

**Union** ★  
**Update**

**OPEIU**  
Local



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

*June 23, 2020*

## **Management Proposes their Best and Final Wage Offer -- Time to Vote!**

Our Bargaining Team (Dennis Johnson, Front Desk Resident Assistant, Frye, Erin Adamson and Diane Arnold, Union Representatives) met with management on May 28<sup>th</sup> to hear their response to our Union Counter wage opener proposal of a two percent across-the-board wage increase retro to January 1, 2020. Management stated that they cannot pay a COLA for 2020 due to financial uncertainty during the pandemic but will continue seniority increases for those Union employees at the top of their range/skill steps or anniversary skill steps for 2020 if eligible. Management also stated that LIHI non-union staff will not receive any pay increases for 2020.

Management re-stated that they cannot afford an across-the-board cost of living increase at this time because of the following:

- Collection of rents were down significantly in April and May,
- Concerns for the Governor's no-eviction ordinance through August 1, 2020 which potentially will lead to further rent loses,
- Loss of revenue because of unexpected retail space vacancies,
- Need to maintain a balanced budget and are concerned that despite the fact they are opening more programs and hiring staff, they want to avoid laying staff off or furloughing employees,
- Cancellation of their annual fall auction fund raiser which supplement Urban Rest Stops, Tiny Villages and other program needs.

**Our LIHI Union members must decide to accept or reject the employer's best and final offer.**

*If approved*, our Union staff will receive their anniversary increases if eligible and our Union bargaining team will begin negotiating wages for January 2021 in October of 2020.

*If rejected*, our Union Bargaining Team will go back to the table to continue negotiating with management with no guarantees that the employer will offer any wage increases for 2020 including the seniority or anniversary skill step increases. A "no" vote also means that Union members voting "no" will be expected to make a commitment to participate in visible organized Union actions against the employer such as wearing a button during work hours with a message to management, signing a petition to be delivered to the LIHI leadership team and board of directors or other similar public actions to show our solidarity.

Many LIHI bargaining unit members wonder how LIHI can purchase property and break ground on the new Othello Park Apartments. Management's response is that they purchased the property with low interest WSHFC loans and that the financing for the Othello project was set before COVID-19.

Our Union also needs volunteers to serve on our Union Bargaining Team. Time in negotiations is considered time worked during regular shift hours. Please contact Erin Adamson at [erin@opeiu8.org](mailto:erin@opeiu8.org) or Diane Arnold at [diane@opeiu8.org](mailto:diane@opeiu8.org) if you are interested in serving on the Union Bargaining Team.

## How and When to Vote

**Zoom Informational Meetings:** In lieu of in-person meetings, and to minimize everyone's exposure, we are holding informational meetings by Zoom.

To participate in these meetings please [download the Zoom app](#) to your smart phone or computer and use the link that is listed below:

**Monday, June 29, 2020 from 12:00 pm to 1:00 pm**

Join Zoom Meeting

<https://us02web.zoom.us/j/85714118120?pwd=am5BUlJCOHEOR2tLTDRvTTc4dVI6QT09>

Meeting ID: 857 1411 8120

Password: 874794

One tap mobile

+16465588656,,85714118120#,,,,0#,,874794# US (New York)

+16699009128,,85714118120#,,,,0#,,874794# US (San Jose)

Dial by your location

+1 646 558 8656 US (New York)  
+1 669 900 9128 US (San Jose)  
+1 253 215 8782 US (Tacoma)  
+1 301 715 8592 US (Germantown)  
+1 312 626 6799 US (Chicago)  
+1 346 248 7799 US (Houston)

Meeting ID: 857 1411 8120

Password: 874794

Find your local number: <https://us02web.zoom.us/j/kd7SpF0h7P>

**Wednesday, July 1, 2020 from 12:00 pm to 1:00 pm**

Join Zoom Meeting

<https://us02web.zoom.us/j/89751960339?pwd=cUhzU2d3MEJ5NXRyYjdkVkMzTzI4Zz09>

Meeting ID: 897 5196 0339

Password: 526088

One tap mobile

+13462487799,,89751960339#,,,,0#,,526088# US (Houston)  
+16465588656,,89751960339#,,,,0#,,526088# US (New York)

Dial by your location

+1 346 248 7799 US (Houston)  
+1 646 558 8656 US (New York)  
+1 669 900 9128 US (San Jose)  
+1 253 215 8782 US (Tacoma)  
+1 301 715 8592 US (Germantown)  
+1 312 626 6799 US (Chicago)

Meeting ID: 897 5196 0339

Password: 526088

Find your local number: <https://us02web.zoom.us/j/kex5J9X0ch>

**Wednesday July 1, 2020 from 5:00 pm to 6:00 pm**

Join Zoom Meeting

<https://us02web.zoom.us/j/84633655090>

Meeting ID: 846 3365 5090

One tap mobile

+12532158782,,84633655090# US (Tacoma)

+13462487799,,84633655090# US (Houston)

Dial by your location

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Germantown)

+1 312 626 6799 US (Chicago)

Meeting ID: 846 3365 5090

Find your local number: <https://us02web.zoom.us/u/kxkoZa7li>

## **Online Voting Instructions:**

Online voting will be open starting June 29th at 9:00 am and continue through July 2<sup>nd</sup> at 3:00 pm.

**Rules for Online Voting:** You must be an OPEIU member in good standing. You can only vote one time. All votes must be submitted no later than 3:00 pm on July 2<sup>nd</sup>. Any votes cast after 3:00 pm on July 2<sup>nd</sup> will not be counted.

A link to the online ballot will be sent on June 29 at 9:00 a.m. Here is [a link to the full document](#) that shows the tentative changes you will be

voting on. New language to be added is **underlined** and in **bold**, language we are proposing to delete is ~~struck through~~.

**Questions? Contact Union Representatives Diane Arnold at (206) 441-8880 ext. 115, [Diane@opeiu8.org](mailto:Diane@opeiu8.org) or Erin Adamson at (206) 441-8880 ext. 105, [Erin@opeiu8.org](mailto:Erin@opeiu8.org)**

Want to stay informed about union negotiations, meetings, and actions in your workplace?

Text **Local 8** to **97779** to receive text updates.

It will prompt you to let us know your name and where you work to make sure you get the right updates. (Message and data rates may apply)



**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**

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