ Update

# OPEIU

Local 8

for Local 8 Members at Low Income Housing Institute

July 7, 2020

## **LIHI wage opener passes by 63%**

### **Wage Opener:**

All positions on the 2019 Exhibit "A" at \$15.00 per hour will be increased to fifteen dollars and seventy-five cents (\$15.75) per hour.

Effective January 1, 2020 each employee currently working in a position noted in Exhibit "A" shall receive the following:

- If earning less than \$15.75 per hour have their wage increased to fifteen dollars and seventy-five cents (\$15.75) per hour.
- If currently a Janitor/Program Assistant at the base rate move to the new base rate of \$16.25 per hour.
- If currently a Maintenance Worker at the base rate move to the base rate of \$16.75 per hour.
- The Employer will provide related salary adjustments per Section 3.14 THE ANNUAL PERFORMANCE REVIEW for employees not at the top of their step or pay range.

For employees at the top of their step or pay range the employer will provide yearly seniority step increases per Section 14.1(c) YEARLY SENIORITY STEP INCREASE.

### **Anniversary Step, Seniority Step Wage Increases and Performance Reviews**

If LIHI has not provided a performance review for a period of 13 months or more from your anniversary date of hire for 2019 and/or 2020, per our Union contract, you must do the following:

Request a performance review (preferably in writing via email) from your supervisor and Liston Broughton, the Director of Human Resources. The supervisor will conduct the performance review within two weeks of such request. Any related salary adjustment shall be retroactive to the anniversary date of hire date or promotion date, if applicable.

If the supervisor does not conduct the performance review within two weeks after you have requested it, please contact Union Representatives Erin Adamson at [erin@opeiu8.org](mailto:erin@opeiu8.org) or Diane Arnold at [diane@opeiu8.org](mailto:diane@opeiu8.org).

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**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**  
1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ [www.opeiu8.org](http://www.opeiu8.org)

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Each employee shall have an opportunity to review the employee's performance review with the employee's supervisor and make comments. A copy of the performance review will be given to the employee.

During the performance review, the employee and the supervisor will review the job classification skill steps to determine any applicable wage increases which will be retroactive to the anniversary date of hire.

Employees at the top of their pay range will receive an increase of \$0.20 per hour per Section 14.1(c) of the Union contract except for employees at the top of their pay range at their 7<sup>th</sup> year anniversary date of hire. Employees at their 7<sup>th</sup> year anniversary date of hire will receive a wage increase of \$0.40 per hour.

**Questions? Contact Union Representatives Diane Arnold, 206-441-8880 ext.110, [Diane@opeiu8.org](mailto:Diane@opeiu8.org) or Erin Adamson, 206-441-8880 ext.105, [Erin@opeiu8.org](mailto:Erin@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)

employer/LIHI/2020/LIHI Update 7.7.20.doc  
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