

Union ★
Update

OPEIU
Local



For Local 8 Members at YouthCare

February 2, 2021

Socially Distanced, United in Solidarity

The road to a first contract can be a long one. Fatigue is normal and we are moving through it. As people who are dedicated to helping end youth homelessness, we do this work because we are fighters for racial and social justice. Our fight for a fair contract is in alignment with our dedication to equity. We know that a fair contract is a tangible disruption of power – power does not change hands without effort. We know this contract empowers not only us, but also our clients and future employees at YouthCare. For those newer to YouthCare, we want to welcome you and encourage you to talk with members of our bargaining team or contact union staff (contact info below) with any questions, comments or concerns.

We keep our motivation clear as we continue to negotiate. Our next sessions are scheduled for Feb 4th and Feb 18th. There are still important sections we must settle before moving onto economics, which we hope to address soon.

When will we get a raise?

Management is supposed to continue their past practices until we negotiate something different. We hope they will do the right thing and continue the practice of giving an annual increase, as they did last year and as our union has asked them to.

Are we Union?

Yes! While we do not yet have a ratified agreement, we do still have many union rights. We have **the right to representation in any meeting that can lead to discipline or termination**. It is up to us to **assert** this right. That means that management is not obligated to inform us of this right, although they can and should! These are our **Weingarten Rights**. If your supervisor, manager, or HR asks to have a meeting with you that you believe could lead to discipline or termination, **contact your Union Representative** as soon as possible.

Right now, we do not pay union dues and are not yet eligible for certain OPEIU member benefits. Once we have a ratified agreement, we will pay dues and have access to benefits like free online college, free towing and life insurance, in addition to the rights and protections of our contract.

How can I get involved?

There are many ways to support our efforts towards a first contract. As is to be expected, there have been a lot of promotions and turnover on our bargaining team. **We need to fill spots for over-18 transitional housing (U Commons or Home of Hope), Jackson Street and Casa!** As a bargaining team member, you represent the concerns and perspective of your program at the table. Our negotiations benefit from your involvement; **please consider joining the bargaining team!** Reach out to Corinne Cosentino or Phoebe Feldsher if you have questions, are interested in serving, or if you'd like to nominate a co-worker.

We are now eligible to have Shop Stewards

Shop Stewards are accredited union representatives who are leaders in their departments. We look to them to keep in contact with the Union Rep, to answer questions for co-workers and to keep management accountable to the contract. Curious about being a Shop Steward? Contact your Union Representative, Phoebe Feldsher!

Contract Development

Our surveys showed that many of us are frustrated around vacation scheduling. We've reached tentative agreement on Vacation and Floating Holiday Scheduling that addresses many of our concerns. This section states that the employer cannot revoke a vacation once it has been approved, provides that the employer will respond to vacation requests within 5 days of receipt of the request for vacations of 4 days or less and 14 days for longer vacations, and that employees will not have to find their own coverage.

A 'tentative agreement' means that both our bargaining team and management agree to the language. While both teams agree to the language, it still needs to be voted by membership. Once we reach tentative agreement on all sections, the entire contract will be voted on by all union staff at YouthCare before going into effect, if accepted.

Questions? Contact a member of our Bargaining Team or a Union Representative:

Tremell Collins, On-Call Youth Counselor, Over 18 Housing;
Paris Chapman, Employer Engagement Specialist, Orion;
St. Ennah Akudihor, Housing Navigator Case Manager, UDYC;
Erin Halligan, Donor Database Assistant, Development;
Hunter (Leo) Galicia, Youth Counselor, Isis/Ravenna House;
Valeria Maganya, Case Manager, Under-18 Prevention;
Dani Schmitt, Career Coordinator, E&E;

Organizer **Corinne Cosentino** at 425-318-2650 or corinne@opeiu8.org;
Union Representative **Phoebe Feldsher** at 206-441-8880 ext. 119 or
phoebe@opeiu8.org
Union Representative **Diane Arnold** at 206-441-8880 ext. 115 or diane-shelby@opeiu8.org

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
1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-441-0207 ★ www.opeiu8.org

Find us on  www.facebook.com/OPEIULocal8

psiel#1239/af-cio