

Bargaining Update

No deal yet but our bargaining team is united and determined!

Our Bargaining Team (Ophelia Franklin, Case Manager, Fleetwood Apts; Teresa McDaniel, Team Member, Downtown Urban Rest Stop; Dennis Johnson, Front Desk Residential Assistant, Frye; and Union Representatives Shelby Mooney and Diane Arnold) met with management on April 25, 2019 after numerous session cancellations by management. Our bargaining team presented management with a counter wage proposal and Management will be responding at our next scheduled bargaining session on May 21, 2019.

Although we are still far apart on wages, our team and management have tentatively agreed to some significant contract improvements.

- Employees experiencing an increase in workload due a vacant position either in a union position or a management position will meet with HR to discuss their workload and a potential salary adjustment within 10 days of the vacancy.
- The Employer agreed to pay both the employer and the employee premiums for the new WA state Paid Family and Medical Leave which is effective on January 1, 2020.
- The Employer has tentatively agreed to add grandchildren and father, father-in-law, mother, mother-in-law, sister, brother, wife, husband, son, daughter, stepchildren, grandparents, grandchildren of a spouse or domestic partner to the bereavement Section 8.2.
- Newly hired employees can use up to one day of paid health-related leave within the first 90 days of employment.
- The Employer has agreed to allow employees who experience a traumatic event at work to take up to a maximum of 3 consecutive paid days off with supervisor approval to recover.
- The employer will notify the union within 10 working days before the Staff Employment committee meets to discuss changes to personnel policies, job descriptions and/or newly created job descriptions.

Next steps: Our team will meet with management on May 21 and May 23, 2019.

Once we reach a full tentative agreement, the Union will hold an election on the full tentative agreement for union members to decide whether to accept it or reject it.

If you have any questions, contact a bargaining team member or Shelby Mooney, Union Representative at shelby@opeiu8.org, 206-448-2615 or Diane Arnold, Union Representative at diane@opeiu8.org, 206-441-8880 ext 115.