

Union ★
Update

OPEIU
Local



For Local 8 Members at YouthCare

March 10, 2021

Progress at the Table, Reinforcements on the Team

Our Bargaining Team has been meeting with management every other week and has been making steady progress toward our first contract. Our team continues to use every opportunity to fully think through how our contract can support race, equity and social justice and to challenge management to do more than the minimum.

Wage Increases

We were glad to see long-overdue wage increases implemented last week, although our team is still working to understand exactly how YouthCare determined all of the numbers. Please share any concerns or questions you have with a Bargaining Team member or Union Representative (contact info below). We have the right to negotiate wages as part of the Union Contract, which will allow us to raise concerns and propose adjustments to what YouthCare has implemented to date, along with other economic proposals.

Here are just a few Tentative Agreements we've reached since last update on proposals on February 2:

Grievance Procedure This is the enforcement mechanism for the entire Union Contract. It spells out the process and timelines to address a violation of the Union Contract, from informal resolution all the way through steps meeting with three levels of management and to Arbitration. A clear grievance procedure ending in Arbitration by a neutral third party is a critical piece of any Union Contract. One unique detail our team fought for in our contract is the right of a member to request a Shop Steward of their choice to attend their grievance meetings at all levels as a support person on paid time in addition to the union representative. We wanted to make sure no member would ever have to be the only person of color in the room for their meetings.

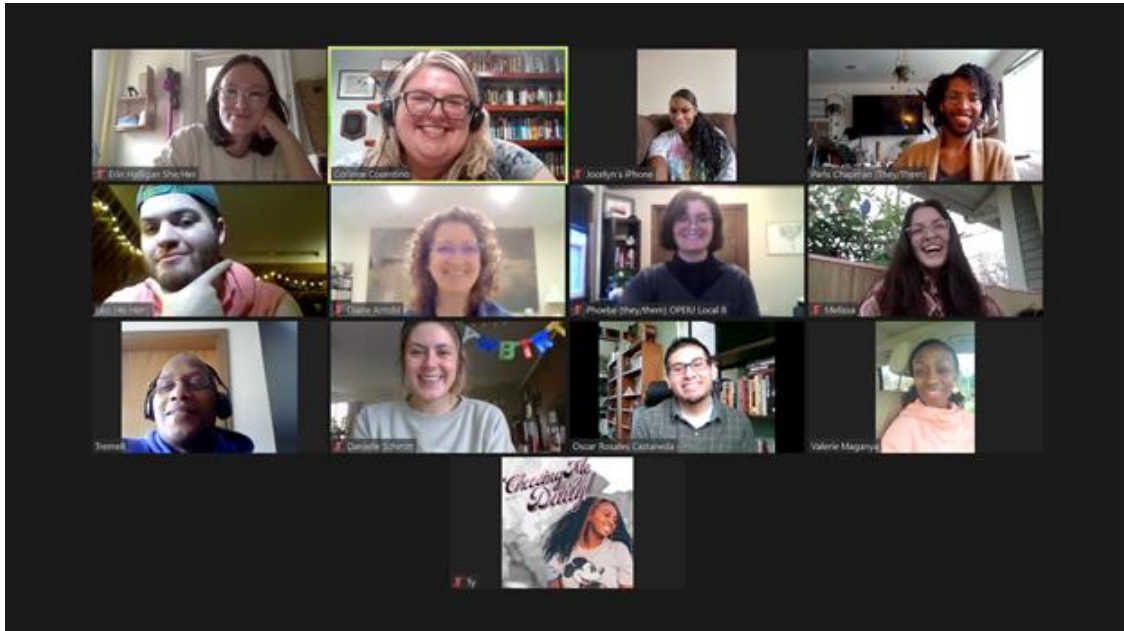
Notification of Funding We heard a need for transparency around contract requirements and termination/renewal dates. This section guarantees that each program will maintain a contract binder with information about contract performance requirements and termination/renewal dates that will be available for staff review upon request.

Recall from Layoff Members who are laid off are maintained on a recall roster for 12 months and will be offered job openings in that classification in order of seniority as they become available. This section describes the process to protect those rights and timelines to come back to work. It also gives laid-off employees preference for other open positions they apply for within 12 months of layoff, provided they are qualified, can meet licensing and pre-clearance requirements and there is no issue identified through the hiring process.

