

Union ★
Update

OPEIU
Local



For Local 8 Members at Low Income Housing Institute

March 31, 2022

Union Letter Delivered to Management!!

Our Bargaining Team presented the Letter to Management Tuesday, March 22, 2022, reading the letter and calling out each signer's name - all 149 of them!!! Our Bargaining Team also shared with Sharon Lee (ED) and Lynne Behar (CFO) their day-to-day financial challenges because of the increasing cost of living and the need for LIHI management to "get creative" and take care of their employees.

"Management states that retention is far more important than recruitment, but we are the workers who are struggling to support our clients. Meanwhile, so many of us are one paycheck away from being homeless ourselves. It's time for LIHI to give us real wage increases."

- Gerald Williams, Case Manager TEMS 4

The Union continues to hold on our economic proposals: 10% wage increase retroactive to January 1, 2022, an increase to the seniority step when employees are at the top of their wage range, an increase in the employer's contribution to the 401(k) from 4% to 5% and pay for maintenance techs and workers assigned to the emergency pager of \$20 per day.

We continue to work on some outstanding non-economic proposals that management continues to reject including improving seniority application, providing predictable work schedules, expanding access to traumatic event leave and committing to

providing adequate trainings for all staff and dedicated work time and use of a laptop/computer to complete online trainings during work hours.

Our next bargaining session is TBA.

Highlights of Tentative Agreements so far:

- The Union Representative can participate in the Staff Employment Committee meetings.
- Part-time employees who work on the Thanksgiving and/or Christmas holiday will receive 8 hours of additional pay. It will not be prorated to their FTE.
- Employees may choose to take either Presidents' Day or Juneteenth as a holiday.
- Opportunity for employees to job shadow to learn about other career opportunities.
- Updating the Union contract to reflect the changes in the laws.

Our Union Bargaining Team: Aprel Carter, Auburn Manor and White River Gardens; Dennis Johnson, Frye Apartments; Gerald Williams, TEMS 4; Brandon Ashfield-Whitfield, TEMS 4; and Erin Adamson and Diane Arnold, Union Representatives.

Want to sign the letter to Sharon Lee? You can [sign the letter online](#). If you have any questions, please contact your Bargaining Team members or Diane or Shelby at diane-shelby@opeiu8.org or 206-441-8880 ext. 115 or Erin Adamson at erin@opeiu8.org or 206-441-8880 ext. 105.

