

# Union Update

# OPEIU

Local 

for Local 8 Members at COMPASS HOUSING ALLIANCE

January 29, 2020

## Contract Negotiations Underway for 2020

Our Union Bargaining Team met with Management several times in December and January to renegotiate our Collective Bargaining Agreement after its expiration on December 31, 2019. In addition to bargaining for better wages, we are negotiating improvements to the entire contract.

As with our last contract negotiations, CHA has to wait until the year end to hear from the City of Seattle regarding their funding. Though the City passed an inflationary adjustment to all their Human Services contracts, they did not award CHA any additional program funding. CHA still does not have a reserve fund.

We are waiting for Management's response to our economic proposals presented January 16, 2020. Here are some of our proposal's highlights:

- Wage increase with retroactive pay starting January 1, 2020
- Holiday pay and holiday hour accrual based on actual hours worked or FTE status, whichever is greater
- Holiday hours to be cashed out the same as PTO
- Overtime would be determined and computed based on time paid but not worked, like PTO
- More PTO accrued hours
- New sections to include protections under the new Washington Paid Family and Medical Leave Act (in addition to Federal Family Medical Leave Act)
- Bereavement Leave
- Improved staff training with timelines for completion

Our bargaining team will return to the table Thursday February 6, 2020. We are bargaining again on February 25, 2020.

**Reminder:** Your Flexible Spending Account rollover is available into March 2020. Did you know you have \$500 towards your health insurance deductible and other eligible health related items provided by your employer? You can access this benefit by creating an FSA account.

Contact Danielle Shoemake at Compass Housing Alliance if you have questions or need assistance.

**Our Bargaining Team:** Andrew Atkinson, Housing Navigator, First Presbyterian; Dalwyn Dean, Case Manager, Renton Veterans Center; and Lauren Berry-Kagan, Counselor, First Presbyterian.

***If you have any questions, please contact a Bargaining Team member;  
Diane Arnold, Union Representative at [diane@opeiu8.org](mailto:diane@opeiu8.org) or (206) 441-8880 ext. 115;  
or Erin Adamson at [erin@opeiu8.org](mailto:erin@opeiu8.org) or (206) 441-8880 ext. 105.***

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