

**Union** ★  
**Update**

**OPEIU**  
Local



*For Local 8 Members at Solid Ground*

*December 10, 2020*

# **Union and Management Reach Tentative Agreement!**

## **Our Union Bargaining Team Recommends a Yes Vote!**

Our Solid Ground Union Bargaining Team and Management's Team reached a tentative agreement on December 7, 2020. Our Union Bargaining Team recommends a yes vote on the 3- year contract tentative agreement. Bargaining Unit members will receive three percent wages increases effective January 1, 2021, 2022 and 2023. Please see below for highlights of the tentative agreements. While our Bargaining Team did not get everything we wanted, this tentative agreement addresses many of our primary concerns. Our Bargaining Team and many Bargaining Unit members spoke out about the need to address the gross wage inequity between front-line staff and executive staff as well as the need for improved access to behavioral health services and therapists who are BIPOC and queer. We will continue to push Solid Ground

management to address these issues in 2021 to align with the agency's values and mission.

## Highlights of the Tentative Agreement!

**Job Posting-** clarifies the process for posting positions and hiring staff. Internal candidates will be interviewed first and external candidates will only be interviewed if there are no qualified internal candidates for the position.

**Employee Rights-** states that managers will be encouraged to inform employees of their Union rights prior to investigatory meetings and the employer commits to providing directors, managers, and supervisors training on Union rights.

**Layoff and Recall-** clarifies the process for who is laid off and who is recalled within the 12- month recall period.

**Temporary Hours Reduction/Furlough -*new section***- states the employer can only reduce the hours of employees in a program for up to a total of 8 hours during a period not to exceed one month for a 1.0 FTE and prorated for part-time employees. A reduction in hours lasting longer than one month must be approved by the Union.

**Severance-** states that regular employees will be eligible for the Transition Assistance Bonus and that current time limited employees at contract ratification will be eligible to receive the Transition Assistance Bonus, but time limited employees hired after contract ratification will not be eligible unless they are laid off prior to the end of their expected service end date.

Years	Current	Tentative Agreement
0-12 months	\$800	\$875
13-60 months	\$1600	\$1675
61-120 months	\$2400	\$2475
121 months or more	\$3200	\$3275

**Paid Holidays-** clarifies how designated Solid Ground holidays can be traded for other holidays such as Juneteenth and Indigenous People’s Day and how they are paid.

**Personal Leave Carry Over- *new section***- states that due to the pandemic up to 80 hours of accrued but unused personal leave may be rolled over into 2021.

**Paid Family and Medical Leave Premium-** states that the employer will continue to pay the employer and the employee premiums for Paid Family and Medical Leave unless the State of WA increases the premium costs. If the State increases the premiums the Union and Employer will re-negotiate the terms of this section.

The employer also agrees to allow employees on Paid Family and Medical Leave to use their accrued sick leave to supplement their state benefit to replace their full weekly pay check.

**Wages-** increases wages by three percent (3%) effective January 1<sup>st</sup> in 2021, 2022, and 2023.

**Shift Differential for Residential and Shelter Staff-** expands the shift differential of fifty cents (\$0.50) per hour to include residential and shelter staff who work between 9 pm and 6 am.

**Parking/Transportation-** changes the employer subsidized monthly Orca card based on the following cost share:

<b>Pay Ranges</b>	<b>Employee pays</b>	<b>Employer pays</b>
14-26	10%	90%
27-32	20%	80%
33-47	30%	70%

**Our Union Bargaining Team:**

Omar Cuevas Vega, Wallingford Offices  
Shana McCann, Wallingford Offices  
Cynthia Linder, Wallingford Offices  
Noel Lerner, Sandpoint Campus  
David Olivera, Sandpoint Campus  
Susan Walsh, Sandpoint Campus  
Ellena Floyd, Solid Ground Transportation

Vote instructions and the complete Tentative Agreement document for all contract changes will be sent out soon.

***If you have any questions, please contact our Bargaining Team members or our Union Representative, Diane Arnold at [diane@opeiu8.org](mailto:diane@opeiu8.org).***

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