

# Bargaining Update

## Contract Negotiations Underway

Our Bargaining Team met with management on June 14th and June 24th. The Union Bargaining Team presented our contract proposals to management's team, and we expect responses from the management team at our next bargaining session on July 29, 2018.

Prior to our first bargaining session, PHG Union members attended a meeting to discuss the survey results and develop our proposals based on the survey results expressed by the majority of PHG Union members who responded. Management opened the first session stating that they recognize retention is a huge problem at Plymouth and their focus will be on increasing retention of employees. Our Union Bargaining Team shares our survey results without breaching any member confidentiality. Our Union Bargaining Team then met to refine our proposals with management's emphasis on retention.

## What the bargaining survey revealed

Plymouth Union members cannot afford the high rents in the city of Seattle and must commute; it is hard to make ends meet because of low wages and the majority of survey respondents suggested a 10% wage increase in each year of a three contract; your work can be dangerous and you are subjected to safety and health issues daily without the needed equipment; although often reported to management, your issues are not resolved timely; you would like more training especially when newly hired; many of you are eligible for low income housing and must seek out charity assistance to pay your bills; you need more paid time off because of the stressfulness of your jobs and secondary trauma you experience; short staffing is a huge issue along with retention; many of you are doing work that is not on your job description; many of you are doing your supervisor's work and not receiving the higher rate of pay; those who did not receive a pay adjustment in January of 2018 feel that they deserve one now. (In October of 2017 management proved market adjustments to most positions but not all).

***If you have questions, please contact a Bargaining Team member or Ida Kovacic.***

### Welcome to Ida Kovacic

Our Union is growing and as a result OPEIU, Local 8 added a new Union Representative and shifted some workplaces among the Union Reps.

Ida Kovacic will be the new Plymouth Housing Group Union Representative.

Her contact information is:

Office:  
206-441-8880 ext 117

Email:  
[ida@opeiu8.org](mailto:ida@opeiu8.org)

## Our Bargaining Team

Sakai Kears, *Building Coordinator*  
Nikki Bozek, *Building Assistant*  
Phoebe Feldsher, *Housing Case Manager*  
Michelle Wise-Bailey, *Building Coordinator*  
John Meadows, *Maintenance Coordinator*  
Kerriann Egan, *Housing Case Manager*  
Ida Kovacic, *Union Representative*  
Diane Arnold, *Union Representative*

# Highlights of our Union Proposals

We asked for:

PTO- add more paid time off

Holidays

- Add two more holidays (the day before or after Christmas and a floating holiday)
- On-call staff receive holiday pay for all holidays they work not just Thanksgiving, Christmas and New Year's Day. **Mgmt has agreed to this.**

Make the contract gender neutral

Bereavement Leave - Add sister-in-law, brother-in-law, son- and daughter-in-laws, grandchildren, and a close family type relationship to current language

Traumatic Event Leave-Increase the number of employer paid days from one to three

Health and Welfare:

- Eliminate the health care premium cost share
- The Employer would pay the Employer and Employee's premium costs for the new WA state Paid Family and Medical Leave program

The Employer would contribute \$500.00 each year into your Flexible Spending Act to help you pay out of pocket medical/dental/vision costs

Wage Increase of 10% for all positions except Maintenance Coordinator, Maintenance Tech I, Tenant Support Aide and Building Support Aide, the first pay period after ratification

Wage increase of 15% for Tenant Support Aide, Maintenance Tech I and Building Coordinator the first pay period after ratification

The Maintenance Coordinator would move to the appropriate step on the Maintenance Tech II wage scale the first pay period after ratification

Effective January 1, 2020 all current employees would receive a wage increase of 5%

Effective January 1, 2021 all current employees would receive a wage increase of 10%

Effective January 1, 2022 all current employees would receive a wage increase of 10%

Employees on the scale will continue to progress through the steps on their anniversary date of hire.

Employees at the top or off the wage scale will receive a 2% wage increase at their anniversary date of hire instead of a lump sum

Differentials

- Add differentials for swing shift and single coverage
- Increase swing and night differential to \$1.00 per hour for all hours worked between 4 pm and 8 am
- Increase weekend differential to \$1.50 per hour
- Increase the weekend time frame to 4 pm on Friday to 8 am on Monday
- Add a single coverage differential of \$5.00 per hour for employees working alone at the front desk

Add Workload section to address short staffing and staff turnover and supervisor who are on leave or not available during shift

Add Staff Training section to ensure that new hires receive de-escalation, CPR, first aid, blood borne pathogens/universal precaution & TB training within the first 60 days of hire

And more.....

This is a summary of our Union asks to management. Management will respond at our next session on July 29, 2019. Our Bargaining Team's goal is to get the best collective bargaining agreement that improves the Union contract for everyone!!

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