



for OPEIU Local 8 members at YouthCare

July 23, 2020

Important Wins for Our Contract

Our Bargaining Team continues to present thoughtful proposals to management. Their dedication and passion are evident as they continue to hold leadership accountable to YouthCare's values. Our Team knows that fighting for our rights is synonymous with advocating for youth.

Since May 19th our Bargaining Team has Tentative Agreements on:

- **Monthly Roster** – Management will provide a roster of union eligible employees to our Union once a month. This ensures communication includes new staff and removes folks who have moved on.
- **Union Access** – describes the conditions under which Union Representatives may have access to the workplace
- **Union Stewards** – acknowledges the rights of Union Stewards as duly accredited Union Representatives
- **Union Bulletin Boards and Electronic Communication** – designates that the Union has bulletin board space at each worksite and may communicate to members via their work emails
- **Bridge of Service** – restoring wage scale step and sick and vacation accrual rate for workers who leave YouthCare and return within 12 months.
- **Bereavement Leave** – paid time off not taken out of accrued time off to grieve the loss of a family member
- **Progressive Discipline/Just Cause** – describes a four-step progressive discipline process and provides just cause protections for all Union employees who complete their introductory period when newly hired at YouthCare

A Word about Just Cause

Just cause is a cornerstone of any Union Shop. Just Cause is a set of standards that YouthCare must meet before issuing a discipline. It is designed to ensure discipline is carried out fairly. There are seven tests of just cause:

Adequate Warning – the rule and penalty must be communicated in advance; **Reasonable Rule** – the rule or policy must be reasonable; **Thorough Investigation**- the employer must conduct an investigation before issuing a discipline; **Fair Investigation** – the employer’s investigation must be fair and consider extenuating circumstances behind the employee’s action; **Evidence** – there must be evidence of wrongdoing; **Uniform and Consistent Application** – the rules must be uniformly and consistently applied to all employees; and **Severity of Discipline v. alleged offense** - is the level of discipline appropriate based on the employee’s alleged offense/violation and previous discipline record.

Non-union workplaces are ‘at-will’ employers. That means that an employer can discipline or fire an employee and change their wages, benefits and working conditions at any time, for almost any reason, without negotiation, explanation, or scrutiny.

Our Team continues to push management to exceed the bare minimum and do what we know is just and right on these issues:

- **Introductory Period** – A working test period to train employees and observe their work. Just cause for discipline does not apply during this period.
- **Language Access** – It is essential that all workers understand their job duties, policy and other expectations on which their employment is dependent. We demand that YouthCare support workers whose first language is other than English and are required by their job to speak another language by providing key policy documents in that language.
- **Bargaining over Policy Changes** – Policy changes impact working conditions, which our Union has a right to negotiate.
- **Job Descriptions** – Unions have the right to negotiate over wages, benefits and working conditions. Your job description is a key part of your working conditions. We cannot allow management to change these conditions without negotiating.
- **Notification of Funding** – Communicate with employees when funding changes could impact their employment.

This is OUR Union

We can’t assert our rights if we don’t know them. Our Union is our resource to learn more about leaves, protections, and laws. Calls and concerns are kept in the strictest confidence. Union staff follow our direction; our questions and concerns will not get back to management without our consent. Please do not hesitate to reach out with questions or concerns. Retaliation is illegal, and our privacy is protected.

Become a Shop Steward!

YouthCare members are now eligible to become Shop Stewards! Shop Stewards are well informed of their rights, advocate for their coworkers and coordinate with Union Representatives to enforce the contract (once it is ratified).

We need Shop Stewards from all shifts and departments to get involved. If interested, reach out to our Union Representatives.

Questions?

Contact members of the Bargaining Team:

Tremell Collins, On-Call Youth Counselor, Over 18 Housing;
Thomas Petrik, Residential Counselor, Jackson Street Shelter;
Paris Chapman, Employer Engagement Specialist, Orion;
St. Ennah Akudihor, Housing Navigator Case Manager, UDYC;
Emily Penna, Program Coordinator, Employment & Education;
Craig Gibson, Volunteer & Community Engagement Specialist, Development;
Meredith Clark, Case Manager, Casa;
Arren Lenau, Youth Counselor, Pathways;
Deepa Ramdial, Case Manager, Passages;
Katrina Go, Care Coordinator, Prevention;
Niki Sebatware, Youth Counselor, U Commons;
Valeria Maganya, Case Manager, Under-18 Prevention

OPEIU Local 8 staff:

Organizer Corinne Cosentino at 425-318-2650 or corinne@opeiu8.org
Membership Support Representative Phoebe Feldsher at 206-441-8880 ext. 119
or phoebe@opeiu8.org
Union Representative Diane Arnold at 206-441-8880 ext. 115 or diane@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

1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-441-0207 ★ www.opeiu8.org

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