



For Local 8 Members at Crisis Connections

April 14, 2021

Bargaining Update

Our Bargaining Team last met with Management on April 6th. We are still waiting on their response to our proposal regarding the “Work From Home Agreement.” During this meeting, we continued to exchange proposals.

The subjects we brought up included:

- Seniority Tiebreakers
 - What happens when members have the same date of hire. What is an equitable way to break the tie?

- Transparency in Funding
 - It’s our position that the employer should keep a binder accessible to employees that shows what contracts they have so that staff are aware of and can assist in meeting all goals.

Our next scheduled bargaining session with Management is on April 15th.

“Being a part of a union at Crisis Connections has made me realize how important it is for employees to play a role in making decisions in the workplace. It’s been great to see the increase in morale and sense of community among employees while we work together to ensure that Crisis Connections will continue to provide quality crisis services for those in need! As we work through our first bargaining process, my hope is that we are laying the groundwork for future employees to have their voices heard and needs supported.”

--Elle Duncavage, Crisis Line



Pay Issues

Make sure to closely review your paystubs. We’ve become aware of several different payroll issues associated with shift differentials, waived lunch breaks, and hours worked where we believe employees are not being properly compensated. We have submitted an information request to Crisis Connections and are in the process of investigating the pay issues that have been brought to our attention. If they are not responsive to our request or will not remedy the error, we can pursue a workplace rights complaint via the Washington State Department of Labor and Industries. If you notice an error, please notify your Supervisor and give them the opportunity to correct it. If the issue is not resolved, contact your OPEIU Local 8 Union Representative, Tara Powell.

Reminder of Your “Weingarten” Rights

As a Union member, you have the right to union representation any time you face a meeting or discussion with a member of management that could lead to discipline. This comes from a 1975 U.S. Supreme Court decision *NLRB vs. Weingarten, Inc.* Your employer has no obligation to inform you of your right to have a Union Representative present. **You must ask for and assert your rights!** Your employer must give you time to contact a union representative and allow the representative to be present at the meeting.

“Weingarten” rights apply when a supervisor is questioning an employee to obtain information the employee reasonably believes could be used as grounds for discipline. If the meeting is solely to inform about a discipline without an investigation, these rights don’t apply.

Here’s what you say:

“If this meeting is an investigation that could in any way lead to discipline or termination, I request that my Union Representative be present before continuing.”

Your employer may:

- a) Agree to your request and wait or the Union Representative to arrive or reschedule the meeting;
- b) Deny your request and end the meeting immediately;
- c) Give you the choice of ending the meeting or continuing without representation, or
- d) Deny the request and continue to ask questions. ***You should then repeatedly but respectfully ask for union representation and protest the denial of your rights.***

Union Bargaining Team

Sonia Brown, 2-1-1

Elizabeth Duncavage, Crisis Line

SK Lewis, King County Crisis Line

Darby Robertson, Crisis Line

Valerie Russell, 2-1-1

Stephen Stott, Community Training

Sarah Welch, Crisis Department

Shaun Witcher, Teen Link

Please contact Tara Powell, Union Representative, with any questions or concerns at Tara@opeiu8.org or (206) 441-8880 x106.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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

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