

Union ★
Update

OPEIU
Local



For Local 8 Members at Low Income Housing Institute

December 1, 2020

Union and Management Far Apart on January Wage Increase!

Our Bargaining Team presented our proposals to management on November 12, 2020. We met again with management on November 24, 2020 and management rejected most of our proposals.

Management proposed a 2.4% across-the-board wage increase effective January 1, 2021, but because we did not receive any Cost of Living Adjustment (an across-the-board raise) last year, we proposed a 7% wage increase this year to make up for it. We also proposed to increase the seniority step which management rejected. Even though direct service staff continue to put themselves and their families at risk for the good of LIHI program participants, management continues to reject Hazard Pay. Our sacrifice and dedication deserve more than empty words and our Bargaining Team will continue to push for pandemic protections.

Management agreed to increase the base wages per the Seattle Minimum Wage Ordinance for Janitors/Program Assistants to \$16.69 and Maintenance Workers to \$17.69.

Management agreed that there will be no increases to healthcare costs in 2021.

We demand that management take our proposals seriously and do the right thing by providing adequate pay increases and safeguards during this pandemic. Our Bargaining Team will bring our counter Union proposals to management at our next bargaining session on December 7, 2020.

Our Union Proposals	Management Counter Proposals
7% Cost of Living Adjustment	2.4% Cost of Living Adjustment
Base rate for Janitor/Program Assistant increased to \$17.19.	Base rate for Janitor/Program Assistant increased to \$16.69
Maintenance Workers base pay increased to \$17.69	Agreed
Seniority Step Increase \$1.00	Reject and maintain amount of \$0.20 with a \$0.40 increase at 7 years
Hazard Pay for direct service staff at \$3.00/hr for the duration of COVID-19 pandemic	Reject
COVID-19 protections – outlines safety measures and a process for staff to request PPE and sanitization products	Reject

LIHI will provide \$500 for each member in a Flexible Spending Account to cover healthcare deductible costs, co-pay costs and co-insurance costs, prescription costs and other eligible healthcare costs.

Rejected any contribution to a Flexible Spending Account

Did you get your Anniversary Step or Seniority Increase in 2020?

Our survey showed that many people are not getting their anniversary step or seniority increase. If you did not receive an annual performance review or an anniversary increase, please contact Lynne Behar at lynneb@lihi.org and Jennifer Motameti Jennifer.motamedi@lihi.org. If you do not get a response, please contact either Erin Adamson at erin@opeiu8.org or Diane Arnold at diane@opeiu8.org.

What is a Flexible Spending Account?

A Flexible Spending Account is pre-tax money used specifically for healthcare costs. Normally, your income is taxed. When you put money into a Flexible Spending Account, it is not taxed. The money in the flexible spending account can be used to pay your out-of-pocket eligible healthcare costs.

We want LIHI to put money into a Flexible Spending Account for each employee, at no cost to the employee, so that we can afford necessary healthcare. Our Union survey results showed that many members do not get the healthcare they need because they cannot afford it.

Questions or comments?

Please reach out to a member of our Bargaining Team or Union Representative:

Apriel Carter-Smith, Housing Assistant, Auburn Association;

Dennis Johnson, Front Desk Resident Assistant, Frye Apartments.

Phoebe Feldsher, Membership Support Representative 206-441-8880 x119 or phoebe@opeiu8.org;

Erin Adamson, Union Representative 206-441-8880 ext. 105
erin@opeiu8.org;

Diane Arnold Union Representative 206-441-8880 ext. 115
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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)

