

Union★ Update

OPEIU Local

for Local 8 Members at COMPASS HOUSING

March 16, 2020

Union Contract Negotiations Continue

Contract negotiations with OPEIU Local 8 and Compass Management are still underway. Management has shared the financial challenges the agency is facing in 2020. The good news is that despite some financial uncertainty, management has put up a 4% wage increase for Case Managers and Housing Navigators and a 2% wage increase for all other job classifications effective at contract ratification on the table. Unfortunately, management has also proposed some cuts or take-aways to current benefits. Our Union Bargaining Team believes that in order for Compass Housing Alliance to hire and retain qualified employees to do the important and hard work you do every day and for employees to feel valued by the agency, all job classifications need to receive a \$1.00 per hour wage increase retroactive to January 1, 2020, and there needs to be a wage scale, so employees receive an additional wage increase as they move up the scale on their anniversary date of hire each year.

To show our daily struggles employees are faced with, we shared our stories from our co-workers with management.

"My rent is 57% of my monthly income, and I am one paycheck from being homeless."

"I had to move in with family in order to be able to live and pay my bills."

"I moved in with my family, but regularly have to make payment arrangements in order to pay all of my bills."

The current take-aways that the Employer is proposing are:

Subject:	Management proposed cuts:	Union Counter Proposal:
Health Care Coverage/Premium Share	Increase the rate of Coverage/ Premium Share to a percentage (\$15.67 for Level 1, \$26.11 for Level 2, \$36.56 for Level 3, \$52.50 for Level 4 and \$62.67 for Level 5), which will increase the amount owed for employees.	The Union Rejects this proposal and proposed that the rates remain at the current flat rate (\$15 for Level 1, \$25 for Level 2, \$37.50 for Level 3, \$50 for Level 4 and \$62.50 for Level 5).
ORCA Passport	Charge Employees 15% of the cost of the ORCA card, which is approximately \$96 per year or \$8 per month starting in 2021.	The Union Rejects this proposal and proposed the Employer continues to pay 100% of the ORCA passport.
Health Care Flexible Spending Account (FSA)	Reduce the Employer contribution from \$500 to \$300, paid each January starting in 2021.	The Union Rejects the proposed change and wants the Employer to keep contributing \$500, due to the high deductible of your health care coverage.
Contributions to 403(b) – Retirement Plan	Make the 1.5% of gross pay the employer contributes to the retirement fund optional starting in January 2021.	The Union Rejects and counter proposed the Employer contributes no less than 1% and that the contribution be the same for union and non-union employees.
Schedule Changes	Wants to reduce the advance notification of schedule changes from 30 days to 15 days.	The Union Rejects this proposal and wants to keep the notification of 30 days as stated in the current contract.

Current Tentative Agreements (Items that both the Employer and our Union have agreed on. These will not be in effect until all the contract changes are voted on and ratified).

- Use of Paid Time Off expanded. Employees can care for their step parents, parents-in-law, grandparents and siblings.
- Paid Family Medical Leave Premium will be paid by employer beginning January 1, 2021.

Next Bargaining Dates: April 2nd, April 7th, April 15th and April 23rd.

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 or Diane Arnold, Union Representative at diane@opeiu8.org or (206) 441-8880 ext. 115; or Erin Adamson, Union Representative at erin@opeiu8.org or (206) 441-8880 ext. 105.

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.

Upcoming Events:

Unfortunately, our Union's North Regional Meeting and our Steward/Leadership Conference events have been postponed due to public health recommendations, and will be rescheduled.

Shop Steward/Leadership Training – Thursday, May 13, 5:30pm - 7:00pm Tacoma
South Tacoma Branch Library
3411 S 56th St
Tacoma
RSVP Sally@opeiu8.org

