



for OPEIU Local 8 members at YouthCare

October 8, 2020

We Continue to Work Towards Our First Contract

Our Collective Bargaining Agreement is becoming a robust document thanks to the tireless work of our Bargaining Team. We continue to hold strong on issues that are important to us and to propose new language. We are proud of what we have accomplished so far in this bargain.

Since July 23rd our Bargaining Team has reached Tentative Agreements on:

- Leaves Provided by Applicable Statute – states that the employer will apply most liberal allowance under any federal, state and/or city mandated leave and names those leaves.
- Fair Labor Standards Act Status – states that the employer and union agree on exempt and non-exempt status (hourly vs. salaried employees) as determined by the Fair Labor Standards Act.
- Non-Exempt Employees (Hourly) – defines an hourly employee and that they will receive over-time pay as legally required.
- Employer Policies – states that where employer policies are not in conflict with this agreement, employer policies are accepted as working policy. The Union will receive notice of policy changes and shall have the opportunity to negotiate over them, if requested.
- Separability –if a provision of the Union contract is declared invalid due to a law changes or the adoption of a new law or government regulation, the

provision shall be superseded by the new or amended law or regulation. All other provisions of the Union contract will not be invalid.

Below are some important issues we continue to push:

- Vacation Scheduling– this section will provide a process for staff to request PTO and a timeline for supervisors to respond to PTO requests.
- Holiday Scheduling – this section will provide a process for staff to equitably request holidays off and time off around holidays.
- Introductory period – Our union continues to reject management’s proposal that the introductory period extends 90 days post clearance for employees hired into under-18 programs. We continue to assert that termination or discipline during this period shall be subject to review, though we agree that it shall not be subject to the grievance procedure.
- Under 18 programs – Employees hired into under-18 programs are faced with long wait periods before their clearance is issued, during which time they can be permitted to work in another program. It is our position that if an employee has proven successful in another program during their waiting period, and is not successful in the under-18 program, that they be offered a position in another program. We also feel that the introductory period should begin on the initial date of hire. The employer continues to reject our proposal and proposes that the introductory period for employees hired into under-18 programs begins after their clearance has processed.
- Job descriptions – It is our position that changes to job descriptions constitute changes to working conditions, which is a mandatory subject of bargaining. The employer wants a two-week time period for resolution of these negotiations, which we cannot agree to.
- Interview Process – Our union proposes management will follow the CIC guide for interviews and will include at least one CIC member in interviews. Management continues to reject our proposal and proposes to retain sole discretion of interview panel and process.
- Notification of funding – We maintain that employees should be able, in a reasonable way, to access information about the grants and funding that support their position. The employer continues to reject our proposal saying it is too burdensome to provide this information.

- Language access – We insist that the employer provide employees hired for a position that requires bilingual skills key agency policy documents, job descriptions, performance reviews and disciplinary notices in the language of their preference. This is essential for employees to fully understand their duties and responsibilities. The employer proposes to provide only summaries and verbal translations of these documents.

Farewell, Thank You and Welcome!

We are saddened to see two of our Bargaining Team members transition off the team: Craig Gibson and Niki Sebatware. Though it is to be expected that the team will change throughout the course of negotiations, we will miss the perspective, tenacity and thoughtfulness of Niki and Craig. A big thank you to both for their contributions, and well wishes on their next endeavor!

We would like to announce that Erin Halligan, current Donor Database Assistant and soon to be Individual Giving Specialist, will be joining our Bargaining Team. Welcome, Erin!

A message from Craig:

Hello YouthCare! It has been a privilege working with you all. I got into this work to advocate on behalf of youth, and now I understand that one of the best ways to do that is by speaking up for ourselves. A healthy and stable team provides the best launching pad for our youth to reach their full potential.

Witnessing so many talented, passionate, inspiring youth workers come and go over my 7 years at YouthCare was difficult. Each of those people who came before us taught me something. They built the foundation that we, knowingly or not, stand on. The same undoubtedly goes for our organizing work. For those of you who don't know, we were not the first to attempt unionization at YouthCare; years ago, a team tried and came up short. The takeaway for me is that those efforts were not in



vain, they planted seeds so that we could harvest the fruit.

Thank you for all the work you've done, the work that's being carried out as you read this, and the work that you steward on. It's humbling to consider the seemingly infinite line of social workers, mentors, educators, freedom fighters, and beyond who have come before us in these common struggles. I know our collective voices are laying the groundwork for another endless line of direct service professionals who are eager to remake their communities in their own vision. Let's celebrate knowing it will be easier for them than it was for us.

Much love and solidarity to you all.

-Craig

Questions? Please contact a member of our Bargaining Team or Union Representative:

Tremell Collins, On-Call Youth Counselor, Over 18 Housing;

Paris Chapman, Employer Engagement Specialist, Orion; St.

Ennah Akudihor, Housing Navigator Case Manager, UDYC;

Emily Penna, Program Coordinator, Employment & Education;

Erin Halligan, Donor Database Assistant, Development;

Meredith Clark, Case Manager, Casa;

Arren Lenau, Youth Counselor, Pathways;

Deepa Ramdial, Case Manager, Passages;

Katrina Go, Care Coordinator, Prevention;

Valeria Maganya, Case Manager, Under-18 Prevention.

Organizer Corinne Cosentino at 425-318-2650 or corinne@opeiu8.org

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