

February 14, 2019

Bargaining Update Negotiations Underway for 2019 Wage Increase

On January 30, 2019 our Union Bargaining Team met with Management to discuss wage increases for 2019. Unfortunately, CHA management was unable to respond to the Union Bargaining Team's 1-22-19 wage proposal because CHA has not yet received 2019 contracts from its major funding sources. Our Bargaining Team was assured that CHA's intent is to provide a wage increase to its Union employees in 2019, but they are not sure at this time what that increase will be and when it will happen due to the following reasons:

The City of Seattle is by far CHA's biggest funder and annual funding is awarded based on the calendar year (January 1 to December 31). An additional portion of CHA's city-managed funding comes from the federal government. Due to the federal government shut down, the processing of this funding has been delayed. The city is waiting for a response from the federal government.

City of Seattle contract awards are partially based on the agency's performance outcomes during the prior calendar year (January 1 to December 31, 2018). CHA had to wait until the year end to provide their 4th quarter data on performance outcomes to the city which they have done along with their renewal funding documentation (most programs require multiple contracts).

The city budget does include a two (2%) percent cost of living increase in their funding for the CHA contracts. While the city has applied to the federal government to include a two (2%) percent increase and the federal government has agreed to supply it, they must wait for the federal government to provide the funding before providing the contracts to CHA.

The city assigns contract monitors that act as liaisons between the city and CHA to oversee the contract process. CHA has submitted their portion of the documentation; however, the city lawyers

are in the process of making multiple changes to their city contract format/content document and the templates are not ready or available to the city contract monitors at this time. The city contract monitors were not able to estimate when the document would be ready but have shared with CHA that once the contract templates are ready, it will be approximately three to four weeks before the city delivers the contracts to CHA for final review and signature/agreement.

Although CHA does not currently have a reserve fund to cover expenses without secured funding from the City of Seattle, it is the recommendation of the CHA Board that CHA take steps to build a reserve fund. Following that recommendation, management currently has a tentative plan in place to secure a reserve fund in 2020.

Once CHA receives their renewed contracts from the city, the Union Bargaining Team and management will return to the bargaining table. Management will keep the Union Bargaining Team up-to-date throughout the process with the city. Our Union Bargaining Team will pass updates on to our Union members as we receive them from CHA management.

Our Union Files Unfair Labor Practice with the National Labor Relations Board (NLRB) against Compass Housing Alliance Management

In October, our Union requested that Compass Housing open their financial books so our accountant could evaluate their finances and management refused. However, CHA's IRS 990 is public record and their 2017 IRS 990 revealed that in 2017 CHA spent \$300,000 on consultant fees even though the City of Seattle's 2018 program funding was uncertain.

Our Union has filed an Unfair Labor Practice charge (ULP) against Compass for failure to bargain in good faith and for regressive bargaining. Our Union awaits a decision by the NLRB over the charge against the employer.

Our Bargaining Team: *Jennifer Carter*, Case Manager, Nyer Urness; *Dalwyn Dean*, Case Manager, Renton Veterans Center; and *Will Johnson*, Case Manager, Compass on Dexter.

If you have any questions, please contact a Bargaining Team member or Diane Arnold, Union Representative at diane@opeiu8.org or (206) 441-8880 ext 115.