

# Union★ Update

**OPEIU**  
Local 8

*for Local 8 Members at LOW INCOME HOUSING INSTITUTE*

May 26, 2020

*For OPEIU Local 8 members at Low Income Housing Institute*

*May 26, 2020*


## **LIHI Management Says No to Cost of Living Adjustment for 2020**

Our Union Bargaining Team met with LIHI management on May 21<sup>st</sup> to hear management's response to our wage opener proposal. Management provided the Union Bargaining Team with a "statement" listing some of their financial concerns during the COVID-19 pandemic. Management stated that LIHI could not offer a cost of living increase or any hazard pay even though they received a \$2.4 million Paycheck Protection Program loan from the federal government. We work hard providing services for LIHI to our community while putting ourselves at continued risk of COVID-19 exposure and while we understand that there are some financial anxieties for LIHI, we are all facing our own financial struggles and need a pay increase. We also recognize that we all need to pay our rents and many of us have added childcare expenses with schools/daycare services closed.

Management did agree to the following:

- Increase employee wages to \$15.75 for those employees making less per the Seattle Minimum Wage Ordinance
- Increase base rate for Janitor/Program Assistant job classification to \$16.25 with retro pay to January 1, 2020
- Increase the Maintenance Worker base rate to \$16.75 with retro pay to January 1, 2020
- Provide related salary adjustments per Section 3.14 THE ANNUAL PERFORMANCE REVIEW of the Union contract for employees not at the top of their step or pay range
- Provide yearly seniority step increases per Section 14.1(c) YEARLY SENIORITY STEP INCREASE for employees at the top of their step or pay range

**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**  
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LIHI management stated that that the COVID-19 pandemic has had significant negative impact on their financial health for the following reasons:

- Loss of revenue from rent because of rent freezes, moratoriums on evictions and tenant job loss
- Cancellation of the annual fundraising gala
- Loss of rental incomes for commercial tenants including Steak and Shake at Glen Hotel
- COVID outbreak at Arion Court resulting in a 2/3 reduction in occupancy and costs for disinfecting the facility

Our Union Bargaining Team requested that LIHI executive staff reduce their salaries to share in the sacrifice during this economic downturn. LIHI stated that it is “being looked at,” but no commitment has been made.

Our bargaining team counter proposal will request a 2% across the board increase for all union bargaining employees, that executive staff take salary reductions, and that LIHI provide financial documentation supporting their claims of financial hardship. Here is a link to the Employer LIHI statement:

[https://www.opeiu8.org/Portals/opeiu8/Employer%20Updates%202020/LIHI%20Statement\\_5-21-2020.pdf?ver=2020-05-22-173747-727](https://www.opeiu8.org/Portals/opeiu8/Employer%20Updates%202020/LIHI%20Statement_5-21-2020.pdf?ver=2020-05-22-173747-727)

***If you have any questions, please contact your bargaining team: Dennis Johnson (Front Desk Resident Assistant, Frye Hotel)***

***Or contact Erin Adamson, Union Representative, [erin@opeiu8.org](mailto:erin@opeiu8.org) or Diane Arnold, Union Representative, [diane@opeiu8.org](mailto:diane@opeiu8.org)***

For additional resources during the COVID pandemic please visit [COVID-19 HELP](#)

## Join our Team

We need two LIHI Union members to join our bargaining team. Several of our former members moved to other opportunities outside LIHI. Time spent in negotiations is considered time worked. We usually meet between 3 and 5 pm. The National Labor Relations Act protects employees who serve on bargaining teams so there is no fear of retaliation by the Employer. Please contact a Union Representative for more information.

employer/LIHI/2020/LIHI Update 5.26.20.doc  
psiel#1239/afl-cio

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