

Union ★
Update

OPEIU
Local



For Local 8 Members at YouthCare

March 7, 2022

We're Ready for our Union Contract at YouthCare – Union Meetings Scheduled

We continue to work on our very first union contract. As a union, we have the right to bargain over our wages, benefits, and working conditions. What we're paid, our vacation time, our schedules, seniority, health care benefits are all negotiated by us. Our union contract is the way that we protect our rights. Once we all vote on this contract, YouthCare has to honor what they've committed to. You can see some of the things YouthCare has committed to in an update [here](#).

Our bargaining team proposed our raises, health care benefits, orca passes, differentials and more on November 11, 2021 (see more about we've proposed [here](#)). Management hasn't responded to many of our proposals yet and we want to get this done! We urge management to prioritize bargaining and respond so we can move forward and start using our union contract.

We will be hosting three union meetings via zoom to discuss more about what we're negotiating and what we can all do to support getting a fair contract without delay. Please attend one of the union meetings. You need to attend on non-work time. If you are unable to attend one of the following sessions, please reach out to your Union Representative Phoebe Feldsher at phoebe@opeiu8.org to schedule an alternative time.

- Morning Session: Wednesday March 16 from 8-8:30am
- Afternoon Session: Monday March 14 from 12-12:20pm

- Evening Session: Tuesday March 15 from 5-5:30pm

Please email Phoebe at phoebe@opeiu8.org or a bargaining team member to get a zoom link.

Summary of Tentative Agreements since our last update:

WORK ON THE HOLIDAY Union employees who are required to work on the holiday will be paid time and a half and will receive holiday pay. They may take another day off within the same pay period (or just keep the extra holiday pay).

HOLIDAY SCHEDULED DAY OFF If a holiday falls on the employee's scheduled day off, the employee will receive holiday pay for the holiday and may choose to schedule another day off within the same pay period (or just keep the extra holiday pay).

PAID FAMILY AND MEDICAL LEAVE Employees who have worked in Washington State for at least 820 hours will be eligible for Paid Family and Medical Leave through the state program. These employees will be returned to the same or equivalent position with the same rate of pay with no loss of seniority which they held before the leave.

FLEXIBLE SCHEDULE When consistent with the job responsibilities and program, client and other business needs, and approved in advance in writing by the employee's supervisor, an Employee's hours may be flexed within a workweek to allow for variations in work, scheduling longer hours on a work day and shorter hours on another work day, or changing scheduled days off in advance of the work week. This flexibility may be requested or approved on a one time or an ongoing basis. If the employee has been working a flexible schedule on a regular ongoing basis, the employee will be given 30 days' notice and a written explanation prior to being required to change to a fixed schedule, unless mutually agreed or when the change is due to a government mandate or other emergency, such as a natural disaster or national emergency.

WORK IN A HIGHER CLASSIFICATION Any employee who is required by the Employer to spend at least 30% of their time on the duties of a higher classification for 5 or more consecutive workdays will be paid at their position's next step or at the base pay rate for the higher level position, whichever is greater. The employee will be compensated at the higher rate for all hours worked beginning on the first day of work in the higher classification.

MILEAGE & PARKING REIMBURSEMENT Employees will be reimbursed at the federal mileage reimbursement rate for travel to carry out work assignments and for parking fees to carry out work assignments off site from their regular location. For reimbursement, employees should complete the mileage reimbursement form and submit it with any parking receipts to their supervisor. Employees will be reimbursed in a timely manner.

Changes on our Bargaining Team

It is with a heavy heart that we say goodbye to bargaining team member **Jocelyn Jones**. Her contributions to the team over the past year and a half have been invaluable. Good luck Jocelyn!

We also want to welcome **Amanda Ayers-Ruiz** from the Development team and **Dorothy Pierce** from Orion! We look forward to continuing to work with both of them to finish out this process!

We need representatives for Casa, Hope Center/Adolescent Shelter, UDYC, and one at-large position. As a bargaining team member, you will have a direct impact on what is included in our contract. If you're interested in joining the team contact your Union Representative Phoebe Feldsher at phoebe@opeiu8.org. If you have questions feel free to reach out to Phoebe or a bargaining team member!

OPEIU Local 8 Events

OPEIU Local 8 offers a variety of educational events for members to strengthen our union. Consider attending one of the following virtual trainings to connect with other OPEIU Local 8 members and learn more about internal organizing, union representation, and your rights as a union member.

Upcoming Events:

Shop Steward Training Saturday, March 12 - 9:30-11:00 am via zoom
[Register online](#) by Friday March 11.

North Regional Meeting Saturday March 26 - 9:00-11:00 am via zoom
[Register online](#) by Friday March 25.

Shop Steward and Leadership Conference April 23 - 9:30 am -12:00 pm via zoom

[Register online](#) by Friday April 22.

Register online using the links above or email Sally@opeiu8.org and mention the event and its date.

Our Bargaining Team:

Marcel Jones, Youth Counselor, South Seattle;
Tremell Collins, On-Call Engagement Specialist, Over 18 Housing;
Valerie Maganya, Case Manager, Prevention;
Jocelyn Jones, Student Resource Navigator, E&E;
Amethyst Thorpe, Youth Counselor, U Commons;
Dorothy Pierce, GED Instructor, Education Services;
Amanda Ayers-Ruiz, Community Engagement Specialist, Development;
Phoebe Feldscher, OPEIU Union Representative;
Corinne Cosentino, OPEIU Organizing Director;
Diane Arnold, OPEIU Union Representative