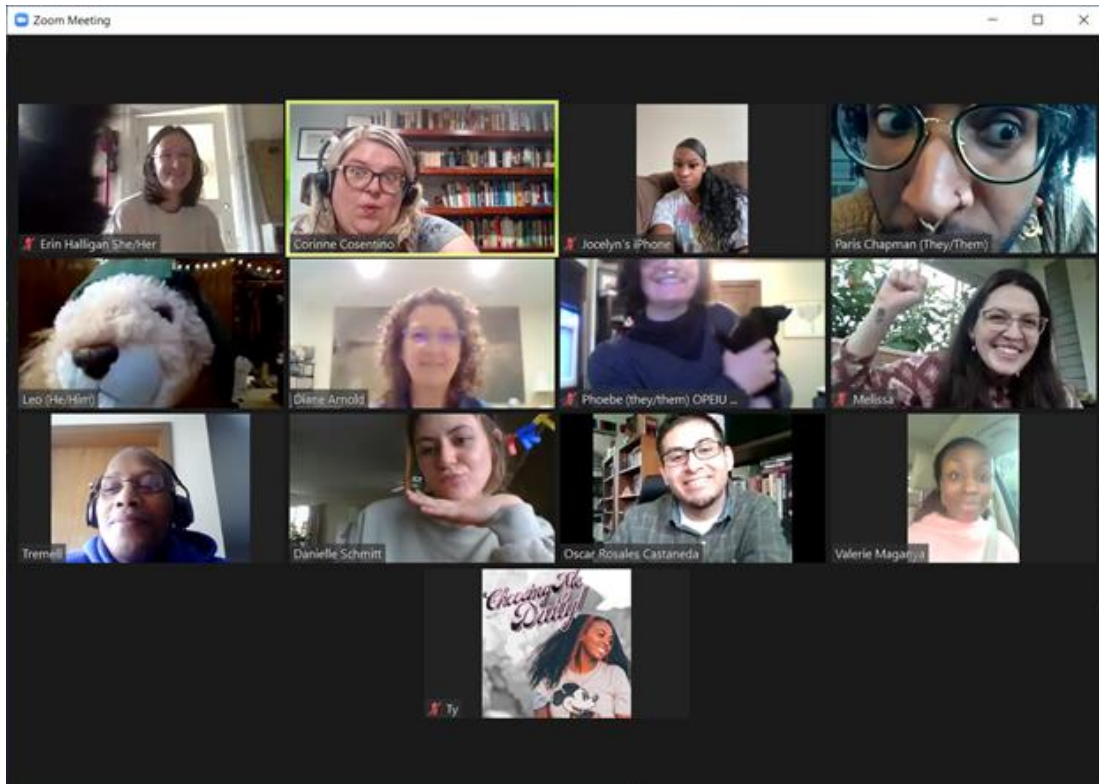
Holiday Scheduling Describes the system to have staff sign up for holiday coverage in January and July of each year, and that once a vacation request is approved, it will not be revoked.

Reinforcements Joining Bargaining Team

We want to recognize St. Ennah Akudihor for his fearless work on the Bargaining Team over the last year. We also want to welcome Jocelyn Jones, Case Manager at the South Seattle Shelter and Melissa Schade, Career Coordinator in Over 18 Housing to the team!



Our Bargaining Team, Top Row, Left to Right: Erin Halligan, Individual Giving Specialist, Development; Corinne Cosentino, OPEIU Organizer; Jocelyn Jones, Case Manager, South Seattle Shelter; Paris Chapman, Employer Engagement Specialist, Orion. *Second Row, Left to Right:* Hunter (Leo) Galicia, Youth Counselor, Isis/Ravenna House; Diane Arnold, Union Representative; Phoebe Feldsher, Union Representative; Melissa Schade, Career Coordinator, Over 18 Housing; *Third Row, Left to Right:* Tremell Collins, On-Call Youth Counselor, Over 18 Housing; Dani Schmitt, Career Coordinator, E&E; Oscar Rosales Castaneda, Case Manager, Under 18 Housing; Valeria Maganya, Case Manager, Under-18 Prevention; *Bottom Row:* Tireion Turner, Case Manager – Student Resource Navigator, Prevention.



Contact our Union:

Union Representative Phoebe Feldsher at 206-441-8880 ext. 119 or phoebe@opeiu8.org

Organizer Corinne Cosentino at 425-318-2650 or corinne@opeiu8.org;

Union Representative Diane Arnold at 206-441-8880 ext. 115 or diane-shelby@opeiu8.org.



