

Union ★
Update

OPEIU
Local



For Local 8 Members at YouthCare

January 31, 2022

Our Union Bargaining Team continues to meet with management every other week and we continue to make progress. We are looking forward to receiving more response from management, especially around our economic package which we proposed November 11, 2021. Management shared that they need information from the January board meeting to move forward on economics. We hope their prompt response will move us closer to a final agreement.

Though we have reached agreement on some long outstanding issues, we remain apart on scheduling. Management wants complete rights over schedules. We believe schedule changes without notice should be by mutual agreement.

Summaries of some new Tentative Agreements:

Language Access For employees hired for positions where the job description requires bilingual skills, the Employer will provide written translations in the language for which they were hired, of job descriptions and the offer letter, performance reviews, disciplinary notices, the employee handbook, the employee driving policy, the child abuse and neglect reporting acknowledgement, and any other key agency policy documents that require a signature, in that language.

Uninterrupted Client Care During the term of our contract, the Union and its members will not take part in the following actions at YouthCare: strike, sympathy strike, picketing during an employee's scheduled work hours, or slowdown or stoppage of work. YouthCare agrees there shall be no form of lockout during the term of this

agreement. This section does not preclude us from going on strike when our contract expires and is necessary.

Picket Lines Refusal by any bargaining unit employee to go through a primary picket line sanctioned by the AFL-CIO will not result in discipline or termination, provided that the primary picket line is lawful and the employee(s)'s refusal does not disrupt client welfare so significantly as to clearly outweigh the striker's right to honor a protected primary picket line.

Inclement Weather Inclement Weather protocols will go into effect on days when at least two of the three following organizations are closed or on snow routes due to inclement weather: Seattle Public Schools, University of Washington, and King County Metro, or as needed due to weather, or on days when Seattle Public Schools are not in session, when King County Metro is on snow routes. Employees who are authorized by their supervisor to work from home will be paid at their regular rate of pay. If a work site is closed, and an employee is told not to report to work on location or remotely, the employee will receive normal pay for the shift they were scheduled to work. Employees who report to work on site will receive time and a half of their regular rate of pay for hours worked. In cases where employees are working overtime, they will be paid two times their regular rate of pay. Those already on site will receive time and a half for that shift. In situations where an employee needs to rest between shifts and is unable to travel home safely, the employer will provide lodging. If an employee is unable to safely travel to work due to weather conditions, or if the employee is unable to work in order to care for children whose schools or childcare are closed due to inclement weather, they may use accrued paid time off or unpaid leave.

Bargaining Team Update

Eugene Copeland and Leo Garcia have both moved on from our bargaining team to other opportunities. We wish them both well and thank them for their invaluable contributions to our team! We'd like to welcome Amethyst Thorpe from UCommons to the team! We are still looking for representatives from UDYC, Development, Casa, and Under-18 Shelter programs. Reach out to your Union Rep Phoebe Feldsher if you're interested!

Upcoming Events

Want to be a Shop Steward? OPEIU is hosting a **New Shop Steward Training** via zoom **February 10 from 6-7:30 pm**. [Register online](#) or email Sally@opeiu8.org and mention Shop Steward Training.

Attend OPEIU's **Central Regional Meeting Saturday Feb 26 from 9-11 am** via zoom. Our topic this year is Navigating Difficult Conversations. [Register online](#) or email Sally@opeiu8.org and mention Central Regional Meeting.

Our Union Bargaining Team:

Marcel Jones, Youth Counselor, South Seattle;
Tremell Collins, On-Call, Over 18 Housing;
Valerie Maganya, Case Manager, Prevention;
Jocelyn Jones, Student Resource Navigator, E&E;
Amethyst Thorpe, Youth Counselor, U Commons;
Phoebe Feldscher, OPEIU Union Representative;
Corinne Cosentino, OPEIU Organizing and Director;
Diane Arnold, OPEIU Union Representative.

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



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