

For Local 8 Members at Solid Ground

February 5, 2021

Labor Management Committee Meeting Notes

The Union and management met Wednesday, January 27, 2021 for our first LMC meeting since contract negotiations.

Attendees for the Union: Chelsah Ratkowski (Broadview), David Olivera (Sandpoint), Susan Walsh (Sandpoint), Omar Cuevas Vega (Poverty Actions), and Diane Arnold, Union Representative

Attendees for Mgmt: Marty Fisher, Shalimar Gonzales, Cate Daniels, and Shameeka Tipis

We discussed the following:

Union representative attending regular board meetings

The Union requests to have a representative attend and report to the board of directors at their regular meetings per Section 2.8 of the Union contract. The purpose of a Union presence at the board meetings is to build relationships with board members, and to provide some

transparency between board members, leadership and union members. In order to support our union goals, Shalimar suggested that she attend her first round of subcommittees and a board meeting to see how to best meet our goals. Once this happens in February the logistics of submitting union agenda items will be communicated to the LMC Team. Management did have a concern that the union members would bring concerns and issues to the board first before trying to resolve the issues through the grievance process or the Labor Management Committee which meets every fourth Wednesday from 10:30 am to 12 pm. The next board meeting was February 4th and the agenda was determined several weeks in advance. The Union did agree that any issues would be discussed and attempted to be resolved through the LMC and/or the grievance process or with Human Resources or supervisors before being brought to the board. Attending the board meeting is also an opportunity to share success stories and the progress of our union members in their positions at Solid Ground.

Behavioral health services of the HMO healthcare plan improvements

Management will be reaching out to all Union members to recruit those who have had challenges engaging behavioral health therapists to meet their needs. Two major concerns are the lack of therapists who are queer and BIPOC and the lack of availability for appointments in the HMO plan. Solid Ground's insurance broker, Monica, suggests that they hear directly from staff in focus groups so that they can suggest improvements and/or search for plans to meet the staff needs. Management will be setting up the focus groups. If you have experienced challenges with engaging behavioral health services, we encourage you to participate.

Marty did state that the EAP sessions have been increased from 6 to 8 per issue and they are working with Kaiser to expand their geographical network with telehealth options.

Time spent by staff who are Black, Indigenous and People of Color to serve on various committees beyond their job duties

The Union brought this to management's attention because it is important that management recognize that it can be extra work and commitment for staff who already have a large workload. The Union encourages management to recruit and retain staff who are BIPOC and provide career advancement for staff who are BIPOC in union and non-union positions. In the short-term management will be more aware of their asks and try to rotate staff they recruit for committee or interview panel work. It is okay to say no if asked if staff is too busy.

Overhaul of the compensation system

Management stated they're committed to overhauling the compensation system which is a big and maybe a multiyear project. The Union identified the inequity of the compensation system especially the disparity between many leadership positions compared to union staff in contract negotiations believing that the compensation system does not promote Solid Ground's mission to end poverty. Also, the use of percent base annual increases which are traditionally applied to the management team as well as union staff further compounds the disparity.

Update on COVID-19 policies and procedure

Solid Ground management recently sent out the governor's recommendations for out of state and country travel so staff is aware of the recommendations. Solid Ground will not be tracking out of state travel of staff but recommends that staff follow the guidelines for their safety and the safety of others.

Update on the Union Contract with ratified changes

A draft of the new contract has been sent to Solid Ground management for review. Once the Union and management agree to the changes, the

Union will collect the signatures and an electronic version of the Collective Bargaining Agreement will be sent to Union members. Appendix A (wage pages) is currently being drafted.

The Union will schedule a zoom meeting to update Union staff on the changes to the Union contract once the final version of the contract is approved, the wage pages are approved, and the new contract has been signed by the Bargaining Team participants and emailed to union members.

Management's plan to update management staff on new language in the CBA

Human Resources will be updating management on the changes to the new Union contract at the all management staff meeting in March.

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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)



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