

Union ★
Update

OPEIU
Local



For Local 8 Members at Crisis Connections

September 7, 2021

The Employer made us aware of their proposal for a Referral Bonus Program for the first time on Friday, September 3rd. We were very glad to hear that Crisis Connections is actively pursuing solutions to the current unsustainable and unacceptable staffing levels in some departments. At the same time, we believe there is more that can be done.

Unfortunately, despite the bargaining team's advocacy to include Call Screening & Coordination Specialist in the list of positions eligible for a referral bonus, the employer's attorney was insistent that "The identified positions are the most impactful, and where the organization has the greatest need."

Further, our Union bargaining team voiced their concerns about the primary factors contributing to high turnover and vacancy rates remaining unaddressed. Accordingly, we requested to initiate discussions around a short staffing/multiple desk differential to compensate those who are required to absorb the additional workload(s) of any vacant positions. Typically, all economic proposals are negotiated later in the bargaining process. However, we felt an urgency to hasten this proposal for the sake of preserving what remaining staff we have and to incentivize any new hires to stick around long enough for us to successfully achieve safe, ethical staffing levels.

That said, all attempts to improve staffing are needed and appreciated. We support the Referral Bonus Program and are hopeful that the Employer will extend a similar willingness to compensate their employees for their continued dedication and loyalty while weathering this staffing crisis.

Questions? Contact Union Representative Tara Powell, 206-441-8880 ext. 106 or Tara@opeiu8.org.



OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

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